



LOMPOC UNIFIED SCHOOL DISTRICT

SALARY SURVEY DETAIL (Exhibit F)



EWING | HUMAN
RESOURCES
SERVICES

2022

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: ACCOUNTING TECHNICIAN		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura COE	Accounting Technician	\$31.28	\$38.93
San Luis Coastal Unified	Accounting Technician	\$27.53	\$34.51
Ventura CCD	Accounting Technician	\$22.48	\$31.03
Oxnard Union High	Account Technician	\$24.60	\$29.98
Las Virgenes Unified	Accounting Technician 4	\$23.71	\$29.38
Santa Barbara COE	Accounting Assistant	\$26.93	\$29.18
Lucia Mar Unified	Accounting Technician III	\$20.45	\$28.54
Oxnard Elementary	Accounting Technician III	\$22.67	\$27.57
Santa Maria Bonita Unified	Account Clerk II	\$21.39	\$27.39
Conejo Valley Unified	Accounting Technician I	\$22.03	\$26.89
Ventura Unified	Accounting Specialist	21,44	\$26.76
Santa Barbara City Schools	Accounting Payable Technician	\$22.33	\$26.44
Allan Hancock CCD	Accounting Services Technician II	\$20.43	\$26.08
Santa Barbara CCD	Accounting Technician	\$20.36	\$24.80
San Luis Obispo CCD/ Cuesta College	Accounting Technician II	\$22.59	\$31.79
San Luis Obispo COE ¹	Accounting Technician II	\$19.28	\$23.71
		75%ILE:	\$24.38
		LUSD:	\$22.58
			\$30.77
			\$27.47

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**LOMPOC UNIFIED SCHOOL DISTRICT
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CLASSIFICATION: ADMINISTRATIVE ASSISTANT III (Director or HS Principal)			
		SALARY RANGES	
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MAXIMUM*</u>
Ventura COE	Administrative Assistant II	\$27.02	\$33.63
Santa Barbara COE	Administrative Assistant	\$30.75	\$33.31
Ventura CCD	Administrative Assistant	\$23.72	\$32.79
San Luis Obispo CCD/ Cuesta College	Division/Department Assistant	\$23.16	\$32.59
Santa Barbara CCD	Administrative Assistant II	\$26.71	\$32.55
San Luis Coastal Unified	Administrative Assistant	\$25.57	\$32.03
Conejo Valley Unified	Administrative Assistant	\$25.57	\$31.22
Santa Maria Bonita Unified	Secretary II	\$23.66	\$30.27
Las Virgenes Unified	Secretary 4	\$24.33	\$30.16
Ventura Unified	Senior Administrative Specialist	\$23.93	\$29.86
Lucia Mar Unified	Secretary V	\$20.45	\$28.54
Santa Barbara City Schools	Administrative Secretary III	\$23.75	\$28.39
Oxnard Union High	Director's Secretary	\$22.86	\$27.84
Oxnard Elementary	Administrative Assistant	\$22.67	\$27.57
Allan Hancock CCD	Administrative Secretary II	\$21.02	\$26.84
San Luis Obispo COE ¹	Administrative Assistant II	\$20.26	\$24.91
		75%ILE:	\$24.05
		LUSD:	\$23.14
			\$32.58
			\$28.15

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CLASSIFICATION: ADMINISTRATIVE ASSISTANT IV			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
San Luis Obispo CCD/ Cuesta College	Administrative Assistant, Executive Director	\$26.86	\$37.79
Ventura CCD	Administrative Assistant III	\$28.37	\$36.31
Allan Hancock CCD	Administrative Secretary V (Cabinet- Level)	\$27.94	\$35.66
Santa Barbara COE	Senior Administrative Assistant	\$32.88	\$35.61
Santa Maria Bonita Unified	Administrative Secretary (C)	\$27.38	\$35.12
Lucia Mar Unified	Admin Secretary/Assist to Assist Supnt (c)	\$26.15	\$34.41
Oxnard Union High	Administrative Secretary II	\$22.86	\$33.91
San Luis Obispo COE	Administrative Assistant to Vice Pres/ Assist Supnt	\$27.82	\$33.81
Ventura COE	Administrative Assistant II	\$27.02	\$33.63
Conejo Valley Unified	Senior Administrative Assistant	\$27.16	\$33.13
Oxnard Elementary	Executive Assistant to Assist Superintendent Bus	\$27.15	\$32.99
Santa Barbara City Schools	Administrative Assistant III	\$23.75	\$32.94
San Luis Obispo COE ¹	Secretary III	\$22.59	\$31.79
Las Virgenes Unified	Secretary 5	\$25.00	\$30.97
Santa Barbara CCD	Administrative Assistant III	\$28.77	\$30.05
Ventura Unified	Administrative Specialist	\$21.89	\$27.33
		75%ILE:	\$31.51
		LUSD:	\$25.54

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**LOMPOC UNIFIED SCHOOL DISTRICT
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CLASSIFICATION: BUDGET ANALYST				
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MAXIMUM*</u>	
Allan Hancock CCD	Budget Analyst	\$53.78	\$68.63	
Ventura COE	Financial Analyst II	\$46.22	\$57.51	
Ventura CCD	District Budget Officer (conf Supvy)	\$40.41	\$55.99	
Oxnard Union High	Senior Accountant	\$38.38	\$46.77	
San Luis Obispo CCD/ Cuesta College	Budget Specialist	\$31.14	\$43.82	
Conejo Valley Unified	Senior Accountant	\$33.13	\$40.40	
Santa Barbara COE	Financial Analyst	\$36.84	\$39.90	
Lucia Mar Unified	Fiscal Analyst (Supvy)	\$28.50	\$36.87	
Santa Barbara CCD	Accountant	\$30.22	\$36.82	
San Luis Obispo COE ¹	Fiscal Specialist II	\$29.34	\$36.07	
Las Virgenes Unified	Accounting Technician 5	24,33	\$30.16	
Ventura Unified	N/A	----	----	
Santa Barbara City Schools	N/A	----	----	
Santa Maria Bonita Unified	N/A	----	----	
San Luis Coastal Unified	N/A	----	----	
Oxnard Elementary	N/A	----	----	
		75%ILE:	\$40.41	\$55.99
		LUSD:	\$25.54	\$31.07

