

**CONFIDENTIAL COMPENSATION AND BENEFIT PROGRAM: 2021-22**

(Effective retroactive to 7-1-2021)

**Salary Schedule:** Designated Confidential Employees will be paid at the appropriate range and step of the salary schedule indicated below.

STEPS						ANNIVERSARY INCREMENTS*				
	A	B	C	D	E	7 Yrs	10 Yrs	15 Yrs	20 Yrs	25 Yrs
Range #						E+\$40	E+\$80	E+\$120	E+\$160	E+\$200
1.0	\$3,169	\$3,328	\$3,493	\$3,670	\$3,851	\$3,891	\$3,931	\$3,971	\$4,011	\$4,051
1.5	\$3,251	\$3,409	\$3,584	\$3,760	\$3,948	\$3,988	\$4,028	\$4,068	\$4,108	\$4,148
2.0	\$3,328	\$3,493	\$3,670	\$3,851	\$4,042	\$4,082	\$4,122	\$4,162	\$4,202	\$4,242
2.5	\$3,409	\$3,584	\$3,760	\$3,948	\$4,150	\$4,190	\$4,230	\$4,270	\$4,310	\$4,350
3.0	\$3,493	\$3,670	\$3,851	\$4,042	\$4,250	\$4,290	\$4,330	\$4,370	\$4,410	\$4,450
3.5	\$3,584	\$3,760	\$3,948	\$4,149	\$4,356	\$4,396	\$4,436	\$4,476	\$4,516	\$4,556
4.0	\$3,670	\$3,851	\$4,042	\$4,250	\$4,466	\$4,506	\$4,546	\$4,586	\$4,626	\$4,666
4.5	\$3,760	\$3,948	\$4,149	\$4,355	\$4,574	\$4,614	\$4,654	\$4,694	\$4,734	\$4,774
5.0	\$3,851	\$4,042	\$4,250	\$4,466	\$4,681	\$4,721	\$4,761	\$4,801	\$4,841	\$4,881
5.5	\$3,948	\$4,150	\$4,356	\$4,574	\$4,801	\$4,841	\$4,881	\$4,921	\$4,961	\$5,001
6.0	\$4,042	\$4,250	\$4,466	\$4,681	\$4,917	\$4,957	\$4,997	\$5,037	\$5,077	\$5,117
6.5	\$4,150	\$4,356	\$4,574	\$4,801	\$5,044	\$5,084	\$5,124	\$5,164	\$5,204	\$5,244
7.0	\$4,250	\$4,466	\$4,681	\$4,917	\$5,162	\$5,202	\$5,242	\$5,282	\$5,322	\$5,362
7.5	\$4,356	\$4,574	\$4,801	\$5,044	\$5,289	\$5,329	\$5,369	\$5,409	\$5,449	\$5,489
8.0	\$4,466	\$4,681	\$4,917	\$5,162	\$5,422	\$5,462	\$5,502	\$5,542	\$5,582	\$5,622
8.5	\$4,574	\$4,801	\$5,044	\$5,289	\$5,553	\$5,593	\$5,633	\$5,673	\$5,713	\$5,753
9.0	\$4,681	\$4,917	\$5,162	\$5,422	\$5,694	\$5,734	\$5,774	\$5,814	\$5,854	\$5,894
9.5	\$4,801	\$5,044	\$5,289	\$5,553	\$5,834	\$5,874	\$5,914	\$5,954	\$5,994	\$6,034
10.0	\$4,917	\$5,162	\$5,422	\$5,694	\$5,974	\$6,014	\$6,054	\$6,094	\$6,134	\$6,174
10.5	\$5,044	\$5,289	\$5,553	\$5,834	\$6,128	\$6,168	\$6,208	\$6,248	\$6,288	\$6,328
11.0	\$5,162	\$5,422	\$5,694	\$5,974	\$6,274	\$6,314	\$6,354	\$6,394	\$6,434	\$6,474
11.5	\$5,289	\$5,553	\$5,834	\$6,128	\$6,434	\$6,474	\$6,514	\$6,554	\$6,594	\$6,634
12.0	\$5,422	\$5,694	\$5,974	\$6,274	\$6,590	\$6,630	\$6,670	\$6,710	\$6,750	\$6,790
12.5	\$5,553	\$5,834	\$6,128	\$6,434	\$6,757	\$6,797	\$6,837	\$6,877	\$6,917	\$6,957

