



OXNARD SCHOOL DISTRICT

1051 South "A" Street
Oxnard, California 93030

805/385-1501 www.oxnardsd.org

Retroactively effective to July 1, 2022
10.0% on-schedule increase plus Longevity increase

2022-23 SALARY SCHEDULE (CREDENTIALLED TEACHERS)

Board Approved 04/19/2023

	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	\$ 58,304	\$ 58,304	\$ 62,456	\$ 63,330	\$ 66,717	\$ 70,091
Step 2	\$ 58,304	\$ 58,924	\$ 62,456	\$ 65,990	\$ 69,511	\$ 73,041
Step 3	\$ 58,304	\$ 61,410	\$ 65,076	\$ 68,758	\$ 72,431	\$ 76,106
Step 4	\$ 60,157	\$ 63,986	\$ 67,804	\$ 71,638	\$ 75,470	\$ 79,309
Step 5	\$ 62,673	\$ 66,671	\$ 70,662	\$ 74,653	\$ 78,647	\$ 82,634
Step 6	\$ 65,314	\$ 69,469	\$ 73,623	\$ 77,783	\$ 81,943	\$ 86,110
Step 7	\$ 68,059	\$ 72,383	\$ 76,712	\$ 81,055	\$ 85,399	\$ 89,723
Step 8	\$ 70,917	\$ 75,430	\$ 79,936	\$ 84,461	\$ 88,976	\$ 93,493
Step 9	\$ 73,889	\$ 78,603	\$ 83,293	\$ 88,009	\$ 92,709	\$ 97,417
Step 10	\$ 76,995	\$ 81,886	\$ 86,790	\$ 91,706	\$ 96,602	\$ 101,507
Step 11	\$ 80,233	\$ 85,331	\$ 90,427	\$ 95,558	\$ 100,659	\$ 105,776
Step 12	\$ 83,606	\$ 88,913	\$ 94,230	\$ 99,568	\$ 104,887	\$ 110,216
12 yrs**	\$ 85,487	\$ 90,914	\$ 96,350	\$ 101,808	\$ 107,247	\$ 112,696
15 yrs**	\$ 87,368	\$ 92,914	\$ 98,470	\$ 104,049	\$ 109,607	\$ 115,176
18 yrs**	\$ 88,622	\$ 94,248	\$ 99,884	\$ 105,542	\$ 111,180	\$ 116,829
21 yrs**	\$ 89,876	\$ 95,581	\$ 101,297	\$ 107,036	\$ 112,754	\$ 118,482
24 yrs**	\$ 91,131	\$ 96,915	\$ 102,711	\$ 108,529	\$ 114,327	\$ 120,135
27 yrs**	\$ 92,385	\$ 98,249	\$ 104,124	\$ 110,023	\$ 115,900	\$ 121,789
30 yrs**	\$ 93,639	\$ 99,583	\$ 105,538	\$ 111,516	\$ 117,473	\$ 123,442
33 yrs**	\$ 94,893	\$ 100,916	\$ 106,951	\$ 113,010	\$ 119,047	\$ 125,095
36 yrs***	\$ 96,147	\$ 102,250	\$ 108,365	\$ 114,503	\$ 120,620	\$ 126,748

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 shall be added to the scheduled salary 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.

****ANNIVERSARY INCREMENTS** shall be added to the scheduled salary as follows: at the beginning of the 12th year-2.25%, 15th year-4.50%, 18th year-6.00%, 21^s year-7.50%, 24th year-9.00%, 27th year-10.50%, 30th year- 12.00%, and 33rd 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 4/19/23