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**LOMPOC UNIFIED SCHOOL DISTRICT
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CLASSIFICATION: BUYER			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura CCD	Purchasing Specialist	\$28.67	\$39.51
Ventura COE	Accounting Technician-Purchasing	\$31.28	\$38.93
San Luis Obispo CCD/ Cuesta College	Purchasing Technician II	\$26.86	\$37.79
San Luis Coastal Unified	Buyer	\$26.20	\$32.85
Conejo Valley Unified	Purchasing Specialist	\$26.58	\$32.48
Santa Maria Bonita Unified	Buyer	\$24.81	\$31.82
Santa Barbara City Schools	Buyer	\$26.44	\$31.46
Santa Barbara CCD	Buyer	\$24.80	\$30.22
Ventura Unified	Buyer	\$23.28	\$29.06
Allan Hancock CCD	Purchasing Technician	\$21.65	\$27.63
San Luis Obispo COE ¹	Accounting Technician III-Purchasing	\$20.76	\$25.53
Lucia Mar Unified	N/A	----	----
Oxnard Elementary	N/A	----	----
Oxnard Union High	N/A	----	----
Las Virgenes Unified	N/A	----	----
Santa Barbara COE	N/A	----	----
		75%ILE:	\$26.86 \$37.79
		LUSD:	\$23.72 \$28.86

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**LOMPOC UNIFIED SCHOOL DISTRICT
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CLASSIFICATION: CHILD NUTRITION SERVICES WORKER I			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura COE	Child Nutrition Services Specialist	\$23.34	\$29.05
Santa Maria Bonita Unified	Food Service Worker I	\$17.09	\$22.02
Santa Barbara CCD	Food Service Assistant	\$18.00	\$21.93
Oxnard Union High	NutritionServices Assistant I	\$17.62	\$21.43
Santa Barabara COE	Food Service Worker	\$19.30	\$20.89
San Luis Coastal Unified	Food Service Worker I	\$16.59	\$20.79
Ventura Unified	Child Nutrition Assistant I	\$16.36	\$20.42
Lucia Mar Unified	Food Service Worker	\$15.88	\$19.20
Oxnard Elementary	Child Nutrition Worker	\$15.33	\$18.64
Conejo Valley Unified	Child Nutrition Assistant I	\$15.27	\$18.62
Las Virgenes Unified	Cafeteria Helper I	\$15.00	\$17.93
Santa Barbara City Schools	Food Service Assistant II (entry-level)	\$15.01	\$17.69
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
Allan Hancock CCD	N/A	----	----
		75%ILE:	\$17.62 \$21.43
		LUSD:	\$15.00 \$17.61

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CLASSIFICATION: CHILD NUTRITION SERVICES WORKER -LEAD I			
		SALARY RANGES	
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MAXIMUM*</u>
Santa Maria Bonita Unified	Cafeteria Manager III	\$23.08	\$29.49
Ventura Unified	Child Nutrition Manager -Secondary	\$21.89	\$27.33
Lucia Mar Unified	Food Service Unit Leader III	\$19.01	\$26.51
Santa Barbara City Schools	Kitchen Lead	\$21.79	\$25.92
San Luis Coastal Unified	Senior Food Service Worker	\$20.22	\$25.33
Conejo Valley Unified	Child Nutrition Manager	\$18.42	\$22.47
Las Virgenes Unified	Lead Child Nutrition Assistant	\$16.13	\$19.96
Santa Barabara COE	N/A	----	----
Oxnard Elementary	N/A	----	----
Oxnard Union High	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
Santa Barbara CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$21.89 \$27.33
		LUSD:	\$17.22 \$20.93

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CLASSIFICATION: COLLEGE/ CAREER CENTER TECHNICIAN			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Lucia Mar Unified	Career Center Technician	\$22.55	\$31.52
Las Virgenes Unified	College/Career Advisor 2	\$25.00	\$30.97
San Luis Coastal Unified	College/Career Specialist	\$22.06	\$27.63
Oxnard Union High	College Career Center Technician	\$22.30	\$27.17
Ventura Unified	College/Career Technician	\$20.58	\$25.70
Conejo Valley Unified	College Career Guidance Specialist	\$20.32	\$24.83
Santa Barbara City Schools	Career Center Technician	\$20.08	\$23.75
Santa Maria Bonita Unified	N/A	----	----
Oxnard Elementary	N/A	----	----
Santa Barabara COE	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
Santa Barbara CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$25.00
		LUSD:	\$19.96
			\$30.97
			\$24.27

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CLASSIFICATION: COMPUTER/ NETWORK TECHNICIAN			
		SALARY RANGES	
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MAXIMUM*</u>
Ventura COE	Systems Support Technician	\$32.84	\$40.87
San Luis Obispo CCD/ Cuesta College	Computer Technician	\$28.92	\$40.70
Ventura CCD	Information Systems Support Specialist I	\$27.89	\$38.47
San Luis Obispo COE ¹	Information Tech Technical Support Specialist	\$30.82	\$37.90
Oxnard Union High	Information Tecchnology Support Technician II	\$29.98	\$36.53
Oxnard Elementary	Technology Services Technician	\$29.65	\$36.00
Lucia Mar Unified	Information Systems Technician II	\$24.91	\$34.67
San Luis Coastal Unified	Computer Technician	\$26.97	\$33.65
Santa Maria Bonita Unified	Microcomputer/Network Support Technician	\$26.08	\$33.45
Conejo Valley Unified	Site Computer Technician II	\$25.80	\$31.51
Allan Hancock CCD	Information Technology Techniccal Support Specialist	\$24.64	\$31.45
Santa Barbara City Schools	IT Support Specialist I	\$23.75	\$28.30
Ventura Unified	Computer Support Technician	\$22.34	\$27.89
Las Virgenes Unified	Computer/Network Technician	\$22.11	\$27.44
Santa Barabara COE	N/A	----	----
Santa Barbara CCD	N/A	----	----
		75%ILE:	\$29.73
		LUSD:	\$25.54
			\$38.47
			\$31.07

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CLASSIFICATION: CUSTODIAN			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura CCD	Custodian	\$20.75	\$28.67
San Luis Obispo CCD/ Cuesta College	Custodian I	\$19.48	\$27.42
San Luis Coastal Unified	Custodian I	\$20.73	\$25.97
Santa Maria Bonita Unified	Custodian I	\$19.83	\$25.43
San Luis Obispo COE ¹	Custodian	\$16.62	\$20.45
Oxnard Union High	Custodian	\$20.20	\$24.60
Santa Barbara COE	Custodian	\$22.54	\$24.58
Ventura Unified	Custodian	\$19.61	\$24.49
Conejo Valley Unified	Custodian	\$19.72	\$24.09
Las Virgenes Unified	Custodian	\$18.80	\$23.30
Allan Hancock CCD	Custodian	\$17.98	\$22.94
Lucia Mar Unified	Custodian I	\$16.43	\$22.90
Oxnard Elementary	Custodian	\$18.21	\$22.12
Santa Barbara CCD	Custodian	\$18.00	\$21.93
Santa Barbara City Schools	Custodian	\$17.37	\$20.49
Ventura COE	N/A	----	----
		75%ILE:	\$20.20
		LUSD:	\$17.64
			\$25.43
			\$21.47

