



2021-2022 Active Classifications w/ Salary Ranges

Oxnard School District

RANGE CHILD NUTRITION SERVICES

21.5	Child Nutrition Services Operations Specialist
18.5	Child Nutrition Cafeteria Coordinator
13.5	Child Nutrition Worker

RANGE CLERICAL SUPPORT

23.0	Attendance Accounting Specialist II
22.5	District Testing & Assessment Coordinator
22.0	District Textbook Coordinator
21.5	Administrative Assistant
21.5	School Office Manager
21.0	English Learner Data Technician
21.0	Special Education Data Technician
20.5	Attendance Accounting Specialist I
20.0	District Translator
19.5	Attendance Accounting Technician
19.5	Facilities Technician
19.5	Intermediate School Secretary
19.5	Office Assistant III
19.5	Secretary
19.0	Office Assistant/Switchboard Operator
18.5	Library/Media Technician
18.0	Translator
17.0	Health Assistant
17.0	Office Assistant II
16.5	Records Assistant

RANGE COMMUNITY RELATIONS

24.0	District Community Liaison
24.0	Outreach Specialist
24.0	Parent Support Liaison
24.0	Interpreter/Community Support Liaison-Trilingual
22.5	Special Education Service Coordinator
21.5	Family Liaison

RANGE FISCAL

24.0	Position Control Specialist
23.5	Senior Payroll Technician
23.0	Accounting Specialist IV
22.0	Payroll Technician
21.5	Accounting Specialist III

RANGE HUMAN RESOURCES

24.0	Credential Technician
23.0	Risk Management Specialist
21.0	Human Resources Technician
19.5	Human Resources Assistant

RANGE INSTRUCTIONAL SUPPORT

34.5	School Occupational Therapist
26.0	Speech-Language Pathology Assistant
23.5	Preschool Teacher
22.5	Paraeducator - Hearing Impaired (Sign Language)
22.0	Health Care Technician
17.5	Adaptive Technology Specialist
17.5	Paraeducator - Hearing Impaired (Oral Speech)
17.5	Registered Behavior Technician
17.0	Language Assessment Technician (Spanish Bilingual)
17.0	Paraeducator - Special Education
16.5	Instructional Assistant - Special Ed. (SH)
16.5	Paraeducator III
16.0	Infant Program Assistant
16.0	Paraeducator II
15.5	Instructional Assistant - Special Ed. (RSP)
15.5	Instructional Physically Handicapped Assistant
15.0	Preschool Assistant
15.0	Paraeducator - General Education

RANGE MAINTENANCE/OPERATIONS

25.5	Grounds Maintenance Lead
24.0	Electrician
23.5	Heating, Ventilation, & Air Conditioning Technician
23.5	Plumber
23.0	Locksmith
22.0	Facilities Materials Specialist
22.0	Grounds Maintenance Specialist
22.0	Irrigation Specialist
21.5	Maintenance Worker II
19.5	Grounds Equipment Operator
19.5	Lead Custodian
18.5	Maintenance Worker I
18.5	Security/Maintenance Worker (N)
18.0	Grounds Maintenance Worker I
17.0	Custodian

RANGE PURCHASING/GRAPHICS/WAREHOUSE

23.0	Buyer
22.5	Reprographics Coordinator
20.5	Reprographics Technician
20.0	Shipping/Receiving Clerk/Delivery Driver
18.0	Warehouse Worker/Delivery Driver
17.0	Instructional Materials Warehouse Attendant/Driver

RANGE TECHNOLOGY

32.0	Network Systems Analyst
29.0	Information Technology Project Coordinator
29.0	Site Technology Coordinator
27.0	Technology Services Technician
24.0	Information Systems Data Technician

RANGE TRANSPORTATION

23.5	Vehicle & Equipment Mechanic
22.5	Transportation Router/Scheduler
20.5	Transportation Dispatcher/Scheduling Assistant
20.0	Bus Driver/Mechanic Assistant
19.5	Bus Driver
19.5	Cover Bus Driver/Office Assistant
16.0	Transportation Driver

RANGE OTHER

11.5	Campus Assistant
------	------------------

RANGE EXEMPT

\$15	AVID Tutors
------	-------------

Classified salary schedule with 4.50% increase retroactive to 07/01/2021; Board approved 08/03/2022.

