



**OXNARD SCHOOL DISTRICT**  
 1051 South "A" Street  
 Oxnard, California 93030  
[805/385-1501](http://805/385-1501) [www.oxnardsd.org](http://www.oxnardsd.org)

Retroactively effective to July 1, 2023

**2023-24 SALARY SCHEDULE (CREDENTIALLED TEACHERS)**

	Class A Non-Credentialed/Intern + Bachelor's Degree	Class B Non-Credentialed/ Intern + Bachelor's Degree + 15-29 units	Class C Credentialed Teacher Bachelor's Degree + 30-44 Units	Class D Credentialed Teacher Bachelor's Degree + 45-59 Units	Class E Credentialed Teacher Bachelor's Degree + 60-74 Units	Class F Credentialed Teacher Bachelor's + 75 Units, and M.A., Ed.D or Ph.D
Step 1	\$ 60,636	\$ 60,636	\$ 64,954	\$ 65,863	\$ 69,386	\$ 72,895
Step 2	\$ 58,304	\$ 61,281	\$ 64,954	\$ 68,630	\$ 72,291	\$ 75,963
Step 3	\$ 58,304	\$ 63,866	\$ 67,679	\$ 71,508	\$ 75,328	\$ 79,150
Step 4	\$ 60,157	\$ 66,545	\$ 70,516	\$ 74,504	\$ 78,489	\$ 82,481
Step 5	\$ 62,673	\$ 69,338	\$ 73,488	\$ 77,639	\$ 81,793	\$ 85,939
Step 6	\$ 65,314	\$ 72,248	\$ 76,568	\$ 80,894	\$ 85,221	\$ 89,554
Step 7	\$ 68,059	\$ 75,278	\$ 79,780	\$ 84,297	\$ 88,815	\$ 93,312
Step 8	\$ 70,917	\$ 78,447	\$ 83,133	\$ 87,839	\$ 92,535	\$ 97,233
Step 9	\$ 73,889	\$ 81,747	\$ 86,625	\$ 91,529	\$ 96,417	\$ 101,314
Step 10	\$ 76,995	\$ 85,161	\$ 90,262	\$ 95,374	\$ 100,466	\$ 105,567
Step 11	\$ 80,233	\$ 88,744	\$ 94,044	\$ 99,380	\$ 104,685	\$ 110,007
Step 12	\$ 83,606	\$ 92,470	\$ 97,999	\$ 103,551	\$ 109,082	\$ 114,625
12 yrs**	\$ 85,487	\$ 94,550	\$ 100,204	\$ 105,881	\$ 111,537	\$ 117,204
15 yrs**	\$ 87,368	\$ 96,631	\$ 102,409	\$ 108,211	\$ 113,991	\$ 119,783
18 yrs**	\$ 88,622	\$ 98,018	\$ 103,879	\$ 109,764	\$ 115,627	\$ 121,502
21 yrs**	\$ 89,876	\$ 99,405	\$ 105,349	\$ 111,317	\$ 117,264	\$ 123,221
24 yrs**	\$ 91,131	\$ 100,792	\$ 106,819	\$ 112,870	\$ 118,900	\$ 124,941
27 yrs**	\$ 92,385	\$ 102,179	\$ 108,289	\$ 114,424	\$ 120,536	\$ 126,660
30 yrs**	\$ 93,639	\$ 103,566	\$ 109,759	\$ 115,977	\$ 122,172	\$ 128,380
33 yrs**	\$ 94,893	\$ 104,953	\$ 111,229	\$ 117,530	\$ 123,809	\$ 130,099
36 yrs***	\$ 96,147	\$ 106,340	\$ 112,699	\$ 119,083	\$ 125,445	\$ 131,818

**CLASS (Education).** All units of credit for placement on the salary schedule must be upper division and graduate courses taken at an accredited college/university following the Bachelors degree. Stated another way, the OEA/OSD contract does not grant course work for salary advancement that was taken prior to a Bachelors program or at the lower division level. Exceptions are noted in 5, 6 and 7. Specifically:

