



LOMPOC UNIFIED SCHOOL DISTRICT

SALARY RANGE RECOMMENDATIONS (Exhibit H)



EWING

HUMAN
RESOURCES
SERVICES

2022

LOMPOC UNIFIED SCHOOL DISTRICT
Salary Range Recommendations at Median
Exhibit H
2022

<u>CLASSIFICATION</u>	<u>LUSD RANGE</u>	<u>LUSD SALARY MAX</u>	<u>SALARY SURVEY MEDIAN</u>	<u>RECMD SALARY RANGE</u>	<u>RECMD SALARY MAX</u>	<u>COMMENTS</u>
ACCOUNTING/FISCAL						
Budget Analyst	Class-44	\$31.07	\$40.40	Class-55	\$40.74	Benchmark
Payroll Analyst	Class-44	\$31.07		Class-55	\$40.74	Relationship to Budget Analyst benchmark
Buyer	Class-41	\$28.86		Class-47	\$33.46	Relationship to Payroll/Benefits Technician benchmark
District Attendance Technician	Class-41	\$28.86		Class-47	\$33.46	Relationship to Accounting Technician benchmark
Payroll/Benefits Technician	Class-39	\$27.47	\$30.71	Class-45	\$31.84	Benchmark
Accounting Technician	Class-39	\$27.47	\$28.06	Class-40	\$28.15	Benchmark
School Accounting Assistant III	Class-36	\$25.50	\$27.40	Class-39	\$27.47	Benchmark
School Accounting Assistant II	Class-34	\$24.27		Class-37	\$26.14	Benchmark
School Accounting Assistant I	Class-31	\$22.54		Class-34	\$24.27	Benchmark
CAMPUS SAFETY						
Student Supervision Aide	Class-21	\$17.61	\$21.05	Class-28	\$20.93	Benchmark
Student Safety Assistant Campus Liaison	Class-28	\$20.93		Class-35	\$24.87	Relationship to Student Supervision Aide benchmark
CHILD NUTRITION SERVICES						
Lead Cook	Class-32	\$23.11		Class-39	\$27.47	Relationship to Child Nutrition Services Wkr Lead II benchmark
Child Nutrition Service Worker-Site Lead II-Central Kitchen	New	New		Class-38	\$26.78	Relationship to Child Nutrition Services Wkr Lead II benchmark
Child Nutrition Services Worker-Lead I	Class-28	\$20.93	\$25.92	Class-36	\$25.50	Benchmark
Child Nutrition Services Worker II	Class-24	\$18.98		Class-30	\$21.99	Relationship to Child Nutrition Svc Worker I bmark
Cook	Class-24	\$18.98		Class-30	\$21.99	Relationship to Child Nutrition Svc Worker I bmark
Child Nutrition Services Worker I	Class-21	\$17.61	\$20.61	Class-27	\$20.44	Benchmark

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CLERICAL/ SECRETARIAL						
Administrative Assistant IV	Class-44	\$31.07	\$33.72	Class-47	\$33.46	Benchmark
Administrative Assistant III	Class-40	\$28.15	\$30.33	Class-43	\$30.31	Benchmark
Administrative Assistant II	Class-38	\$26.78		Class-41	\$28.86	Relationship to Administrative Assistant III benchmark
Administrative Assistant I	Class-37	\$26.14		Class-39	\$27.47	Relationship to Administrative Assistant III benchmark
Staff Secretary	Class-33	\$23.69		Class-36	\$25.50	Relationship to Administrative Assistant III benchmark
Secretary I	Class-33	\$23.69		Class-36	\$25.50	Relationship to Administrative Assistant III benchmark
District Receptionist/ Sub Caller	Class-31	\$22.54		Class-35	\$24.87	Relationship to Office Assistant benchmark
Senior Office Assistant	Class-31	\$22.54		Class-35	\$24.87	Relationship to Office Assistant benchmark
Office Assistant	Class-29	\$21.47	\$23.53	Class-33	\$23.69	Benchmark
CUSTODIAL						
Lead Custodian III	Class-36	\$25.50		Class-41	\$28.86	Relationship to Lead Custodian I benchmark
Lead Custodian II	Class-34	\$24.27		Class-39	\$27.47	Relationship to Lead Custodian I benchmark
Lead Custodian-Ed Center Complex	Class-32	\$23.11		Class-37	\$26.14	Relationship to Lead Custodian I benchmark
Lead Custodian I	Class-31	\$22.54	\$25.75	Class-36	\$25.50	Benchmark
Senior Custodian	Class-31	\$22.54		Class-36	\$25.50	Relationship to Custodian benchmark
Custodian	Class-29	\$21.47	\$24.09	Class-34	\$24.27	Benchmark