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**LOMPOC UNIFIED SCHOOL DISTRICT
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CLASSIFICATION: DELIVERY DRIVER			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Oxnard Union High	Warehouse Person/ Expeditor	\$24.60	\$29.98
Santa Barbara COE	Delivery Specialist I	\$24.63	\$26.70
San Luis Coastal Unified	Delivery Driver	\$21.25	\$26.62
Ventura Unified	Warehouse Worker / Deliver Driver	\$20.58	\$25.70
Conejo Valley Unified	Warehouse Technician	\$20.97	\$25.57
Santa Maria Bonita Unified	Warehouse/Deliver Worker I	\$19.34	\$24.81
Lucia Mar Unified	Warehouse/Delivery Person	\$17.65	\$24.62
Santa Barbara CCD	Warehouse Assistant	\$19.86	\$24.20
Las Virgenes Unified	Delivery Worker	\$19.29	\$23.97
Oxnard Elementary	Warehouse Worker / Deliver Driver	\$19.10	\$23.21
Santa Barbara City Schools	Warehouse Worker	\$19.23	\$22.77
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$21.25 \$26.62
		LUSD:	\$18.54 \$22.54

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CLASSIFICATION: DIRECTOR-CLASSIFIED HUMAN RESOURCES- PERSONNEL COMMISSION			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
San Luis Obispo COE	Chief Human Resources Officer	\$8,633.33	\$18,700.00
Allan Hancock CCD	Director, Human Resources	\$11,280.42	\$14,397.00
Las Virgenes Unified	Cabinet Director-Classified Human Resources	\$11,722.94	\$14,153.86
Ventura CCD	Dir. Employment Servs/ Personnel Commission	\$10,346.00	\$13,865.00
Ventura COE	Director, Human Resources.....260 days	\$9,588.07	\$13,055.72
Santa Maria Bonita Unified	Coordinator, Classified	\$10,648.83	\$12,345.08
Oxnard Elementary	Director, Classified Human Resources	\$10,513.00	\$12,032.00
Ventura Unified	Director, Classified Human Resources	\$9,500.40	\$11,859.47
Conejo Valley Unified	Director, Classified Human Resources	\$9,218.00	\$11,770.00
Santa Barbara COE	Director, Human Resources	\$9,888.00	\$11,753.75
Santa Barbara CCD	N/A	-----	-----
Santa Barbara City Schools	N/A	----	----
Lucia Mar Unified	N/A	----	----
San Luis Coastal Unified	N/A	----	----
Oxnard Union High	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$10,806.93 \$13,937.21
		LUSD:	\$9,353.00 \$11,368.00

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CLASSIFICATION: DISTRICT COMMUNITY LIAISON			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Santa Barbara City Schools	Family Engagement Liaison II	\$29.49	\$34.96
Las Virgenes Unified	Emergent Multilingual & Family Engagement Specialist	\$26.37	\$32.68
Oxnard Elementary	District Community Liaison	\$25.62	\$31.11
Ventura COE	Migrant Support Services Assistant	\$22.23	\$27.67
Ventura Unified	Family Liaison	\$20.58	\$25.70
Lucia Mar Unified	Student Services Technician I	\$16.43	\$22.90
Santa Maria Bonita Unified	N/A	----	-----
San Luis Coastal Unified	N/A	----	-----
Conejo Valley Unified	N/A	----	-----
Oxnard Union High	N/A	----	-----
Santa Barbara COE	N/A	----	-----
San Luis Obispo COE ¹	N/A	----	-----
Ventura CCD	N/A	----	-----
Allan Hancock CCD	N/A	----	-----
Santa Barbara CCD	N/A	----	-----
San Luis Obispo CCD/ Cuesta College	N/A	----	-----
		75%ILE:	\$26.65
		LUSD:	\$18.54
			\$33.25
			\$22.54

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CLASSIFICATION: DISTRICT TRANSLATOR			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Santa Barbara City Schools	District Educational Interpreter/Translator	\$36.44	\$43.52
Ventura COE	Educational Interpreter	\$25.73	\$32.03
Santa Barabara COE	Clerical Translator/Clerical Translator	\$28.16	\$30.47
Santa Maria Bonita Unified	District Translator	\$22.02	\$28.08
Lucia Mar Unified	Translator/ Interpreter	\$19.48	\$27.16
San Luis Obispo COE ¹	Interpreter/Translator	\$21.28	\$26.18
Ventura Unified	District Translator	\$20.59	\$25.70
Oxnard Elementary	District Translator	\$21.06	\$25.62
Conejo Valley Unified	Translator/ Interpreter	\$20.52	\$25.08
Oxnard Union High	N/A	----	----
San Luis Coastal Unified	N/A	----	----
Las Virgenes Unified	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
Santa Barbara CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$26.95
		LUSD:	\$23.14
			\$31.25
			\$28.15

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CLASSIFICATION: EXECUTIVE ASSISTANT TO THE ASSISTANT SUPERINTENDENT			
		SALARY RANGES	
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MAXIMUM*</u>
Oxnard Union High	Administrative Assistant (c)	\$35.99	\$42.56
Santa Barbara City Schools	Administrative Assistant-HR	\$30.08	\$41.48
Ventura COE	Executive Assistant	\$32.84	\$40.87
San Luis Coastal Unified	Executuve Assistant (c)	\$29.52	\$38.84
Las Virgenes Unified	Confidential Secretary II	\$31.45	\$37.86
Ventura CCD	Senior Administrative Assistant	\$27.17	37.46
San Luis Obispo COE ¹	Executive Assistant	\$25.29	\$36.06
Santa Maria Bonita Unified	Administrative Secretary	\$27.38	\$35.12
Santa Barbara CCD	Administrative Assistant III	\$28.77	\$35.04
Lucia Mar Unified	Administrative Assistant to Assistant Supnts	\$26.15	\$34.41
San Luis Obispo CCD/ Cuesta College	Administrative Assistant to Assist Supnt/Vice Pres	\$25.37	\$33.81
Conejo Valley Unified	Senior Administrative Assistant	\$27.16	\$33.13
Santa Barabara COE	Senior Administrative Assistant	\$25.63	\$33.05
Oxnard Elementary	Executive Assistant to Asst Supnt HR (c)	\$27.14	\$32.98
Allan Hancock CCD	Administrative Assistant V	\$25.85	\$32.98
Ventura Unified	Executive Assistant ©	\$24.69	\$30.83
		75%ILE:	\$29.94 \$38.60
		LUSD:	\$32.74 \$39.79

