

Lompoc Unified School District

Total Compensation Study

April 12, 2022

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Purpose, Scope, and Methodology

Purpose

The Lompoc Unified School District (District) requested that School Services of California Inc. (SSC) conduct a Total Compensation Study. The purpose of the study is to provide an expert, impartial analysis of the total compensation (salaries and benefits) for the certificated teacher job classification as compared to other school districts within District’s geographic region and/or with similar characteristics.

A comparative group of districts was identified. Participation in the study was voluntary on the part of the selected comparative districts. The following ten comparative districts are included in the study:

Figure 1

County	School District	ADA ¹	UPP ²
San Luis Obispo	Atascadero Unified School District (USD)	4,516	40.18%
Santa Barbara	Carpinteria USD	2,075	65.70%
Santa Barbara	Lompoc USD	9,118	67.78%
San Luis Obispo	Lucia Mar USD	9,893	51.50%
Santa Barbara	Orcutt Union School District (SD)	4,122	46.17%
San Luis Obispo	Paso Robles Joint USD	6,480	53.04%
San Luis Obispo	San Luis Coastal USD	7,272	37.62%
Santa Barbara	Santa Barbara USD	12,657	53.08%
Santa Barbara	Santa Maria Joint Union High School District (HSD)	8,393	75.15%
Santa Barbara	Santa Maria-Bonita SD	16,387	92.13%
San Luis Obispo	Templeton USD	2,315	21.11%

¹Average daily attendance (ADA), 2020-21

²Unduplicated pupil percentage (UPP), 2020-21

Scope and Methodology

As part of the review, SSC staff surveyed the participating districts to provide comparative data regarding total compensation for the teacher job classification. The review analyzes three benchmark salaries offered—BA+30, Step 1; BA+60, Step 10; and maximum scheduled salary—and total compensation at each of the benchmarks and, where appropriate, provides observations related to comparability.

Comparative District Data

Data requested from the comparative districts included the employer’s maximum contribution for health and welfare benefits (e.g., medical, dental, vision, etc.), salary schedules, stipends, collective bargaining agreements, and any other additional relevant data. Every attempt was made to gather all relevant data; however, data is dependent on the responding district’s participation. In some cases, information was gathered from public website postings.

Calculating Salaries and Total Compensation

Compensation data including the three benchmark salaries (BA+30, Step 1; BA+60, Step 10; and maximum scheduled salary), health and welfare benefits, and advanced degree stipends offered for the teacher job classification was calculated to arrange a ranking of the total compensation offered by each comparative district relative to the District’s compensation. Note that the figures in this report are ranked by the total compensation at each of the three salary benchmarks.

It is important to analyze a district’s total compensation for a job classification to appropriately compare salaries and any additional elements that would factor into an employee’s compensation. The most current effective salary schedules and health and welfare benefits contributions were gathered from the comparative districts. In two cases, for Santa Maria Joint Union HSD and Santa Maria-Bonita SD, the 2021-22 contribution to health and welfare benefits was not available; therefore, the maximum contribution reported in the 2020-21 J-90 report was used.

Figure 2

School District	Salary Schedule Effective Year	Health and Welfare Benefits Effective Year
Atascadero USD	2021-22	2021-22
Carpinteria USD	2021-22	2021-22
Lompoc USD	2020-21	2021-22
Lucia Mar USD	2021-22	2021-22
Orcutt Union SD	2021-22	2021-22
Paso Robles Joint USD	2021-22	2021-22
San Luis Coastal USD	2021-22	2021-22
Santa Barbara USD	2021-22	2021-22
Santa Maria Joint Union HSD	2021-22	2020-21 ¹
Santa Maria-Bonita SD	2021-22	2020-21 ¹
Templeton USD	2021-22	2021-22

¹Source: 2020-21 J-90 Report, state-certified data

Certificated Teachers

In order to calculate the annual salary and annual total compensation for the certificated teacher salary benchmarks at BA+30, Step 1; BA+60, Step 10; and maximum scheduled salary, the following methodology was used:

- The annual salary is the benchmark step on the salary schedule, including longevity
- The annual total compensation = the sum of the benchmark annual step on the salary schedule + the district's maximum health and welfare benefits contribution per year + applicable advanced degree stipends
- An annual total compensation variance was calculated as the percentage difference between the District's annual total compensation at each salary benchmark and each comparative district's annual maximum total compensation

Please note the following:

- Orcutt Union SD increased the number of instructional days for the 2021-22 school year by two days, from 185 days to 187 days. The district increased the salary schedule by 1.1% (one-time for the 2021-22 year) to compensate for the two additional days. In 2022-23, the instructional days will return to 185 days. The district recently settled 2021-22 negotiations with a 4% salary increase retroactive to July 1, 2021; however, it was not board approved or applied to the salary schedule at the time of this report.