	Step A	Step B	Step C	Step D	Step E
Range 3.0					
Range 3.5					
Range 4.0					
Range 4.5					
Range 5.0					
Range 5.5					
Range 6.0					
Range 6.5					
Range 7.0					
Range 7.5					
Range 8.0					
Range 8.5					
Range 9.0					
Range 9.5					
Range 10.0					
Range 10.5					
Range 11.0					
Range 11.5		\$ 15.27	\$ 16.02	\$ 16.83	\$ 17.70
Range 12.0		\$ 15.63	\$ 16.45	\$ 17.26	\$ 18.11
Range 12.5	\$ 15.27	\$ 16.02	\$ 16.83	\$ 17.70	\$ 18.56
Range 13.0	\$ 15.63	\$ 16.45	\$ 17.26	\$ 18.11	\$ 19.02
Range 13.5	\$ 16.02	\$ 16.83	\$ 17.70	\$ 18.56	\$ 19.48
Range 14.0	\$ 16.45	\$ 17.26	\$ 18.11	\$ 19.02	\$ 19.96
Range 14.5	\$ 16.83	\$ 17.70	\$ 18.56	\$ 19.48	\$ 20.48
Range 15.0	\$ 17.26	\$ 18.11	\$ 19.02	\$ 19.96	\$ 20.96
Range 15.5	\$ 17.70	\$ 18.56	\$ 19.48	\$ 20.48	\$ 21.49
Range 16.0	\$ 18.11	\$ 19.02	\$ 19.96	\$ 20.96	\$ 22.01
Range 16.5	\$ 18.56	\$ 19.48	\$ 20.48	\$ 21.49	\$ 22.57
Range 17.0	\$ 19.02	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11
Range 17.5	\$ 19.48	\$ 20.48	\$ 21.49	\$ 22.57	\$ 23.69
Range 18.0	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.26
Range 18.5	\$ 20.48	\$ 21.49	\$ 22.57	\$ 23.69	\$ 24.89
Range 19.0	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.26	\$ 25.48
Range 19.5	\$ 21.49	\$ 22.57	\$ 23.69	\$ 24.89	\$ 26.13
Range 20.0	\$ 22.01	\$ 23.11	\$ 24.26	\$ 25.48	\$ 26.77
Range 20.5	\$ 22.57	\$ 23.69	\$ 24.89	\$ 26.13	\$ 27.45
Range 21.0	\$ 23.11	\$ 24.26	\$ 25.48	\$ 26.77	\$ 28.11
Range 21.5	\$ 23.69	\$ 24.89	\$ 26.13	\$ 27.45	\$ 28.81
