OXNARD UNION HIGH SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

Certificated Management

07/01/2026 – 06/30/2027 SCHOOL YEAR

Effective July 1, 2026 · Board Adopted: 08/12/2026

How to Read This Salary Schedule

- **Class —** your placement column, set by your degree and qualifying units of training. HR assigns your class at hire; see the placement notes below.
- **Step —** your experience level within a class. You advance one step per year of service through the top step of your class.
- **Years of Service —** total qualifying years, used to set your step and, at the top of the class, your service-based rate.
- **Annualized Pay Rate —** the full-time (1.0 FTE) salary for your class and step.
- **Work Year —** 223 contract days at an 8-hour day (1.0 FTE). Certain positions use a 213-contract day calendar. See assigned contract days by position.
- **Proration —** part-time or partial-year assignments are paid proportionally to the 1.0 FTE rate.

Questions? Placement and work-calendar questions are handled by the District's Human Resources Office.

Position Assignment, Range, & Time Base

Certificated management positions are assigned to a range (A-H). Each range has the contract days shown, at an 8-hour day and 1.0 FTE. [Ed. Code §22138.5; 5 CCR §§27300, 27400]

Position / Job Class	Range	Contract Days / Hours	Position / Job Class	Range	Contract Days / Hours
Assistant Superintendent Educational Services	A	223 / 8 hr.	Director, Special Education Operations & Inclusive Learning Programs	C	223 / 8 hr.
Assistant Superintendent Human Resources	A	223 / 8 hr.	Director, Career Education	D	223 / 8 hr.
Principal, Comprehensive High School	B	223 / 8 hr.	Director, Instructional Support Services	D	223 / 8 hr.
Principal, Adult School	C	223 / 8 hr.	Director, State and Federal Programs	D	223 / 8 hr.
Principal, Anacapa Adult Transition Program	C	223 / 8 hr.	Director, Student Support Services	D	223 / 8 hr.
Principal, Condor HS	C	223 / 8 hr.	Director, Wellness & Inclusion	D	223 / 8 hr.
Principal, Frontier HS	C	223 / 8 hr.	Assistant Principal HS	E	213 / 8 hr.
Principal, Oxnard Middle College HS/Director, College Readiness	C	223 / 8 hr.	Coordinator, Community Schools Coordinator, Adult Education School	E	213 / 8 hr.
Principal, Rancho Campana HS	C	223 / 8 hr.	Coordinator, Distance Learning	E	213 / 8 hr.
Chief Technology Officer (CTO)/Learning Support	C	223 / 8 hr.	Coordinator, Education Technology	E	213 / 8 hr.

Annualized Salary Rate by Range and Years of Service (1.0 FTE)

Each figure is the full-time annualized salary rate for the class and step shown. Part-time and partial-year assignments are prorated to the 1.0 FTE rate. [Ed. Code §§22119.2, 45023, 45028; 5 CCR §27400]

Years of Service [1]	Step	Range A	Range B	Range C	Range D	Range E	Range G	Range H
Contract Days (1.0 FTE)		*223*	*223*	*223*	*223*	*213*	*205*	*203*
Year 1	1	$195,926	$183,425	$181,784	$168,409	$153,705	$147,168	$139,445
Year 2	2	$197,496	$184,893	$183,238	$169,767	$154,935	$148,345	$140,561
Year 3	3	$199,066	$186,372	$184,704	$171,125	$156,175	$149,531	$141,685
Year 4	4	$200,657	$187,863	$186,182	$172,483	$157,424	$150,728	$142,818
Year 5	5	$202,269	$189,366	$187,671	$173,862	$158,684	$151,934	$143,960
Year 6 [2]	6	$203,882	$190,880	$189,173	$175,262	$159,954	$153,149	$145,112
Years 7-15	Top	$203,882	$190,880	$189,173	$175,262	$159,954	$153,149	$145,112
Years 16-17	Top	$204,800	$191,798	$190,091	$176,180	$160,872	$154,067	$146,030
Years 18-20	Top	$205,718	$192,716	$191,009	$177,098	$161,790	$154,985	$146,948
Years 21-23	Top	$206,636	$193,634	$191,927	$178,016	$162,708	$155,903	$147,866
Years 24-26	Top	$207,554	$194,552	$192,845	$178,934	$163,626	$156,821	$148,784
Years 27-29	Top	$208,472	$195,470	$193,763	$179,852	$164,544	$157,739	$149,702
Years 30+	Top	$209,390	$196,388	$194,681	$180,770	$165,462	$158,657	$150,620

Important Notes

- **([1]) Annualized Class Rates:** Rates for Years 6 and beyond are the class top-step salary with service-based salary increases, shown as full annualized salary rates on this schedule.
- **([2]) Previous Experience Credit:** Highest placement for newly hired employees is *Year 6* of assigned Class.
- **Contract Days:** 223-day work year, 8-hour day, and 1.0 FTE. Exception: Assistant Principals HS, Coordinator Community Schools/Distance Learning/Education Technology are based on a 213-day work year, 8-hour day, and 1.0 FTE.