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CLASSIFICATION: GROUNDS EQUIPMENT OPERATOR			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
San Luis Obispo CCD/ Cuesta College	Groundskeeper/ Heavy Equipment Operator	\$22.59	\$31.79
Ventura Unified	Grounds Equipment Operator	\$20.58	\$25.70
Conejo Valley Unified	Grounds Equipment Operator	\$20.97	\$25.57
Oxnard Elementary	Grounds Equipment Operator	\$20.57	\$25.01
Santa Barbara City Schools	Grounds Equipment Operator	\$20.92	\$24.79
Las Virgenes Unified	Gardener I-Equipment Operator	\$19.85	\$24.65
Santa Maria Bonita Unified	N/A	----	----
Lucia Mar Unified	N/A	----	----
San Luis Coastal Unified	N/A	----	----
Oxnard Union High	N/A	----	----
Santa Barabara COE	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
Santa Barbara CCD	N/A	----	----
		75%ILE:	\$21.08
		LUSD:	\$20.46
			\$27.11
			\$24.87

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: GROUNDS MAINTENANCE WORKER I			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura CCD	Grounds Maintenance Worker	\$21.28	\$29.45
San Luis Obispo CCD/ Cuesta College	Groundskeeper	\$20.47	\$28.80
Santa Maria Bonita Unified	Grounds Maintenance Worker I	\$22.52	\$28.77
San Luis Coastal Unified	Groundswoker	\$21.78	\$27.29
Oxnard Union High	Grounds Maintenance Worker	\$20.71	\$25.23
Lucia Mar Unified	Grounds Maintenance Worker I	\$18.10	\$25.22
Ventura Unified	Grounds Worker	\$20.17	\$25.17
Conejo Valley Unified	Groundskeeper	\$19.74	\$24.09
Las Virgenes Unified	Grounds Worker	\$19.29	\$23.97
Oxnard Elementary	Grounds Maintenance Worker I	\$19.10	\$23.21
Santa Barbara CCD	Facilities Assistant- Grounds	\$18.91	\$23.05
Allan Hancock CCD	Groundskeeper II	\$17.98	\$22.94
Santa Barbara City Schools	Gardener	\$17.69	\$20.92
Santa Barabara COE	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
		75%ILE:	\$22.15
		LUSD:	\$19.01
			\$28.03
			\$23.11

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: HUMAN RESOURCES ANALYST -CERTIFICATED			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Santa Barbara City Schools	HR Specialist (Confid)	\$34.27	\$46.96
Ventura Unified	Human Resources Analyst	\$24.68	\$30.83
Santa Barabara COE	Certificated Human Resources Specialist	\$35.97	\$38.94
Santa Barbara CCD	Human Resources Technician III (Confid)	\$31.76	\$38.69
Conejo Valley Unified	Human Resources Specialist	\$25.57	\$31.22
Oxnard Elementary	Credentials Technician	\$25.62	\$31.11
Santa Maria Bonita Unified	N/A	----	----
Lucia Mar Unified	N/A	----	----
San Luis Coastal Unified	N/A	----	----
Oxnard Union High	N/A	----	----
Las Virgenes Unified	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$34.70
		LUSD:	\$25.54
			\$36.86
			\$31.07

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: HUMAN RESOURCES ANALYST -CLASSIFIED			
		SALARY RANGES	
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MAXIMUM*</u>
Ventura CCD	Human Resources Analyst II	\$6,310.00	\$8,725.00
Santa Barbara City Schools	HR Specialist (Confid)	\$5,940.08	\$7,941.00
San Luis Coastal Unified	Human Resources Analyst	\$5,884.56	\$7,742.65
Santa Barabara COE	Classified Human Resources Analyst	\$6,967.87	\$7,543.32
Conejo Valley Unified	Human Resources Analyst	\$4,841.11	\$7,120.40
Oxnard Union High	Human Resources Analyst	\$5,055.76	\$6,121.77
Oxnard Elementary	Human Resources Analyst	\$4,705.00	\$5,717.00
Santa Barbara CCD	Human Resources Technician II (CSEA)	\$4,409.00	\$5,368.50
Ventura Unified	Human Resources Analyst	\$4,279.00	\$5,343.00
Santa Maria Bonita Unified	N/A	----	----
Lucia Mar Unified	N/A	----	----
Las Virgenes Unified	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Allan Hancock CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$5,055.76
		LUSD:	\$4,512.00
			\$7,120.40
			\$5,484.00

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: HUMAN RESOURCES TECHNICIAN			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura COE	Personnel Technician	\$31.28	\$38.93
San Luis Coastal Unified	Human Resources Technician (C)	\$28.11	\$36.99
Ventura CCD	Human Resources Technician I	\$25.75	\$35.52
Santa Barbara COE	Classified Human Resources Technician	\$29.48	\$31.93
Santa Maria Bonita Unified	Personnel Clerk II	\$24.81	\$31.82
Allan Hancock CCD	Human Resources Assistant	\$24.64	\$31.45
Conejo Valley Unified	Human Resources Technician	\$20.40	\$30.85
Lucia Mar Unified	Human Resources Technician (c)	\$22.67	\$30.81
San Luis Obispo COE ¹	Human Resources Technician	\$20.26	\$24.91
Oxnard Union High	HR Assist C	\$23.27	\$28.38
Las Virgenes Unified	Human Resources Technician	\$22.46	\$27.89
Ventura Unified	Human Resources Technician	\$21.89	\$27.33
Oxnard Elementary	Human Resources Technician	\$22.12	\$26.90
Santa Barbara CCD	HR Technician I (CSEA)	\$20.36	\$24.80
Santa Barbara City Schools	Human Resources Generalist	\$20.49	\$24.22
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$25.75 \$30.81
		LUSD:	\$22.58 \$27.47

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: HVAC TECHNICIAN			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
San Luis Obispo CCD/ Cuesta College	Skilled Maintenance II- HVAC&R	\$30.38	\$42.76
Santa Barbara City Schools	HV/AC Mechanic	\$30.72	\$42.61
San Luis Coastal Unified	HVAC Technician II	\$31.54	\$39.54
Ventura CCD	HVAC&R Technician	\$27.89	\$38.47
Lucia Mar Unified	Journeyman HVAC	\$27.47	\$38.02
Oxnard Union High	Maintenance HVAC Mechanic	\$29.98	\$36.53
Las Virgenes Unified	Maintenance III- Heat, Vent, Air Cond Refrig Tech	\$28.19	\$34.86
Conejo Valley Unified	Heating & Ventilation Mechanic	\$27.45	\$33.47
Santa Maria Bonita Unified	HVAC Technician	\$26.08	\$33.45
Allan Hancock CCD	Heating & Refrigeration Mechanic	\$25.43	\$32.46
Oxnard Elementary	Heating, Ventilation and AC Technician	\$25.01	\$30.39
Ventura Unified	HVAC Refrigeration Technician	\$23.93	\$29.86
Santa Barabara COE	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Santa Barbara CCD	N/A	----	----
		75%ILE:	\$29.98
		LUSD:	\$28.90
			\$39.27
			\$35.15

