



# LOMPOC UNIFIED SCHOOL DISTRICT

## SALARY RANGE RECOMMENDATIONS (Exhibit H)



**EWING**

HUMAN  
RESOURCES  
SERVICES

2022

**LOMPOC UNIFIED SCHOOL DISTRICT**  
**Salary Range Recommendations at 75%ile**  
**Exhibit H**  
**2022**

<u>CLASSIFICATION</u>	<u>LUSD RANGE</u>	<u>LUSD SALARY MAX</u>	<u>SALARY SURVEY 75%ile</u>	<u>RECMD SALARY RANGE</u>	<u>RECMD SALARY MAX</u>	<u>COMMENTS</u>
<b><u>ACCOUNTING/FISCAL</u></b>						
Budget Analyst	Class-44	\$31.07	\$55.99	Top Step	\$55.99	Benchmark
Payroll Analyst	Class-44	\$31.07		Top Step	\$55.99	Relationship to Budget Analyst benchmark
Buyer	Class-41	\$28.86	\$37.79	Class-54	\$39.76	Benchmark
Payroll/Benefits Technician	Class-39	\$27.47	\$35.96	Class-50	\$36.01	Benchmark
Accounting Technician	Class-39	\$27.47	\$30.77	Class-42	\$30.31	Benchmark
School Accounting Assistant III	Class-36	\$25.50	\$27.74	Class-39	\$27.47	Benchmark
School Accounting Assistant II	Class-34	\$24.27		Class-37	\$26.14	Relationship to School Accounting Assistant III bmark
School Accounting Assistant I	Class-31	\$22.54		Class-34	\$24.27	Relationship to School Accounting Assistant III bmark
<b><u>CAMPUS SAFETY</u></b>						
Student Safety Assistant Campus Liaison	Class-28	\$20.93		Class-40	\$28.15	Relationship to Student Supervision Aide benchmark
Student Supervision Aide	Class-21	\$17.61	\$23.45	Class-33	\$23.69	Benchmark
<b><u>CHILD NUTRITION SERVICES</u></b>						
Child Nutrition Service Worker-Site Lead II-Central Kitchen	New	New		Class-41	\$28.86	Rel to Child Nutrition Services Worker-Lead I bmark
Lead Cook	Class-32	\$23.11		Class-40	\$28.15	Relationship to Cook
Child Nutrition Services Delivery Driver	Class-31	\$22.54		Class-38	\$26.78	Relationship to Delivery Driver benchmark
Child Nutrition Services Worker-Lead I	Class-28	\$20.93	\$27.33	Class-39	\$27.47	Benchmark
Child Nutrition Services Worker II	Class-24	\$18.98		Class-32	\$23.11	Relationship to Child Nutrition Services Worker I bmark
Cook	Class-24	\$18.98		Class-32	\$23.11	Relationship to Child Nutrition Services Worker I bmark
Child Nutrition Services Worker I	Class-21	\$17.61	\$21.43	Class-29	\$21.47	Benchmark
						Relationship to

**LOMPOC UNIFIED SCHOOL DISTRICT**  
**Salary Range Recommendations at 75%ile**  
**Exhibit H**  
**2022**

<u>CLASSIFICATION</u>	<u>LUSD RANGE</u>	<u>LUSD SALARY MAX</u>	<u>SALARY SURVEY 75%ile</u>	<u>RECMD SALARY RANGE</u>	<u>RECMD SALARY MAX</u>	<u>COMMENTS</u>
<b>CLERICAL/ SECRETARIAL</b>						
Administrative Assistant IV	Class-44	\$31.07	\$35.49	Class-49	\$35.15	Benchmark
District Attendance Technixcian	Class-41	\$28.86		Class-48	\$34.29	Relationship to Senior Office Assistant
Administrative Assistant III	Class-40	\$28.15	\$32.58	Class-46	\$32.65	Benchmark
Administrative Assistant II	Class-38	\$26.78		Class-44	\$31.07	Relationship to Administrative Assistant III benchmark
Administratiive Assistant II-Bilingual	Class-36	\$25.50		Class-42	\$29.58	Relationship to Administrative Assistant III benchmark
Administrative Assistant I	Class-35	\$24.87		Class-41	\$28.86	Relationship to Administrative Assistant III benchmark
Staff Secretary	Class-33	\$23.69		Class-40	\$28.15	Relationship to Office Assistant benchmark
Secretary I	Class-33	\$23.69		Class-40	\$28.15	Relationship to Office Assistant benchmark
District Receptionist/ Sub Caller	Class-31	\$22.54		Class-38	\$26.78	Relationship to Office Assistant benchmark
Senior Office Assistant	Class-31	\$22.54		Class-38	\$26.78	Relationship to Office Assistant benchmark
Office Assistant	Class-29	\$21.47	\$25.77	Class-36	\$25.50	Benchmark
<b>CUSTODIAL</b>						
Lead Custodian III	Class-36	\$25.50		Class-46	\$32.65	Relationship to Lead Custodian I benchmark
Lead Custodian II	Class-34	\$24.27		Class-44	\$31.07	Relationship to Lead Custodian I benchmark
Lead Custodian-Ed Center Complex	Class-32	\$23.11		Class-42	\$29.58	Relationship to Lead Custodian I benchmark
Lead Custodian I	Class-31	\$22.54	\$28.93	Class-41	\$28.86	Benchmark
Senior Custodian	Class-31	\$22.54		Class-38	\$26.78	Relationship to Custodian benchmark
Custodian	Class-29	\$21.47	\$25.43	Class-36	\$25.50	Benchmark
<b>GROUNDS</b>						
Senior Lead Grounds Maintenance Worker	Class-43	\$30.31		Class-51	\$36.92	Relationship to Grounds Maintenance Worker I bmark
Irrigation Technician	Class-40	\$28.15		Class-48	\$34.29	Relationship to Grounds Maintenance Worker I bmark
Lead Grounds Maintenance Worker	Class-39	\$27.47		Class-47	\$33.46	Relationship to Grounds Maintenance Worker I bmark
Tree Trimmer	Class-36	\$25.50		Class-40	\$28.15	Relationship to Grounds Equipment Operator bmark
Grounds Equipment Operator	Class-35	\$24.87	\$27.22	Class-39	\$27.47	Benchmark