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<u>GROUNDS</u>						
Senior Lead Grounds Maintenance Worker	Class-43	\$30.31		Class-45	\$31.84	Relationship to Grounds Maintenance Worker I benchmark
Irrigation Technician	Class-40	\$28.15		Class-42	\$29.58	Relationship to Grounds Maintenance Worker I benchmark
Lead Grounds Maintenance Worker	Class-39	\$27.47		Class-41	\$28.86	Relationship to Grounds Maintenance Worker I benchmark
Tree Trimmer	Class-36	\$25.50		Class-38	\$26.78	Relationship to Grounds Maintenance Worker I benchmark
Grounds Equipment Operator	Class-35	\$24.87	\$25.29	Class-37	\$26.14	Relationship to Grounds Maintenance Worker I benchmark
Pest Control/ Turf Technician	Class-34	\$24.27	\$27.44	Class-39	\$27.47	Benchmark
Grounds Maintenance Worker II	Class-34	\$24.27		Class-37	\$26.14	Relationship to Grounds Maintenance Worker I benchmark
Grounds Maintenance Worker I	Class-32	\$23.11	\$25.17	Class-35	\$24.87	Benchmark
<u>HUMAN RESOURCES</u>						
Human Resources Technician-Certificated	Class-39	\$27.47		Class-44	\$31.07	Relationship to HR Technician benchmark
Human Resources Technician - Classified	Class-39	\$27.47	\$30.81	Class-44	\$31.07	Benchmark
Human Resources Technician II-Classified	New	New		Class-46	\$32.45	Proposed
Human Resources Analyst-Certificated	Class-44	\$31.07	\$34.07	Class-47	\$34.29	Benchmark

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<u>INFORMATION TECHNOLOGY</u>						
Lead Network Engineer	Class-59	\$44.98		Sal Max	\$48.99	Range beyond salary schedule
Network Engineer	Class-57	\$42.80	\$46.66	Sal Max	\$46.66	Benchmark- Range beyond salary schedule
Web Developer	Class-57	\$42.80	\$44.88	Class-58	\$42.80	Benchmark
Programmer Analyst	Class-57	\$42.80		Class-58	\$42.80	Relationship to Web Developer benchmark
Network Systems Specialist	Class-49	\$35.15		Class-52	\$37.85	Relationship to Network Engineer
Student Information Database Administrator	Class-47	\$33.46		Class-49	\$35.15	Relationship to Student Information Specialist benchmark
Lead Computer Network Technician	Class-46	\$32.65		Class-50	\$36.01	Relationship to Computer/Network Technician benchmark
Computer/Telecomm Technician	Class-44	\$31.07		Class-49	\$35.15	Relationship to Computer/Network Technician benchmark
Student Information Specialist	Class-45	\$31.84	\$33.45	Class-47	\$33.46	Benchmark
Computer/Network Technician	Class-44	\$31.07	\$34.16	Class-48	\$34.29	Benchmark
Help Desk Technician	Class-39	\$27.47		Class-43	\$30.31	Relationship to Computer/Network Technician benchmark
Site Technology Support Assistant	Class-31	\$22.54		Class-35	\$24.87	Relationship to Computer/Network Technician benchmark
<u>INSTRUCTION</u>						
Paraeducator-Special Ed	Class-27	\$20.44	\$24.04	Class-34	\$24.27	Benchmark
Paraeducator-Migrant Preschool	Class-26	\$19.93		Class-30	\$21.99	Relationship to Paraeducator-Bilingual benchmark
Paraeducator-Bilingual	Class-25	\$19.44	\$21.59	Class-29	\$21.47	Benchmark
1 Paraeducator	Class-24	\$18.98	\$20.98	Class-28	\$20.93	Benchmark

