

CLASSIFIED FAQ

1. **Who does the hiring for Classified Staff?** Classified Human Resources hires classified employees. The hiring practices are guided by the Merit Rules and Regulations because Lompoc Unified is a Merit District, one of only 90 CA Districts that follow these rules and regulations. (There are approx 1000 Districts in CA.) CSEA voted to become a Merit District many years ago.

2. **Is the Superintendent or are other Cabinet members involved in the hiring of Classified staff?** No, hiring is done independently by the Classified HR department.

3. **Does the Superintendent oversee the hiring?** No, the Personnel Commission oversees the Director of Classified HR, who oversees Classified HR and the hiring.

4. **What is the Personnel Commission?** The Personnel Commission operates much like the School Board. It is composed of 3 Commissioners. They hold meetings monthly, much like the School Board.

5. **How do our current vacancies compare to previous years?**

Month	Number of Vacancies
February 2018	10
February 2019	13
February 2020	29
February 2021	82
February 2022	128

6. **How do our vacancies compare to the surrounding large school districts?**

School District	Current Number of Vacancies
Santa Maria Joint Union	11
Lompoc Unified*	128
Santa Maria Bonita	45
Santa Barbara Unified	41

*Merit District

7. **How many Classified employees are there in LUSD?** When all positions are filled there are just over 500 classified employees.

8. **Who is in charge of reviewing applications to see if an applicant is qualified to continue through the application and hiring process?** Staff in the Classified HR office review/screen applicants to determine who is allowed to advance to the written or oral testing level.
9. **Who scores the written/oral tests?** Classified HR staff score the tests and rank staff to determine who is eligible for an interview.
10. **Which districts are merit districts, like LUSD?** There are approximately 90 merit districts out of the 1000 districts in CA. <https://meritsystem.org/1092-2/>
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