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: LEAD CUSTODIAN I (elem school)			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
San Luis Coastal Unified	Custodial Crew Chief I	\$23.45	\$29.39
Santa Maria Bonita Unified	Lead Custodian	\$22.52	\$28.77
Ventura Unified	Head Custodian I	\$21.01	\$26.22
Las Virgenes Unified	Custodian Leader	\$20.41	\$25.27
Oxnard Elementary	Lead Custodian	\$20.57	\$25.01
Santa Barbara City Schools	Head Custodian I	\$19.62	\$23.19
Lucia Mar Unified	N/A	----	----
Conejo Valley Unified	N/A	----	----
Oxnard Union High	N/A	----	----
Santa Barabara COE	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
Santa Barbara CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$22.75 \$28.93
		LUSD:	\$18.54 \$22.54

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: LIBRARY TECHNICIAN			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
San Luis Obispo CCD/ Cuesta College	Library Technician II	\$22.04	\$31.02
Santa Maria Bonita Unified	Library Media Clerk III	\$22.52	\$28.77
Santa Barbara CCD	Library Technician	\$23.04	\$28.07
Allan Hancock CCD	Library Multi Media Center Technician	\$21.65	\$27.63
San Luis Coastal Unified	Library Media Center Assistant	\$20.49	\$25.65
Conejo Valley Unified	Library Technician	\$20.75	\$25.29
Las Virgenes Unified	Media Center Coordinator Secondary	\$20.13	\$25.00
Lucia Mar Unified	Library Technician	\$15.88	\$24.03
Oxnard Elementary	Library/Media Technician	\$19.60	\$23.82
Ventura Unified	Library Technician I	\$18.75	\$23.41
Santa Barbara City Schools	Library Technician	\$19.23	\$22.77
Oxnard Union High	N/A	----	----
Santa Barabara COE	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
		75%ILE:	\$22.04 \$28.07
		LUSD:	\$19.47 \$23.69

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: LICENSED VOCATIONAL NURSE			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Santa Barbara COE	Licensed Vocational Nurse	\$38.49	\$41.68
Santa Barbara City Schools	Licensed Nurse II	\$34.96	\$41.61
Ventura Unified	Licensed Nurse/ LVN/LPN	\$31.72	\$39.58
Lucia Mar Unified	Licensed Vocational Nurse/Instructional Assistant	\$26.37	\$33.85
Las Virgenes Unified	Health Specialist	\$25.86	\$32.68
Oxnard Union High	Licensed Vocational Nurse	\$24.29	\$31.50
San Luis Coastal Unified	Licensed Nurse	\$23.21	\$29.04
Oxnard Elementary	Health Care Technician	\$23.17	\$28.24
Conejo Valley Unified	Licensed Nurse (LVN/RN)	\$22.02	\$25.33
Santa Maria Bonita Unified	Licensed Vocational Nurse	\$20.75	\$22.08
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
Santa Barbara CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$32.53
		LUSD:	\$24.32

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: MAINTENANCE WORKER I			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Santa Barbara City Schools	MultiSkilled Tradesman-Carpentry/ Painting	\$29.79	\$37.45
Ventura COE	Maintenance Worker	\$28.57	\$37.07
San Luis Coastal Unified	Skilled Maintenance Worker	\$27.03	\$35.80
Ventura CCD	Maintenance Worker I	\$25.23	\$32.79
San Luis Obispo CCD/ Cuesta College	General Maintenance Worker	\$24.21	\$32.58
Santa Maria Bonita Unified	Maintenance Worker I	\$23.86	\$31.03
Oxnard Union High	Maintenance & Repair Worker	\$23.72	\$30.75
Conejo Valley Unified	Maintenance Worker II (entry)	\$23.71	\$29.14
Santa Barbara CCD	Maintenance Technician	\$23.16	\$28.89
Lucia Mar Unified	Maintenance Worker	\$20.17	\$26.51
Ventura Unified	Trades Maintenance Worker I	\$19.60	\$25.17
Oxnard Elementary	Maintenance Worker I	\$19.01	\$23.82
Allan Hancock CCD	Maintenance Repair Worker II	\$18.80	\$23.71
Las Virgenes Unified	Mainteannce I	\$18.58	\$23.30
Santa Barabara COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
		75%ILE:	\$25.68
		LUSD:	\$20.46

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: NETWORK ENGINEER			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
San Luis Obispo CCD/ Cuesta College	Network Administrator	\$37.02	\$52.09
Ventura CCD	Network Administrator I	\$36.46	\$50.34
Ventura COE	Network Engineer	\$48.53	\$60.38
Oxnard Union High	Senior Network Administrator (mgmt)	\$45.27	\$55.03
Conejo Valley Unified	Network Engineer	\$39.23	\$47.73
Santa Maria Bonita Unified	Microcomputer/Network Technician	\$36.88	\$47.14
Santa Barbara CCD	Network Specialist	\$37.90	\$46.18
Oxnard Elementary	Network Systems Analyst	\$37.80	\$45.95
San Luis Coastal Unified	Network Specialist	\$30.39	\$38.09
Lucia Mar Unified	Information Systems Technician III	\$26.78	\$37.17
Las Virgenes Unified	Network Engineer	\$28.91	\$35.83
Ventura Unified	Database/Network Analyst	\$27.52	\$34.35
Santa Barbara City Schools	N/A	----	----
Santa Barabara COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Allan Hancock CCD	N/A	----	----
		75%ILE:	\$38.90
		LUSD:	\$35.21
			\$59.04
			\$42.80

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**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: OFFICE ASSISTANT			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura CCD	Office Assistant	\$20.16	\$27.89
Allan Hancock CCD	Office Services Assistant I	\$21.65	\$27.63
Ventura COE	Administrative Clerk	\$21.17	\$26.35
Santa Barbara COE	Clerical Assistant	\$24.10	\$26.09
Santa Maria Bonita Unified	Clerk Typist II	\$19.34	\$24.81
Santa Barbara CCD	Office Assistant, Senior	\$19.86	\$24.20
San Luis Coastal Unified	Secretary Clerk	\$19.02	\$23.83
Ventura Unified	Office Assistant	\$18.75	\$23.41
San Luis Obispo CCD/ Cuesta College	Clerical Assistant I	\$16.80	\$23.64
Lucia Mar Unified	Secretary I	\$16.43	\$22.90
Oxnard Union High	Office and Faculty Support	\$18.74	\$22.86
Las Virgenes Unified	Office Assistant I	\$17.70	\$21.85
San Luis Obispo COE ¹	Office Assistant	\$16.62	\$20.45
Santa Barbara City Schools	Office Assistant	\$16.95	\$20.08
Conejo Valley Unified	Office Assistant I	\$16.33	\$19.96
Oxnard Elementary	Clerical Assistant	\$15.74	\$18.21
		75%ILE:	\$20.09
		LUSD:	\$17.64