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LIBRARY MEDIA						
District Library Specialist	Class-36	\$25.50		Class-39	\$27.47	Relationship to Library Technician benchmark
District Textbook Specialist	Class-35	\$24.87		Class-38	\$26.78	Relationship to Library Technician benchmark
Library Technician	Class-33	\$23.69	\$25.29	Class-36	\$25.50	Benchmark
MAINTENANCE						
HVAC Technician	Class-49	\$35.15	\$35.70	Class-50	\$36.01	Benchmark
Electrician	Class-47	\$33.46		Class-48	\$34.29	Relationship to HVAC Technician benchmark
Plumber	Class-47	\$33.46		Class-48	\$34.29	Relationship to HVAC Technician benchmark
Carpenter	Class-46	\$32.65		Class-47	\$33.46	Relationship to HVAC Technician benchmark
Painter	Class-46	\$32.65		Class-47	\$33.46	Relationship to HVAC Technician benchmark
Welder	Class-43	\$30.31		Class-44	\$31.07	Relationship to HVAC Technician benchmark
Glazier	Class-43	\$30.31		Class-44	\$31.07	Relationship to HVAC Technician benchmark
Maintenance Worker II	Class-40	\$28.15		Class-44	\$31.07	Relationship to Maintenance Worker I benchmark
Electrician's Helper	Class-39	\$27.47		Class-40	\$28.15	Relationship to HVAC Technician benchmark
Maintenance Worker I	Class-35	\$24.87	\$29.95	Class-42	\$29.59	Benchmark
1 Swimming Pool Operator	Class-35	\$24.87	\$29.14	Class-41	\$28.86	Benchmark
PRINTING SERVICES						
Printing Services Specialist	Class-52	\$37.85		Class-58	\$43.89	Relationship to Printing Services Assistant benchmark
1 Printing Services Assistant	Class-35	\$24.87	\$28.77	Class-41	\$28.86	Benchmark

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STUDENT SERVICES						
Licensed Vocational Nurse	Class-42	\$29.58	\$32.09	Class-45	\$31.84	Benchmark
Speech Language Pathology Assistant	Class-42	\$29.58		Class-45	\$31.84	Relationship to Licensed Vocational Nurse bmark
District Translator	Class-40	\$28.15	\$27.16	Class-40	\$28.15	Benchmark no change recommended
Lead Language Assessment Technician	Class-38	\$26.78		Class-47	\$33.46	Relationship to Language Assessment Technician
Student Records and Testing Technician	Class-37	\$26.14		Class-40	\$28.15	Relationship to Registrar benchmark
Registrar	Class-36	\$25.50	\$27.40	Class-39	\$27.47	Benchmark
Outreach Consultant	Class-35	\$24.87		Class-39	\$27.47	Relationship to Registrar benchmark
Guidance Technician	Class-35	\$24.87		Class-40	\$28.15	Relationship to College/Career Center Technician
College/Career Center Technician	Class-34	\$24.27	\$27.17	Class-39	\$27.47	Benchmark
District Community Liaison	Class-31	\$22.54	\$29.39	Class-42	\$29.58	Benchmark
Health Services Assistant	Class-31	\$22.54		Class-42	\$29.58	Relationship to District Community Liaison benchmark
School/ Community Liaison	Class-29	\$21.47		Class-40	\$28.15	Relationship to District Community Liaison benchmark
1 Home/School Community Liaison-Bilingual	Class-29	\$21.47		Class-40	\$28.15	Relationship to District Community Liaison benchmark
Language Assessment Technician	Class-29	\$21.47		Class-40	\$28.15	Relationship to District Community Liaison benchmark
Family Assistant	Class-27	\$20.44		Class-39	\$27.47	Relationship to District Community Liaison benchmark