Range 22.0	\$ 24.26	\$ 25.48	\$ 26.77	\$ 28.11	\$ 29.51
Range 22.5	\$ 24.89	\$ 26.13	\$ 27.45	\$ 28.81	\$ 30.26
Range 23.0	\$ 25.48	\$ 26.77	\$ 28.11	\$ 29.51	\$ 30.99
Range 23.5	\$ 26.13	\$ 27.45	\$ 28.81	\$ 30.26	\$ 31.76
Range 24.0	\$ 26.77	\$ 28.11	\$ 29.51	\$ 30.99	\$ 32.51
Range 24.5	\$ 27.45	\$ 28.81	\$ 30.26	\$ 31.76	\$ 33.35
Range 25.0	\$ 28.11	\$ 29.51	\$ 30.99	\$ 32.51	\$ 34.12
Range 25.5	\$ 28.81	\$ 30.26	\$ 31.76	\$ 33.35	\$ 35.01
Range 26.0	\$ 29.51	\$ 30.99	\$ 32.51	\$ 34.12	\$ 35.84
Range 26.5	\$ 30.26	\$ 31.76	\$ 33.35	\$ 35.01	\$ 36.75
Range 27.0	\$ 30.99	\$ 32.51	\$ 34.12	\$ 35.84	\$ 37.62
Range 27.5	\$ 31.76	\$ 33.35	\$ 35.01	\$ 36.75	\$ 38.60
Range 28.0	\$ 32.51	\$ 34.12	\$ 35.84	\$ 37.62	\$ 39.50
Range 28.5	\$ 33.35	\$ 35.01	\$ 36.75	\$ 38.60	\$ 40.52
Range 29.0	\$ 34.12	\$ 35.84	\$ 37.62	\$ 39.50	\$ 41.48
Range 29.5	\$ 35.01	\$ 36.75	\$ 38.60	\$ 40.52	\$ 42.54
Range 30.0	\$ 35.84	\$ 37.62	\$ 39.50	\$ 41.48	\$ 43.55
Range 30.5	\$ 36.75	\$ 38.60	\$ 40.52	\$ 42.54	\$ 44.67
Range 31.0	\$ 37.62	\$ 39.50	\$ 41.48	\$ 43.55	\$ 45.73
Range 31.5	\$ 38.60	\$ 40.52	\$ 42.54	\$ 44.67	\$ 46.90
Range 32.0	\$ 39.50	\$ 41.48	\$ 43.55	\$ 45.73	\$ 48.02
Range 32.5	\$ 40.52	\$ 42.54	\$ 44.67	\$ 46.90	\$ 49.24
Range 33.0	\$ 41.48	\$ 43.55	\$ 45.73	\$ 48.02	\$ 50.42
Range 33.5	\$ 42.54	\$ 44.67	\$ 46.90	\$ 49.24	\$ 51.70
Range 34.0	\$ 43.55	\$ 45.73	\$ 48.02	\$ 50.42	\$ 52.94
Range 34.5	\$ 44.67	\$ 46.90	\$ 49.24	\$ 51.70	\$ 54.29
Range 35.0	\$ 45.73	\$ 48.02	\$ 50.42	\$ 52.94	\$ 55.59