**LOMPOC UNIFIED SCHOOL DISTRICT**  
**Salary Range Recommendations at 75%ile**  
**Exhibit H**  
**2022**

<u>CLASSIFICATION</u>	<u>LUSD RANGE</u>	<u>LUSD SALARY MAX</u>	<u>SALARY SURVEY 75%ile</u>	<u>RECMD SALARY RANGE</u>	<u>RECMD SALARY MAX</u>	<u>COMMENTS</u>
Pest Control/ Turf Technician	Class-34	\$24.27	\$29.00	Class-41	\$28.86	Benchmark
Grounds Maintenance Worker II	Class-34	\$24.27		Class-42	\$29.58	Relationship to Grounds Maintenance Worker I bmark
Grounds Maintenance Worker I	Class-32	\$23.11	\$28.03	Class-40	\$28.15	Benchmark

**LOMPOC UNIFIED SCHOOL DISTRICT**  
**Salary Range Recommendations at 75%ile**  
**Exhibit H**  
**2022**

<u>CLASSIFICATION</u>	<u>LUSD RANGE</u>	<u>LUSD SALARY MAX</u>	<u>SALARY SURVEY 75%ile</u>	<u>RECMD SALARY RANGE</u>	<u>RECMD SALARY MAX</u>	<u>COMMENTS</u>
<b>HUMAN RESOURCES</b>						
Human Resources Analyst-Certificated	Class-44	\$31.07	\$34.86	Class-49	\$35.15	Benchmark
Human Resources Technician II-Classified	New	-----		Class-47	\$33.46	Relationship to HR Technician benchmark
Human Resources Technician-Classified	Class-39	\$27.47	\$31.93	Class-45	\$31.84	Benchmark
Human Resources Technician-Certificated	Class-39	\$27.47		Class-45	\$31.84	Relationship to HR Technician benchmark
<b>INFORMATION TECHNOLOGY</b>						
Lead Network Engineer	Class-59	\$44.98		Sal Max	\$61.99	Relationship to Network Engineer benchmark
Network Engineer	Class-57	\$42.80	\$59.04	Sal Max	\$59.04	Benchmark
Web Developer	Class-57	\$42.80	\$56.53	Sal Max	\$56.53	Benchmark
Programmer Analyst	Class-57	\$42.80		Sal Max	\$56.53	Relationship to Web Developer benchmark
Network Systems Specialist	Class-49	\$35.15		Sal Max	\$47.45	Relationship to Network Engineer benchmark
Student Information Database Administrator	Class-47	\$33.46		Class-58	\$43.89	Relationship to Student Information Specialist benchmark
Lead Computer Network Technician	Class-46	\$32.65		Class-55	\$40.74	Relationship to Computer/Network Technician bmark
Computer/Telecomm Technician	Class-44	\$31.07		Class-54	\$39.76	Relationship to Computer/Network Technician bmark
Student Information Specialist	Class-45	\$31.84	\$41.81	Class-56	\$41.78	Benchmark
Computer/Network Technician	Class-44	\$31.07	\$38.47	Class-53	\$38.78	Benchmark
Help Desk Technician	Class-39	\$27.47		Class-48	\$34.29	Relationship to Computer/Network Techncian bmark
Site Technology Support Assistant	Class-31	\$22.54		Class-40	\$28.15	Relationship to Computer/Network Techncian bmark