**\*Anniversary Increments:**

Employees shall earn an increment of \$40 each month at the beginning of the 7<sup>th</sup>, 10<sup>th</sup>, 15<sup>th</sup>, 20<sup>th</sup>, and 25<sup>th</sup> years of service.

Each confidential position will be assigned a range number and workdays as follows:

Position	Days	Range	Stipend
Senior Executive Assistant to the Superintendent	261	12.5	\$373
Executive Assistant to the Asst. Superintendent of Human Resources	261	10.0	\$373
Executive Assistant to the Asst. Superintendent of Ed. Services	261	10.0	\$373
Executive Assistant to the Asst. Superintendent of Business Services	261	10.0	\$373
Human Resources Analyst	261	10.0	\$373
Administrative Assistant to Director, Certificated Human Resources	261	7.5	\$373

**Assignment to Step and Anniversary Increments.** Annual salary increments (steps), including anniversary increments, are effective on the employee's anniversary date. The anniversary date is established in the following manner:

- All employees shall have a common anniversary date of July 1, beginning on July 1, 1989, for purposes of step movement and longevity increments only. Beginning July 1, 1989, individuals hired on or before December 31 shall be eligible to receive an anniversary step increment step the ensuing July. An individual hired after December 31 shall not be eligible to receive an anniversary step increment until the July following the first July.
- Annual salary increments (steps), including anniversary increments, are effective on each anniversary date until the maximum step is reached on the assigned salary range. An employee will begin receiving the seven-year anniversary increment at the beginning of his/her seventh year of service to the District regardless of classification; without a break in service. The same procedures will be followed for subsequent anniversary increments.

**Confidential Stipend.** In addition to the scheduled salary, each designated confidential employee shall receive a stipend per month as indicated for individual positions. Anniversary increments of \$50.00 per month shall be added to the stipend of Confidential positions at the beginning of the 6th, 9th, 12th, 15th, 18th and 21st years of service.

**Professional Growth.** All confidential employees of the Oxnard School District are eligible to participate in the Classified Professional Growth Award Program.

**Health and Welfare Benefits.**

Effective July 1, 2015, the District will make a \$900.00 per month contribution towards the premium for the following group health insurance programs:

- A. Health and Accident
- B. Dental with/Ortho
- C. Vision
- D. Life

**Disability Retirement Under PERS.** Confidential employees with at least ten (10) years' service with the district who receive a disability retirement under PERS, shall be eligible for the same medical retirement benefits as regular retirees.

The health and welfare benefits for retirees are subject to whatever modifications and specifications as may apply in future years to confidential employees on active duty.

**Health and Welfare Benefits for Retirees**

For any Confidential Employee employed by the District prior to June 30, 2012, the District shall provide (a) health and accident, (b) dental, (c) vision, and (d) life insurance premiums for Confidential employees and dependents retiring after reaching their 55th birthday provided such employees have given 15 years of service in the California Public School System and in the Oxnard School District for the eight consecutive years preceding the date of retirement. These benefits will be provided until the retiree reaches the age of 69.

Confidential Employees hired on or after July 1, 2012, are not eligible to receive District-paid retiree benefits.

**Retirement Contribution Benefits.** The district shall provide confidential employees the provisions contained in Section 414(h)(2) of the *Internal Revenue Code* concerning the tax treatment of employee retirement contributions paid by the Oxnard School District. Exhibit 7560(A) E, addresses the specifics of this benefit.

**Professional Organization Membership.** The district shall pay directly to the organization an amount not to exceed the annual membership dues of the Association of California Administrators for confidential employees who process membership in ACSA, a professional secretarial or other appropriate professional organization approved by the Superintendent.