Total Compensation Comparisons

BA+30, Step 1

All of the comparative districts provided data for a BA+30, Step 1 or equivalent benchmark. The District ranks 4 of 11 in total compensation at \$69,079. Santa Maria Joint Union HSD offers the highest total compensation at \$78,524, which is \$9,445, or 13.7%, more than the District. The median total compensation of \$66,273, represented by Carpinteria USD, is \$2,806, or 4.1%, less than the District’s total compensation at this salary benchmark.

Figure 3

District	Education Requirement	Work Days	Daily Rate	Salary at BA+30, Step 1	Health and Welfare Benefits	Additional Compensation	Max TC	Max TC Variance	Rank
Santa Maria Joint Union HSD	BA+30, Step 1	185	\$319	\$58,939	\$19,585	\$0	\$78,524	13.7%	1
Santa Maria-Bonita SD	BA+30, Step 1	186	\$308	\$57,373	\$13,677	\$0	\$71,050	2.9%	2
Orcutt Union SD	BA+30, Step 1	187	\$271	\$50,604	\$18,675	\$0	\$69,279	0.3%	3
Lompoc USD	BA+30, Step 1	185	\$299	\$55,336	\$13,743	\$0	\$69,079	0.0%	4
Santa Barbara USD	BA<45, Step 1	186	\$294	\$54,665	\$12,769	\$0	\$67,434	-2.4%	5
Carpinteria USD	BA+30, Step 1	183	\$253	\$46,383	\$19,890	\$0	\$66,273	-4.1%	6
San Luis Coastal USD	BA<45, Step 1	186	\$271	\$50,354	\$13,596	\$0	\$63,950	-7.4%	7
Lucia Mar USD	BA+30, Step 1 (Class 3)	184	\$283	\$52,069	\$10,000	\$0	\$62,069	-10.1%	8
Paso Robles Joint USD	BA+30, Step 1	185	\$275	\$50,800	\$10,931	\$0	\$61,731	-10.6%	9
Atascadero USD	BA<45, Step 1	185	\$264	\$48,885	\$7,250	\$0	\$56,135	-18.7%	10
Templeton USD	BA+30, Step 2	184	\$252	\$46,345	\$9,030	\$0	\$55,375	-19.8%	11

BA+60, Step 10

All of the comparative districts provided data for a BA+60, Step 10 or equivalent benchmark. The District ranks 5 of 11 in total compensation at \$95,245. Santa Maria Joint Union HSD offers the highest total compensation at \$113,010, which is \$17,765, or 18.7%, more than the District. The median total compensation of \$93,635, represented by Carpinteria USD, is \$1,610, or 1.7%, less than the District’s total compensation at this salary benchmark.

Figure 4

District	Education Requirement	Work Days	Daily Rate	Salary at BA+60, Step 10	Health and Welfare Benefits	Additional Compensation	Max TC	Max TC Variance	Rank
Santa Maria Joint Union HSD	BA+60, Step 10	185	\$505	\$93,425	\$19,585	\$0	\$113,010	18.7%	1
Santa Maria-Bonita SD	BA+60, Step 10 (with master’s)	186	\$509	\$94,665	\$13,677	\$0	\$108,342	13.8%	2
Santa Barbara USD	BA+60, Step 10	186	\$465	\$86,483	\$12,769	\$927 ¹	\$100,179	5.2%	3
Orcutt Union SD	BA+60, Step 10 (with master’s)	187	\$419	\$78,289	\$18,675	\$0	\$96,964	1.8%	4
Lompoc USD	BA+60, Step 10	185	\$432	\$80,006	\$13,743	\$1,496¹	\$95,245	0.0%	5
Carpinteria USD	BA+60, Step 10	183	\$403	\$73,745	\$19,890	\$0	\$93,635	-1.7%	6
San Luis Coastal USD	BA+60, Step 10 (with master’s)	186	\$410	\$76,212	\$13,596	\$0	\$89,808	-5.7%	7
Paso Robles Joint USD	BA+60, Step 10	185	\$393	\$72,723	\$10,931	\$1,293 ¹	\$84,947	-10.8%	8
Lucia Mar USD	BA+60, Step 10 (Class 5)	184	\$400	\$73,606	\$10,000	\$0	\$83,606	-12.2%	9
Templeton USD	BA+60, Step 10 (with master’s)	184	\$386	\$71,032	\$9,030	\$0	\$80,062	-15.9%	10
Atascadero USD	BA+60, Step 10 (with master’s)	185	\$374	\$69,176	\$7,250	\$0	\$76,426	-19.8%	11

¹Master’s degree stipend

Maximum Scheduled Salary

All of the comparative districts provided data for the maximum scheduled salary benchmark. The District ranks 5 of 11 in total compensation at \$115,470. Santa Maria Joint Union HSD offers the highest total compensation at \$132,942, which is \$17,472, or 15.1%, more than the District. The median total compensation of \$115,158, represented by Carpinteria USD, is \$312, or 0.3%, less than the District’s total compensation at this salary benchmark.