Employee Anniversary Increments:
 Anniversary increments in the amount of \$82.74 shall be added to the monthly compensation of full-time classified employees upon completion of the 7th, 10th, 15th, 20th, and 25th years of service. This formula yields the following dollar values which shall be added to the hourly compensation of classified employees:

- 7 years of service: \$0.48
- 10 years of service: \$0.95
- 15 years of service: \$1.43
- 20 years of service: \$1.91
- 25 years of service: \$2.39

Night Shift Pay Differential:
 Unit members who regularly work more than fifty (50) percent of their assigned duty time after six (6) p.m. will be compensated by an additional five (5) percent pay differential.

Bilingual Stipend:
 Positions which have been designated as bilingual and for which there is not a specific minimum requirement of bilingual skill for all incumbents of the class shall receive a stipend of three (3) percent.

Classified Substitute Pay:
 Classified substitutes will be paid at Step A of the salary range of the classification they will be working. Retiree substitutes will be paid at the step and range they retired from if substituting within the same classification.

AVID Tutor (exempt) \$15 per hour

Classified salary schedule with 4.50% increase retroactive to 07/01/2021; Board approved 08/03/2022.

	Step A	Step B	Step C	Step D	Step E
Range 3.0					
Range 3.5					
Range 4.0					
Range 4.5					
Range 5.0					
Range 5.5					
Range 6.0					
Range 6.5					
Range 7.0					
Range 7.5					
Range 8.0					
Range 8.5					
Range 9.0					
Range 9.5					
Range 10.0					
Range 10.5					
Range 11.0					
Range 11.5		\$ 2,647.24	\$ 2,777.29	\$ 2,917.78	\$ 3,067.26
Range 12.0		\$ 2,710.01	\$ 2,850.54	\$ 2,991.04	\$ 3,139.02
Range 12.5	\$ 2,647.24	\$ 2,777.29	\$ 2,917.78	\$ 3,067.26	\$ 3,216.74
Range 13.0	\$ 2,710.01	\$ 2,850.54	\$ 2,991.04	\$ 3,139.02	\$ 3,297.48
Range 13.5	\$ 2,777.29	\$ 2,917.78	\$ 3,067.26	\$ 3,216.74	\$ 3,376.67
Range 14.0	\$ 2,850.54	\$ 2,991.04	\$ 3,139.02	\$ 3,297.48	\$ 3,460.40
Range 14.5	\$ 2,917.78	\$ 3,067.26	\$ 3,216.74	\$ 3,376.67	\$ 3,550.09
Range 15.0	\$ 2,991.04	\$ 3,139.02	\$ 3,297.48	\$ 3,460.40	\$ 3,632.31
Range 15.5	\$ 3,067.26	\$ 3,216.74	\$ 3,376.67	\$ 3,550.09	\$ 3,724.97
Range 16.0	\$ 3,139.02	\$ 3,297.48	\$ 3,460.40	\$ 3,632.31	\$ 3,814.66
Range 16.5	\$ 3,216.74	\$ 3,376.67	\$ 3,550.09	\$ 3,724.97	\$ 3,911.83
Range 17.0	\$ 3,297.48	\$ 3,460.40	\$ 3,632.31	\$ 3,814.66	\$ 4,005.99
Range 17.5	\$ 3,376.67	\$ 3,550.09	\$ 3,724.97	\$ 3,911.83	\$ 4,106.15
Range 18.0	\$ 3,460.40	\$ 3,632.31	\$ 3,814.66	\$ 4,005.99	\$ 4,204.80
Range 18.5	\$ 3,550.09	\$ 3,724.97	\$ 3,911.83	\$ 4,106.15	\$ 4,313.89
Range 19.0	\$ 3,632.31	\$ 3,814.66	\$ 4,005.99	\$ 4,204.80	\$ 4,417.05
Range 19.5	\$ 3,724.97	\$ 3,911.83	\$ 4,106.15	\$ 4,313.89	\$ 4,529.17
Range 20.0	\$ 3,814.66	\$ 4,005.99	\$ 4,204.80	\$ 4,417.05	\$ 4,639.76
Range 20.5	\$ 3,911.83	\$ 4,106.15	\$ 4,313.89	\$ 4,529.17	\$ 4,757.85
Range 21.0	\$ 4,005.99	\$ 4,204.80	\$ 4,417.05	\$ 4,639.76	\$ 4,872.95
Range 21.5	\$ 4,106.15	\$ 4,313.89	\$ 4,529.17	\$ 4,757.85	\$ 4,994.03