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
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CLASSIFICATION: PARAEDUCATOR			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura COE	Paraeducator	\$23.61	\$28.47
Santa Barbara COE	Paraeducator	\$22.87	\$25.57
Santa Maria Bonita Unified	Instructional Assistant I	\$17.54	\$22.52
Ventura Unified	Paraeducator I	\$17.45	\$21.70
Oxnard Union High	Paraeducator I	\$17.37	\$21.26
Las Virgenes Unified	Instructional Assistant-Regular	\$16.77	\$20.70
San Luis Coastal Unified	Instructional Aide	\$16.51	\$20.55
Oxnard Elementary	Paraeducator General Ed	\$16.39	\$20.05
Conejo Valley Unified	Paraeducator I	\$16.20	\$19.74
Santa Barbara City Schools	Paraeducator	\$15.62	\$18.46
Lucia Mar Unified	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
Santa Barbara CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$18.87
		LUSD:	\$15.60
			\$22.11
			\$18.98

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
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CLASSIFICATION: PARAEDUCATOR-BILINGUAL			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura COE	Paraeducator (includes 2.5% bilingual stipend)	\$23.44	\$29.18
Santa Maria Bonita Unified	Instructional Assistant III-Severely Handicapped	\$19.34	\$24.81
Lucia Mar Unified	Bilingual Instructional Assistant	\$15.88	\$23.45
San Luis Coastal Unified	EL Instructional Aide	\$17.22	\$21.59
Las Virgenes Unified	Instructional Assistant-Bilingual	\$17.20	\$21.28
Conejo Valley Unified	Paraeducator-Bilingual	\$16.33	\$19.96
Santa Barbara City Schools	Paraeducator-Bilingual	\$15.99	\$18.84
Oxnard Elementary	N/A	----	----
Oxnard Union High	N/A	----	----
Ventura Unified	N/A	----	----
Santa Barabara COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
Santa Barbara CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$19.34 \$24.81
		LUSD:	\$15.99 \$19.44

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: PARAEDUCATOR-SPECIAL EDUCATION			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura COE	Paraeducator	\$23.44	\$28.47
Ventura Unified	Paraeducator III	\$21.89	\$27.33
Santa Barbara COE	Paraprofessional- Behavior Intervention	\$24.63	\$26.70
Lucia Mar Unified	Special Education Paraprofessional III	\$19.01	\$26.51
Oxnard Union High	Paraeducator IV	\$21.26	\$25.82
San Luis Coastal Unified	Special Education Paraeducator II	\$19.49	\$24.42
Santa Maria Bonita Unified	Instructional Assistant II-Special Ed	\$18.38	\$23.66
Las Virgenes Unified	Paraeducator-Special Ed 2	\$18.63	\$23.07
Santa Barbara City Schools	SE Paraeducator II	\$19.23	\$22.77
Conejo Valley Unified	Paraeducator III	\$17.88	\$21.85
Oxnard Elementary	Instructional Physically Handicapped Assistant	\$16.93	\$20.57
San Luis Obispo COE ¹	Instructional Assistant- Special Education Programs	\$15.44	\$18.99
Ventura CCD	N/A	-----	-----
Allan Hancock CCD	N/A	-----	-----
Santa Barbara CCD	N/A	-----	-----
San Luis Obispo CCD/ Cuesta College	N/A	-----	-----
		75%ILE:	\$23.05
		LUSD:	\$16.80
			\$26.65
			\$20.44

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: PAYROLL & BENEFITS MANAGER			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Santa Barbara City Schools	Payroll Manager	\$10,131.35	\$11,452.22
San Luis Obispo COE	Payroll Manager	\$8,830.92	\$11,094.42
Ventura COE	Payroll Manager	\$8,739.50	\$10,990.37
Allan Hancock CCD	Payroll Supervisor	\$8,454.75	\$10,790.75
Santa Barbara COE	Payroll Manager	\$7,334.58	\$10,388.58
Ventura CCD	Payroll Supervisor	\$6,542.00	\$8,716.00
Santa Barbara CCD	Payroll Manager	\$6,284.00	\$7,971.00
San Luis Obispo CCD/ Cuesta College	N/A	----	----
Santa Maria Bonita Unified	N/A	----	----
Lucia Mar Unified	N/A	----	----
San Luis Coastal Unified	N/A	----	----
Conejo Valley Unified	N/A	----	----
Oxnard Elementary	N/A	----	----
Oxnard Union High	N/A	----	----
Ventura Unified	N/A	----	----
Las Virgenes Unified	N/A	----	----
		75%ILE:	\$8,830.92 \$11,094.42
		LUSD:	\$6,827.00 \$8,298.00

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: PAYROLL & BENEFITS TECHNICIAN			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura COE	Payroll/Benefits Specialist	\$31.28	\$38.93
San Luis Obispo CCD/ Cuesta College	Payroll Technician	\$26.20	\$36.87
Allan Hancock CCD	Payroll Technician	\$28.82	\$36.79
San Luis Obispo COE ¹	Payroll Retirement Specialist II	\$29.34	\$36.07
Santa Barbara COE	Payroll Specialist	\$32.88	\$35.61
Oxnard Union High	Senior Payroll Technician	\$28.55	\$34.77
Ventura CCD	Payroll Technician	\$23.72	\$32.79
San Luis Coastal Unified	Payroll Specialist	\$24.95	\$31.26
Las Virgenes Unified	Payroll Specialist	\$24.33	\$30.16
Santa Barbara City Schools	Payroll Technician	\$24.22	\$29.53
Santa Maria Bonita Unified	Account Clerk III	\$23.08	\$29.49
Lucia Mar Unified	Accounting Technician III	\$20.45	\$28.54
Oxnard Elementary	Payroll Technician	\$23.21	\$28.24
Santa Barbara CCD	Payroll Technician	\$23.04	\$28.07
Conejo Valley Unified	Payroll Technician	\$22.68	\$27.70
Ventura Unified	Payroll Technician	\$21.89	\$27.33
		75%ILE:	\$28.75
		LUSD:	\$22.58