Figure 5

District	Education Requirement	Work Days	Daily Rate	Maximum Scheduled Salary	Health and Welfare Benefits	Additional Compensation	Max TC	Max TC Variance	Rank
Santa Maria Joint Union HSD	BA+60, Step 22	185	\$605	\$111,857	\$19,585	\$1,500 ¹	\$132,942	15.1%	1
Santa Maria-Bonita SD	BA+60, Step 24 (with master’s)	186	\$612	\$113,750	\$13,677	\$3,987 ¹	\$131,414	13.8%	2
Orcutt Union SD	BA+60, Step 20 (with master’s)	187	\$546	\$102,156	\$18,675	\$0	\$120,831	4.6%	3
San Luis Coastal USD	BA+75, Step 25 (with master’s)	186	\$574	\$106,806	\$13,596	\$0	\$120,402	4.3%	4
Lompoc USD	BA+75, Step 30	185	\$534	\$98,735	\$13,743	\$2,992²	\$115,470	0.0%	5
Carpinteria USD	BA+75, Step 14 (with master’s)	183	\$475	\$86,919	\$19,890	\$8,349 ³	\$115,158	-0.3%	6
Santa Barbara USD	BA+60, Step 19	186	\$536	\$99,735	\$12,769	\$1,757 ¹	\$114,261	-1.0%	7
Lucia Mar USD	BA+75, Step 25	184	\$542	\$99,808	\$10,000	\$0	\$109,808	-4.9%	8
Paso Robles Joint USD	BA+75, Step 25	185	\$509	\$94,178	\$10,931	\$1,983 ¹	\$107,092	-7.3%	9
Templeton USD	BA+75, Step 25 (with doctorate)	184	\$526	\$96,751	\$9,030	\$0	\$105,781	-8.4%	10
Atascadero USD	BA+75, Step 22 (with master’s)	185	\$474	\$87,607	\$7,250	\$0	\$94,857	-17.9%	11

¹Doctorate degree stipend

²Master’s degree stipend (\$1,496) and doctorate degree stipend (\$1,496)

³Longevity increase at 30 years of service

Health and Welfare Benefits

Total compensation comprises salary, maximum employer contribution to health and welfare benefits, and any applicable stipends to contemplate the financial exposure for a district and the potential compensation achievable by an employee. Depending on the level offered, the employer contribution to health and welfare benefits can make up a significant percentage of total compensation. Figure 6 provides the maximum employer contributions for each of the comparative districts.

Overall, the District’s contribution to health and welfare benefits for teachers is competitive at \$13,743, ranking 4 of 11 in the comparative group. The median contribution of \$13,596, represented by San Luis Coastal USD, is \$147, or 1.1%, lower than the District’s contribution.

Figure 6

District	Employer Contribution for Certificated Teachers Health and Welfare Benefits (Annual)	Rank
Carpinteria USD	\$19,890	1
Santa Maria Joint Union HSD	\$19,585	2
Orcutt Union SD	\$18,675	3
Lompoc USD	\$13,743	4
Santa Maria-Bonita SD	\$13,677	5
San Luis Coastal USD	\$13,596	6
Santa Barbara USD	\$12,769	7
Paso Robles Joint USD	\$10,931	8
Lucia Mar USD	\$10,000	9
Templeton USD	\$9,030	10
Atascadero USD	\$7,250	11

Summary and Conclusions

Overall, for the certificated teacher compensation, the District ranks above the median total compensation for all three benchmarks reviewed.

Figure 7

Salary Benchmark	District Ranking			District's Total Compensation	Median Total Compensation	Median \$ Difference Above/ Below District	Median % Difference Above/ Below District
BA+30, Step 1	4	of	11	\$69,079	\$66,273	(\$2,806)	(4.1%)
BA+60, Step 10	5	Of	11	\$95,245	\$93,635	(\$1,610)	(1.7%)
Maximum Scheduled Salary	5	Of	11	\$115,470	\$115,157	(\$312)	(0.3%)

If it is determined that compensation enhancements are needed due to difficulty in attracting and/or retaining qualified staff, SSC staff would recommend that the District first consider focusing its efforts on those salary benchmarks with a larger differential between District total compensation and the median total compensation.

As the District considers the findings within this report, it should be noted that it may not be feasible or fiscally prudent to implement compensation adjustments all at once. SSC staff recommend that the District develop a schedule of priorities for adjusting compensation over a period of time as ongoing revenues can support increases. This report should serve as a baseline analysis of comparability that will allow the District to determine its future compensation structure.