Range 22.0	\$ 4,204.80	\$ 4,417.05	\$ 4,639.76	\$ 4,872.95	\$ 5,115.12
Range 22.5	\$ 4,313.89	\$ 4,529.17	\$ 4,757.85	\$ 4,994.03	\$ 5,245.17
Range 23.0	\$ 4,417.05	\$ 4,639.76	\$ 4,872.95	\$ 5,115.12	\$ 5,370.70
Range 23.5	\$ 4,529.17	\$ 4,757.85	\$ 4,994.03	\$ 5,245.17	\$ 5,505.22
Range 24.0	\$ 4,639.76	\$ 4,872.95	\$ 5,115.12	\$ 5,370.70	\$ 5,635.28
Range 24.5	\$ 4,757.85	\$ 4,994.03	\$ 5,245.17	\$ 5,505.22	\$ 5,780.27
Range 25.0	\$ 4,872.95	\$ 5,115.12	\$ 5,370.70	\$ 5,635.28	\$ 5,914.81
Range 25.5	\$ 4,994.03	\$ 5,245.17	\$ 5,505.22	\$ 5,780.27	\$ 6,068.79
Range 26.0	\$ 5,115.12	\$ 5,370.70	\$ 5,635.28	\$ 5,914.81	\$ 6,212.26
Range 26.5	\$ 5,245.17	\$ 5,505.22	\$ 5,780.27	\$ 6,068.79	\$ 6,370.69
Range 27.0	\$ 5,370.70	\$ 5,635.28	\$ 5,914.81	\$ 6,212.26	\$ 6,520.19
Range 27.5	\$ 5,505.22	\$ 5,780.27	\$ 6,068.79	\$ 6,370.69	\$ 6,690.57
Range 28.0	\$ 5,635.28	\$ 5,914.81	\$ 6,212.26	\$ 6,520.19	\$ 6,846.06
Range 28.5	\$ 5,780.27	\$ 6,068.79	\$ 6,370.69	\$ 6,690.57	\$ 7,023.93
Range 29.0	\$ 5,914.81	\$ 6,212.26	\$ 6,520.19	\$ 6,846.06	\$ 7,189.85
Range 29.5	\$ 6,068.79	\$ 6,370.69	\$ 6,690.57	\$ 7,023.93	\$ 7,373.71
Range 30.0	\$ 6,212.26	\$ 6,520.19	\$ 6,846.06	\$ 7,189.85	\$ 7,548.58
Range 30.5	\$ 6,370.69	\$ 6,690.57	\$ 7,023.93	\$ 7,373.71	\$ 7,742.01
Range 31.0	\$ 6,520.24	\$ 6,846.06	\$ 7,189.85	\$ 7,548.58	\$ 7,925.74
Range 31.5	\$ 6,690.57	\$ 7,023.93	\$ 7,373.71	\$ 7,742.01	\$ 8,129.01
Range 32.0	\$ 6,846.06	\$ 7,189.85	\$ 7,548.58	\$ 7,925.74	\$ 8,322.52
Range 32.5	\$ 7,023.93	\$ 7,373.71	\$ 7,742.01	\$ 8,129.01	\$ 8,535.56
Range 33.0	\$ 7,189.85	\$ 7,548.58	\$ 7,925.74	\$ 8,322.52	\$ 8,738.83
Range 33.5	\$ 7,373.71	\$ 7,742.01	\$ 8,129.01	\$ 8,535.56	\$ 8,961.66
Range 34.0	\$ 7,548.58	\$ 7,925.74	\$ 8,322.52	\$ 8,738.83	\$ 9,176.66
Range 34.5	\$ 7,742.01	\$ 8,129.01	\$ 8,535.56	\$ 8,961.66	\$ 9,409.25
Range 35.0	\$ 7,925.74	\$ 8,322.52	\$ 8,738.83	\$ 9,176.66	\$ 9,635.98



Employee Anniversary Increments:
 Anniversary increments in the amount of \$82.74 shall be added to the monthly compensation of full-time classified employees upon completion of the 7th, 10th, 15th, 20th, and 25th years of service. This formula yields the following dollar values which shall be added to the monthly compensation of classified employees:

- 7 years of service: \$82.74
- 10 years of service: \$165.48
- 15 years of service: \$248.22
- 20 years of service: \$330.96
- 25 years of service: \$413.70

Night Shift Pay Differential:
 Unit members who regularly work more than fifty (50) percent of their assigned duty time after six (6) p.m. will be compensated by an additional five (5) percent pay differential.

Bilingual Stipend:
 Positions which have been designated as bilingual and for which there is not a specific minimum requirement of bilingual skill for all incumbents of the class shall receive a stipend of three (3) percent.

Classified Substitute Pay:
 Classified substitutes will be paid at Step A of the salary range of the classification they will be working. Retiree substitutes will be paid at the step and range they retired from if substituting within the same classification.

AVID Tutor (exempt) \$15 per hour