**LOMPOC UNIFIED SCHOOL DISTRICT**  
**Salary Range Recommendations at 75%ile**  
**Exhibit H**  
**2022**

CLASSIFICATION	LUSD RANGE	LUSD SALARY MAX	SALARY SURVEY 75%ile	RECMD SALARY RANGE	RECMD SALARY MAX	COMMENTS
<b>INSTRUCTION</b>						
Paraeducator-Special Ed	Class-27	\$20.44	\$26.65	Class-38	\$26.78	Benchmark
Paraeducator-Migrant Preschool	Class-26	\$19.93		Class-32	\$23.11	Relationship to Paraeducator-Bilingual bmark
Paraeducator-Bilingual	Class-25	\$19.44	\$24.81	Class-31	\$22.54	Benchmark
1 Paraeducator	Class-24	\$18.98	\$22.11	Class-30	\$21.99	Benchmark
<b>LIBRARY MEDIA</b>						
District Library Specialist	Class-36	\$25.50		Class-43	\$30.31	Relationship to Library Technician benchmark
District Textbook Specialist	Class-35	\$24.87		Class-42	\$29.58	Relationship to Library Technician benchmark
Library Technician	Class-33	\$23.69	\$28.07	Class-40	\$28.15	Benchmark
<b>MAINTENANCE</b>						
HVAC Technician	Class-49	\$35.15	\$39.29	Class-54	\$39.76	Benchmark
Electrician	Class-47	\$33.46		Class-52	\$37.85	Relationship to HVAC Technician benchmark
Plumber	Class-47	\$33.46		Class-52	\$37.85	Relationship to HVAC Technician benchmark
Carpenter	Class-46	\$32.65		Class-51	\$36.92	Relationship to HVAC Technician benchmark
Painter	Class-46	\$32.65		Class-51	\$36.92	Relationship to HVAC Technician benchmark
Welder	Class-43	\$30.31		Class-48	\$34.29	Relationship to HVAC Technician benchmark
Glazier	Class-43	\$30.31		Class-48	\$34.29	Relationship to HVAC Technician benchmark
Maintenance Worker II	Class-40	\$28.15		Class-49	\$35.15	5% diff from Maintenance Worker
Electrician's Helper	Class-39	\$27.47		Class-44	\$31.07	Relationship to Electrician classification
Maintenance Worker I	Class-35	\$24.87	\$33.54	Class-47	\$33.46	Benchmark
1 Swimming Pool Operator	Class-35	\$24.87	\$47.74	Sal Max	\$47.74	Benchmark

**LOMPOC UNIFIED SCHOOL DISTRICT**  
**Salary Range Recommendations at 75%ile**  
**Exhibit H**  
**2022**

	<u>LUSD RANGE</u>	<u>LUSD SALARY MAX</u>	<u>SALARY SURVEY 75%ile</u>	<u>RECMD SALARY RANGE</u>	<u>RECMD SALARY MAX</u>	<u>COMMENTS</u>
<b>PRINTING SERVICES</b>						
Printing Services Specialist	Class-52	\$37.85		Class-59	\$44.98	Relationship to Printing Services Assistant bmark
1 Printing Services Assistant	Class-35	\$24.87	\$29.77	Class-42	\$29.58	Benchmark
<b>STUDENT SERVICES</b>						
Licensed Vocational Nurse	Class-42	\$29.58	\$40.08	Class-54	\$40.74	Benchmark
Speech Language Pathology Assistant	Class-42	\$29.58		Class-54	\$40.74	Relationship to Licensed Vocational Nurse bmark
District Translator	Class-40	\$28.15	\$31.25	Class-44	\$31.07	Benchmark no change recommended
Lead Language Assessment Technician	Class-38	\$26.78		Class-40	\$28.15	Relationship to Language Assessment Technician
Student Records and Testing Technnician	Class-37	\$26.14		Class-40	\$28.15	Relationship to Registrar benchmark
Registrar	Class-36	\$25.50	\$27.17	Class-39	\$27.47	Benchmark
Outreach Consultant	Class-35	\$24.87		Class-38	\$26.78	Relationship to Registrar benchmark
Guidance Technician	Class-35	\$24.87		Class-44	\$31.07	Relationship to College/Career Center Technician
College/Career Center Technician	Class-34	\$24.27	\$30.97	Class-43	\$30.31	Benchmark
District Community Liaison	Class-31	\$22.54	\$24.51	Class-34	\$24.27	Benchmark
Health Services Assistant	Class-31	\$22.54		Class-34	\$24.27	Relationship to District Community Liaison benchmark
School/ Community Liaison	Class-29	\$21.47		Class-32	\$23.11	Relationship to District Community Liaison benchmark
Home/School Community Liaison-Bil	Class-29	\$21.47		Class-32	\$23.11	Relationship to District Community Liaison benchmark
Language Assessment Technician	Class-29	\$21.47		Class-32	\$23.11	Relationship to District Community Liaison benchmark
Family Assistant	Class-27	\$20.44		Class-30	\$21.99	Relationship to District Community Liaison benchmark