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: PEST CONTROL/ TURF TECHNICIAN			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Conejo Valley Unified	Pest Control Technician	\$25.08	\$30.60
San Luis Obispo CCD/ Cuesta College	Grounskeeper/ Qualified Applicator	\$20.98	\$29.52
Las Virgenes Unified	Gardener II-Equipment & Sprayer	\$22.11	\$27.44
Lucia Mar Unified	Pest Control/Turf Technician	\$19.01	\$26.51
Ventura Unified	Integrated Pest Control Management Technician	\$21.01	\$26.22
Santa Barbara City Schools	N/A	----	----
Santa Maria Bonita Unified	N/A	----	----
San Luis Coastal Unified	N/A	----	----
Oxnard Elementary	N/A	----	----
Oxnard Union High	N/A	----	----
Santa Barabara COE	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
Santa Barbara CCD	N/A	----	----
		75%ILE:	\$23.60 \$29.00
		LUSD:	\$19.96 \$24.27

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: PRINTING SERVICES ASSISTANT			
		SALARY RANGES	
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MAXIMUM*</u>
Ventura CCD	Graphics and Digital Printing Technician	\$25.02	\$34.55
Lucia Mar Unified	Print Shop Graphics Technician	\$19.95	\$32.24
Oxnard Elementary	Reprographics Coordinator	\$23.82	\$28.96
Santa Maria Bonita Unified	Print Production Clerk II	\$22.52	\$28.77
Conejo Valley Unified	Printing Services Specialist	\$22.68	\$27.70
Ventura Unified	Graphics Technician	\$21.01	\$26.22
Santa Barbara CCD	Duplications Technician	\$21.39	\$26.06
Santa Barbara City Schools	N/A	----	----
San Luis Coastal Unified	N/A	----	----
Oxnard Union High	N/A	----	----
Las Virgenes Unified	N/A	----	----
Santa Barbara COE	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Allan Hancock CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$23.82 \$29.77
		LUSD:	\$20.47 \$24.87

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: PURCHASING AND STORES MANAGER			
		SALARY RANGES	
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MAXIMUM*</u>
Santa Barbara City Schools	Purchasing Manager	\$10,131.36	\$11,452.23
Ventura COE	Purchasing Manager	\$8,947.31	\$10,990.37
Oxnard Union High	Director of Purchasing	\$8,830.92	\$10,885.99
Allan Hancock CCD	Supervisor Purchasing	\$8,454.75	\$10,790.75
Oxnard Elementary	Director of Purchasing	\$7,968.85	\$9,467.08
Santa Barbara CCD	Purchasing & Warehouse Manager	\$6,074.75	\$7,401.08
Ventura Unified	Purchasing Supervisor	\$5,863.00	\$7,318.00
Lucia Mar Unified	Supervisor, Purchasing/Warehouse	\$3,929.75	\$5,339.67
Santa Maria Bonita Unified	N/A	----	----
San Luis Coastal Unified	N/A	----	----
Conejo Valley Unified	N/A	----	----
Las Virgenes Unified	N/A	---	----
San Luis Obispo COE ¹	N/A	---	----
San Luis Obispo COE	N/A	---	----
Ventura CCD	N/A	---	----
San Luis Obispo CCD/ Cuesta College	N/A	---	----
		75%ILE:	\$10,885.99
		LUSD:	\$8,298.00

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: REGISTRAR			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Ventura Unified	Records Specialist	\$23.28	\$29.06
Oxnard Union High	Registrar	\$22.30	\$27.17
Lucia Mar Unified	Student Records Specialist- High School	\$19.48	\$27.16
Las Virgenes Unified	Secretary II- Registrar/Attendance	\$21.85	\$27.08
Santa Barbara City Schools	Registrar	\$22.33	\$26.44
San Luis Coastal Unified	Registrar	\$21.00	\$26.30
Conejo Valley Unified	Registrar	\$19.58	\$23.86
Santa Maria Bonita Unified	N/A	----	-----
Oxnard Elementary	N/A	----	-----
Santa Barabara COE	N/A	----	-----
Ventura COE	N/A	----	-----
San Luis Obispo COE ¹	N/A	----	-----
Ventura CCD	N/A	----	-----
Allan Hancock CCD	N/A	----	-----
Santa Barbara CCD	N/A	----	-----
San Luis Obispo CCD/ Cuesta College	N/A	----	-----
		75%ILE:	\$22.33 \$27.17
		LUSD:	\$20.97 \$25.50

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: SCHOOL ACCOUNTING ASSISTANT III			
		SALARY RANGES	
SURVEY PARTICIPANT	PARTICIPANT'S CLASSIFICATION	MINIMUM	MAXIMUM*
Conejo Valley Unified	ASB Bookkeeper	\$25.08	\$30.60
Oxnard Union High	ASB Accounts Clerk	\$22.86	\$27.84
San Luis Coastal Unified	Student Body Account Clerk	\$22.06	\$27.63
Lucia Mar Unified	Activities Accounting Technician	\$19.48	\$27.16
Las Virgenes Unified	Accounting Techncian II	\$21.28	\$26.37
Ventura Unified	ASB Accounting Technician	\$20.17	\$25.17
Oxnard Elementary	N/A	----	-----
Santa Barbara City Schools	N/A	----	-----
Santa Maria Bonita Unified	N/A	----	-----
Santa Barabara COE	N/A	----	-----
Ventura COE	N/A	----	-----
San Luis Obispo COE ¹	N/A	----	-----
Ventura CCD	N/A	----	-----
Allan Hancock CCD	N/A	----	-----
Santa Barbara CCD	N/A	----	-----
San Luis Obispo CCD/ Cuesta College	N/A	----	-----
		75%ILE:	\$23.42 \$27.74
		LUSD:	\$20.97 \$25.50
CLASSIFICATION: SCHOOL BUS DRIVER I			

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	SALARY RANGES	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
San Luis Coastal Unified	Bus Driver	\$22.33	\$27.98
Ventura Unified	Bus Driver	\$21.01	\$26.22
Lucia Mar Unified	Bus Driver	\$18.51	\$25.84
Oxnard Elementary	Bus Driver	\$20.57	\$25.01
Allan Hancock CCD	N/A	----	-----
San Luis Obispo CCD/ Cuesta College	N/A	----	-----
Santa Barbara CCD	N/A	----	-----
Oxnard Union High	N/A	----	-----
Conejo Valley Unified	N/A	----	-----
Santa Barabara COE	N/A	----	-----
Ventura COE	N/A	----	-----
San Luis Obispo COE ¹	N/A	----	-----
Santa Barbara City Schools	N/A	----	-----
Santa Maria Bonita Unified	N/A	----	-----
Las Virgenes Unified	N/A	----	-----
		75%ILE:	\$22.00 \$27.54
		LUSD:	\$19.47 \$23.69