1. Courses must be from an institution accredited by the national or regional accrediting agency recognized by the U.S. Department of Education and Association of Schools and Colleges.
2. Courses must be related to a professional competencies and/or subject matter taught in the Oxnard School District.
3. Units above Class I are computed in semester unit equivalents (quarter units will be converted at a rate of 2/3 semester units for each quarter unit taken)
4. Once employed in the Oxnard School District, all course work must be pre-approved by the certificated personnel department for salary advancement credit (See Verifications below).
5. Course work taken in the last semester of the Bachelors degree program that is credited for graduate credit may be granted for salary advancement.
6. Lower division course work credit is given for computers, and Spanish reading, writing and language. Lower division units taken as part of a graduate course of study and critical to the teacher's credential/certificate/program will be credited for placement/advancement on the salary schedule.
7. Credit may also be given for other lower division courses if the District Professional Growth Committee pre-approved the course to be taken as critical to the teacher's current assignment.

**STEP (Experience).** Credit for prior years' experience for placement on the salary schedule for teachers new to the District shall be granted as follows:

1. Certificated experience under contract in a U.S. public (K-12) school: a maximum of 10 years is creditable.
2. Teaching year is defined as being under contract for 75% of the instructional day and duty year.
3. Military and/or Peace Corps: a maximum of two years' credit is granted.
4. Not more than a total of 10 years' credit is allowed for the two combined.

**VERIFICATIONS.** Bargaining Unit Members are required to verify course work (by official transcript), experience, and military services. Initial placement must be verified within 60 days of the first day of employment, or salary placement will revert back to the salary placement where verification has been established. For salary advancement on the salary schedule after September 1 of the current school year, bargaining unit members will advance to the appropriate class on the salary schedule effective the month following the bargaining unit members' submission of official verifications. Effective July 1, 1979, employees hired on or after this date must have a Master's degree for placement on Class F.

Effective May 2, 2011, employees hired on or after that date must have a Master's degree or doctorate for placement on Class F.

**DEGREE INCREMENTS** in the amount of \$400 (as a stipend) shall be added to the scheduled salary above for employees possessing the Master's degree plus an additional increment of equal amount to employees possessing the Doctorate (credit is given for only one Master's degree).

**SPECIAL STIPENDS.** An additional \$1000 per annum is granted to teachers possessing a special education specialist credential/certificate and teaching in a special education class and teachers possessing a California bilingual credential/certificate and teaching in a bilingual class requiring certification. Bargaining unit members possessing a California bilingual credential/certificate but not in a bilingual class may receive \$500 per annum. A \$500 stipend will be provided if the bargaining unit member agrees to provide second language support.

**EDUCATION CODE 44931-**Whenever any certificated employee of any school district who, at the time of his or her resignation, was classified as permanent, is reemployed within 39 months after his or her last day of paid service, the governing board of the district shall, disregarding the break in service, classify him or her as, and restore to him or her all of the rights, benefits and burdens of, a permanent employee, except as otherwise provided in this code. However, time spent in active military service, as defined in Section 44800, subsequent to the last day of paid service shall not count as part of the aforesaid 39-month period

**\*\*ANNIVERSARY INCREMENTS** shall be added to the scheduled salary as follows: at the beginning of the 12th year-2.25%, 15<sup>th</sup> year-4.50% , 18<sup>th</sup> year-6.00%, 21<sup>st</sup> year-7.50%, 24<sup>th</sup> year-9.00%, 27<sup>th</sup> year-10.50%, 30<sup>th</sup> year- 12.00%, and 33<sup>rd</sup> year-13.50%. Years of service must be in the Oxnard School District.

**\*\*\*ANNIVERSARY INCREMENT at the beginning of the 36th year** shall be discontinued effective July 1, 2023; except that those unit members who have been placed at Step 12 with 36 years of service prior to July 1, 2023 shall be held harmless, and will receive a 15.0% anniversary increment.

**Board Approved 4-17-24**