**LOMPOC UNIFIED SCHOOL DISTRICT**  
**Salary Range Recommendations at 75%ile**  
**Exhibit H**  
**2022**

<u>CLASSIFICATION</u>	<u>LUSD RANGE</u>	<u>LUSD SALARY MAX</u>	<u>SALARY SURVEY 75%ile</u>	<u>RECMD SALARY RANGE</u>	<u>RECMD SALARY MAX</u>	<u>COMMENTS</u>
<b><u>TRANSPORTATION</u></b>						
Lead Vehicle & Equip Mechanic	Class-45	\$31.84		Class-46	\$32.65	Relationship to Vehicle & Equipment Mechanic bmark
Vehicle & Equipment Mechanic	Class-42	\$29.58	\$33.09	Class-43	\$29.58	Benchmark
1 Lead Bus Driver/Instructor	Class-42	\$29.58		Class-48	\$34.29	Relationship to School Bus Driver benchmark
Transportation Instructor/Dispatcher	Class-39	\$27.47		Class-45	\$31.84	Relationship to School Bus Driver benchmark
School Bus Driver/Mechanic	Class-38	\$26.78		Class-44	\$31.07	Relationship to School Bus Driver benchmark.
School Bus Driver II	Class-35	\$24.87		Class-41	\$30.31	Relationship to School Bus Driver benchmark.
School Bus Driver I	Class-33	\$23.69	\$27.54	Class-39	\$27.47	Benchmark
Transportation Attendant	Class-26	\$19.93		Class-30	\$21.99	Relationship to Paraeducator benchmark
<b><u>WAREHOUSE</u></b>						
Lead Warehouse Worker	Class-37	\$26.14		Class-44	\$31.07	Relationship to Delivery Driver benchmark
Delivery Driver	Class-31	\$22.54	\$26.62	Class-38	\$26.78	Benchmark



**LOMPOC UNIFIED SCHOOL DISTRICT**  
**Salary Range Recommendations at 75%ile**  
**Exhibit H**  
**2022**

CLASSIFICATION	LUSD RANGE	LUSD SALARY MAX	SALARY SURVEY 75%ile	RECMD SALARY RANGE	RECMD SALARY MAX	COMMENTS
<b>CONFIDENTIAL</b>						
Executive Assistant to the Superintendent	CONF-V	\$7,095.00		Sal Max	\$10,323.00	Relationship to HR Analyst-Classified 30% higher
Executive Assist to the Assist Superintendent	CONF-III	\$5,484.00	\$6,691.00	Sal Max	\$6,691.00	Benchmark
Human Resources Analyst-Classified	CONF-III	\$5,484.00	\$7,941.00	Sal Max	\$7,941.00	Benchmark
<b>MANAGEMENT/ SUPERVISORY</b>						
Director-Maintenance and Operations	CM/Spvy-IX	\$11,368.00		Sal Max	\$13,937.21	Same as Director-Classified HR/ PC benchmark
Director-Classified Human Resources Personnel Comm	CM/Spvy-IX	\$11,368.00	\$13,937.21	Sal Max	\$13,937.21	Benchmark
Director-Fiscal Services	CM/Spvy-VIII	\$11,091.00		Sal Max	\$13,937.21	Same as Director-Classified HR/ PC benchmark
1 Director-Child Nutrition Services	CM/Spvy-VI	\$9,006.00		Sal Max	\$11,331.00	23% below Director-Fiscal Services bmark
Manager-Transportation Services	CM/Spvy-IV	\$8,298.00		Sal Max	\$10,890.00	Relationship to Payroll & Benefits Manager bmark
Payroll & Benefits Manager	CM/Spvy-IV	\$8,298.00	\$10,890.00	Sal Max	\$10,890.00	Benchmark
Purchasing & Stores Manager	CM/Spvy-IV	\$8,298.00	\$10,885.99	Sal Max	\$10,885.00	Benchmark
1 Supervisor-Child Nutrition Services	CM/Spvy-III	\$7,547.00	ISD	Sal Max	\$9,443.00	20% below Director-Child Nutrition Services
1 Supervisor-Maintenance and Operations	CM/Spvy-III	\$7,547.00		Sal Max	\$9,443.00	50% below Director-Maintenance & Operations
Supervisor II-Transportation Services	CM/Spvy-II	\$6,902.00		Sal Max	\$9,075.00	20% below Manager-Transportation Services