OXNARD UNION HIGH SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

Certificated Management

07/01/2026 – 06/30/2027 SCHOOL YEAR

Effective July 1, 2026 · Board Adopted: 08/12/2026

Education Incentives — Remuneration in Addition to Salary

The education incentives below are paid annually in addition to the salary-schedule amount to employees in the covered classes who hold the stated authorization or degree; advanced-degree incentives require a degree from an accredited college or university. These are remuneration paid in addition to salary (special pay) — they are not part of the annualized salary rates in the table above — and are reported to CalSTRS separately under the conditions of 5 CCR §27401, available to all employees in the class who meet the requirement. Whether and how each incentive is creditable is subject to §27401 and CalSTRS determination. [Ed. Code §22119.2(a)(2); 5 CCR §27401]

Education Incentive	Requirement	Annual Amount	Monthly (Annual/11)
BCLAD Authorization	Valid BCLAD (Bilingual, Cross-cultural, Language and Academic Development) authorization	**$1,000**	**$90.909**
Doctoral Earned Degree	Earned doctorate from an accredited college or university	**$2,000**	**$181.818**
Juris Doctorate Earned Degree	Earned Juris Doctorate (J.D.) from an accredited college or university	**$2,000**	**$181.818**

Legal Authority & CalSTRS Compliance (Publicly Available Pay Schedule)

This is a publicly available pay schedule (PAPS) for positions subject to CalSTRS membership, maintained in compliance with the Teachers' Retirement Law and CalSTRS regulations. It meets each requirement of a compliant certificated pay schedule:

1. **Duly approved and adopted** by the Governing Board of the Oxnard Union High School District in accordance with applicable public-meeting laws, and adopted as a printed certificated salary schedule (see Board Adopted date in header). *[Ed. Code §§45022, 45023; 5 CCR §27400]*
2. **Identifies the class of employees** and position title(s) covered — see table above. *[Ed. Code §22112.5; 5 CCR §27300]*
3. **States the annualized pay rate** for each class and step directly, without reference to any other document. *[5 CCR §27400]*
4. **Indicates the time base / full-time equivalent** used to earn the annualized pay rate — a 223-day work year at an 8-hour day (1.0 FTE). Full time is the days/hours of creditable service required to earn the annualized pay rate; minimum standards are set by statute. Assistant Principals HS, Coordinator Community Schools/Distance Learning/Education Technology are based on a 213-day work year at an 8-hour day (1.0 FTE). *[Ed. Code §22138.5]*
5. **Is uniform** as to years of training and years of experience, as required for certificated salary schedules. *[Ed. Code §45028]*
6. **Shows an effective date and a board-adoption/revision date** (see header). *[5 CCR §27400]*
7. **Is publicly available** — printed and made available to each certificated employee, posted for public review at the District office and on the District website, and available upon request. *[Ed. Code §§22119.2, 45023; 5 CCR §27400]*
8. **Characterizes all amounts as salary** — every rate is salary, used as the basis for future pay increases and disclosed directly, with the full years-of-service progression carried through the top of the scale. *[5 CCR §27400]*
9. **Annualized pay rate.** For CalSTRS reporting, the District reports the full-time annualized pay rate for the position — the salary a member would earn for full-time creditable service during the school term under this schedule — regardless of the member's actual assigned time base; part-time assignments are prorated. *[Ed. Code §§22119.2, 22138.5; 5 CCR §27400]*
10. **Forward compliance (AB 1997).** This format aligns with AB 1997 (Stats. 2024), which redefines "annualized pay rate" and requires salary schedules for all positions subject to membership, effective no later than July 1, 2027. *[AB 1997, amending Ed. Code §§22112.5, 22119.2, 22119.5, 22138.5]*
11. **Pay periods.** Certificated salaries are paid on the schedule set by Education Code §45048, using the pay-period option adopted under §45038; positions with work years under 210 days may be paid in equal installments over the assigned work year or, where employee selects, over twelve months, per District payroll policy and the collective bargaining agreement. *[Ed. Code §§45038, 45048]*

CalSTRS Compliance Note. Certificated employees are members of the CalSTRS Defined Benefit Program (State Teachers' Retirement Plan) and are part of the certificated service for retirement purposes; members first covered before January 1, 2013 are CalSTRS 2% at 60, and members first covered on or after January 1, 2013 are CalSTRS 2% at 62 (PEPRA). Standard work calendar for full-time (1.0 FTE) is 223 days at an 8-hour day. The annualized (full-time) pay rate shown is the salary reported to CalSTRS; assignments of fewer days/hours or less than 1.0 FTE are prorated to that annualized rate. Compensation on this schedule is reported to CalSTRS as salary per Ed. Code §22119.2 and 5 CCR §27400.