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<u>TRANSPORTATION</u>						
Lead Vehicle & Equip Mechanic	Class-45	\$31.84		Class-48	\$34.29	Relationship to Vehicle & Equipment Mechanic bmark
Vehicle & Equipment Mechanic	Class-42	\$29.58	\$32.11	Class-45	\$31.84	Benchmark
1 Lead Bus Driver/Instructor	Class-42	\$29.58		Class-46	\$32.65	Relationship to School Bus Driver benchmark
Transportation Instructor/Dispatcher	Class-39	\$27.47		Class-43	\$30.31	Relationship to School Bus Driver benchmark
School Bus Driver/Mechanic	Class-38	\$26.78		Class-42	\$29.58	Relationship to School Bus Driver benchmark
School Bus Driver II	Class-35	\$24.87		Class-39	\$27.47	Relationship to School Bus Driver benchmark.
School Bus Driver I	Class-33	\$23.69	\$26.03	Class-37	\$26.14	Benchmark
Transportation Attendant	Class-26	\$19.93		Class-30	\$21.99	Relationship to Paraeducator benchmark
<u>WAREHOUSE</u>						
Lead Warehouse Worker	Class-37	\$26.14		Class-41	\$28.86	Relationship to Delivery Driver benchmark
Child Nutrition Services Delivery Driver	Class-31	\$22.54		Class-35	\$24.87	Relationship to Delivery Driver benchmark
Delivery Driver	Class-31	\$22.54	\$24.81	Class-35	\$24.87	Benchmark

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CONFIDENTIAL						
Executive Assist to the Assist Superintendent	CONF-III	\$5,484.00		Sal Max	\$7,120.40	Relationship to HR Analyst- Classified
Executive Assistant to the Superintendent	CONF-V	\$7,095.00		Sal Max	\$9,256.52	Relationship to HR Analyst- Classified
Human Resources Analyst-Classified	CONF-III	\$5,484.00	\$7,120.40	Sal Max	\$7,120.40	Benchmark
MANAGEMENT/ SUPERVISORY						
Director-Maintenance and Operations	CM/Spvy-IX	\$11,368.00		Sal max	\$12,700.40	Same as Director-Classified HR/ PC benchmark
Director-Classified Human Resources Personnel Comm	CM/Spvy-IX	\$11,368.00	\$12,700.40	Sal max	\$12,700.40	Benchmark
Director-Fiscal Services	CM/Spvy-VIII	\$11,091.00		Sal max	\$12,700.40	Same as Director-Classified HR/ PC benchmark
1 Director-Child Nutrition Services	CM/Spvy-VI	\$9,006.00		Sal max	\$9,680.48	23% below Director-Fiscal Services bmark
1 Manager-Transportation Services	CM/Spvy-IV	\$8,298.00		Sal max	\$10,790.75	Relationship to Payroll & Benefits Manager bmark
Payroll & Benefits Manager	CM/Spvy-IV	\$8,298.00	\$10,790.75	Sal max	\$10,790.75	Benchmark
Purchasing & Stores Manager	CM/Spvy-IV	\$8,298.00	\$10,128.92	Sal max	\$10,128.92	Benchmark
1 Supervisor-Child Nutrition Services	CM/Spvy-III	\$7,547.00	ISD	Sal max	\$8,067.07	20% below Director-Child Nutrition Services
Supervisor-Maintenance and Operations	CM/Spvy-III	\$7,547.00		Sal max	\$8,466.93	50% below Director-Maintenance & Operations
Supervisor II-Transportation Services	CM/Spvy-II	\$6,902.00		Sal max	\$8,992.29	20% below Manager-Transportation Services