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: STUDENT INFORMATION SPECIALIST			
		SALARY RANGES	
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MAXIMUM*</u>
Conejo Valley Unified	Information Systems Data Analyst	\$35.49	\$43.29
Lucia Mar Unified	Student Information Specialist	\$29.98	\$40.24
Oxnard Union High	SIS/ Database Specialist	\$28.23	\$36.53
San Luis Coastal Unified	Student Database Specialist	\$27.47	\$35.36
Santa Maria Bonita Unified	Student Information Data and Reporting Specialist	\$27.03	\$33.45
Las Virgenes Unified	Student Data Specialist	\$26.37	\$32.68
Santa Barbara City Schools	Education Data Specialist II	\$26.08	\$32.11
Ventura Unified	Student Dta Specialist II	\$25.32	\$31.61
San Luis Obispo COE ¹	Data and Student Information Specialist	\$21.28	\$26.18
Oxnard Elementary	N/A	----	-----
Santa Barabara COE	N/A	----	-----
Ventura COE	N/A	----	-----
Ventura CCD	N/A	----	-----
Allan Hancock CCD	N/A	----	-----
Santa Barbara CCD	N/A	----	-----
San Luis Obispo CCD/ Cuesta College	N/A	----	-----
		75%ILE:	\$29.11 \$41.81
		LUSD:	\$26.18 \$31.84

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: STUDENT SUPERVISION AIDE			
		SALARY RANGES	
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MAXIMUM*</u>
Ventura Unified	Campus Support Assistant	\$24.59	\$30.71
Ventura COE	Campus Assistant	\$21.17	\$26.35
Lucia Mar Unified	Campus Security	\$16.81	\$23.45
Santa Maria Bonita Unified	Student Supervision Aide	\$16.66	\$21.39
Las Virgenes Unified	Campus Supervisor	\$16.77	\$20.70
Oxnard Union High	Campus Supervisor	\$15.42	\$18.73
Oxnard Elementary	Campus Assistant	\$15.33	\$16.93
Conejo Valley Unified	Campus Safety Assistant	-----	\$15.00
San Luis Coastal Unified	N/A	-----	-----
Santa Barbara City Schools	N/A	-----	-----
Santa Barabara COE	N/A	-----	-----
San Luis Obispo COE ¹	N/A	-----	-----
Ventura CCD	N/A	-----	-----
Allan Hancock CCD	N/A	-----	-----
Santa Barbara CCD	N/A	-----	-----
San Luis Obispo CCD/ Cuesta College	N/A	-----	-----
		75%ILE:	\$21.17
		LUSD:	\$15.00
			\$23.45
			\$17.61

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**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: SUPERVISOR-CHILD NUTRITION SERVICES			
		SALARY RANGES	
<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MAXIMUM*</u>
Santa Maria Bonita Unified	Supervisor, Food Services	\$7,342.17	\$8,511.50
Lucia Mar Unified	Supervisor, Food Services	\$4,130.50	\$5,548.17
Santa Barbara City Schools	N/A	----	----
San Luis Coastal Unified	N/A	----	----
Conejo Valley Unified	N/A	----	----
Oxnard Elementary	N/A	----	----
Oxnard Union High	N/A	----	----
Ventura Unified	N/A	----	----
Las Virgenes Unified	N/A	----	----
Santa Barabara COE	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
Santa Barbara CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	ISD
		LUSD:	\$6,209.00
			\$7,547.00
CLASSIFICATION: SWIMMING POOL OPERATOR			

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**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	SALARY RANGES	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
San Luis Coastal Unified	Pool Maintenance Technician	\$28.57	\$35.80
Santa Barbara City Schools	Swimming Pool Operator	\$23.75	\$32.94
Conejo Valley Unified	Pool Maintenance Technician	\$23.86	\$29.14
Las Virgenes Unified	Maintenance II- Swimming Pool	\$23.30	\$28.91
Ventura Unified	Pool Attendant-Custodian	\$20.58	\$25.70
Allan Hancock CCD	N/A	----	----
Lucia Mar Unified	N/A	----	----
Oxnard Elementary	N/A	----	----
Oxnard Union High	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Santa Barbara COE	N/A	----	----
Santa Barbara CCD	N/A	----	----
Santa Maria Bonita Unified	N/A	----	----
Ventura CCD	N/A	----	----
Ventura COE	N/A	----	----
		75%ILE:	\$23.72 \$34.37
		LUSD:	\$20.46 \$24.87

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."

**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: VEHICLE & EQUIPMENT MECHANIC

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	<u>SALARY RANGES</u>	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
San Luis Coastal Unified	Mechanic	\$28.57	\$35.80
Oxnard Union High	Vehicle & Equipment Mechanic I	\$27.17	\$33.09
Conejo Valley Unified	Mechanic	\$26.36	\$32.16
Santa Barbara City Schools	Equipment Mechanic	\$27.03	\$32.11
Oxnard Elementary	Vehicle & Equipment Mechanic	\$25.01	\$30.39
Lucia Mar Unified	Mechanic	\$20.97	\$29.26
Ventura Unified	Mechanic i	\$21.89	\$27.33
Las Virgenes Unified	N/A	----	----
	N/A	----	----
Santa Barabara COE	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Ventura CCD	N/A	----	----
Allan Hancock CCD	N/A	----	----
Santa Barbara CCD	N/A	----	----
San Luis Obispo CCD/ Cuesta College	N/A	----	----
		75%ILE:	\$27.17
		LUSD:	\$24.32
			\$33.09
			\$29.58

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**LOMPOC UNIFIED SCHOOL DISTRICT
SALARY SURVEY DETAIL AT 75%ile
EXHIBIT F
2022**

CLASSIFICATION: WEB DEVELOPER

<u>SURVEY PARTICIPANT</u>	<u>PARTICIPANT'S CLASSIFICATION</u>	SALARY RANGES	
		<u>MINIMUM</u>	<u>MAXIMUM*</u>
Allan Hancock CCD	Web Services Specialist II	\$48.77	\$62.25
San Luis Obispo CCD/ Cuesta College	Web Services Coordinator	\$36.12	\$50.82
Santa Barbara CCD	Webmaster	\$36.82	\$44.88
Oxnard Union High	Web & Multimedia Coordinator	\$32.28	\$39.34
Conejo Valley Unified	Web Content Specialist	\$25.80	\$31.51
Santa Barabara COE	N/A	----	----
Ventura COE	N/A	----	----
San Luis Obispo COE ¹	N/A	----	----
Santa Barbara City Schools	N/A	----	----
Santa Maria Bonita Unified	N/A	----	----
Lucia Mar Unified	N/A	----	----
San Luis Coastal Unified	N/A	----	----
Oxnard Elementary	N/A	----	----
Ventura Unified	N/A	----	----
Las Virgenes Unified	N/A	----	----

75%ILE:	\$42.80	\$56.53
LUSD:	\$35.21	\$42.80

¹San Luis Obispo max as observed at step 8 on Classified Salary Schedule = 24% from min to "max."