

LOMPOC UNIFIED SCHOOL DISTRICT  
Lompoc, California

Teacher Annual Salary Schedule  
Adopted by the Board of Education: May 26, 2020

2020-2021

Column	I	II	III	IV	V
	BA / BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
Step					
1	53,028	55,336	58,627	61,918	65,209
3	54,271	57,563	60,853	64,145	67,435
5	58,724	62,017	65,306	68,597	71,889
7	63,180	66,470	69,760	73,052	76,343
9			76,714	80,006	83,297
11				84,459	87,750
13				86,685	89,976
15				88,036	91,326
18				89,387	92,676
21				90,736	94,027
24				92,089	96,583
27				93,438	97,315
30				94,705	98,735

Column V 75 approved semester units and one of the following are required to progress to this column: A Master's Degree; second credential; Montessori Diploma; a Language Development Specialist (LDS) certificate; a Cross-cultural Language and Academic Development (CLAD) certificate; Cross-cultural Language and Academic emphasis specified on credential; a Bilingual Cross-cultural Language and Academic Development (BCLAD) certificate; a Bilingual Certificate of Competence (BCC); Bilingual Cross-cultural Language and Academic Development emphasis specified on credential; National Board Certification; or Gifted & Talented Education (GATE) Certificate. For the purpose of column advancement, the following credentials are not counted: Emergency or limited term credentials; and credentials that include English Learner authorization without CLAD or BCLAD emphasis.

---

Advanced Degree Stipends An additional \$1496 shall be added for a Master's Degree and an additional \$1496 for a Doctor's Degree. The Doctor's Degree shall be in a subject area commonly taught in the District.

---

Experience Credit Not more than fifteen (15) years credit on the schedule shall be given to teachers entering the Lompoc Unified School District.

---

Effective Date: July 1, 2020  
No salary change for 2020-2021

LOMPOC UNIFIED SCHOOL DISTRICT  
Lompoc, California

Special Education Teacher Annual Salary Schedule  
Adopted by the Board of Education: May 26, 2020

2020-2021

Column	I	II	III	IV	V
	BA / BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
Step					
1	53,888	56,234	59,577	62,922	66,266
3	55,151	58,496	61,840	65,185	68,529
5	59,677	63,023	66,364	69,710	73,054
7	64,204	67,548	70,891	74,237	77,581
9			77,959	81,303	84,648
11				85,829	89,172
13				88,090	91,435
15				89,464	92,807
18				90,836	94,179
21				92,208	95,552
24				93,582	98,148
27				94,954	98,893
30				96,241	100,336

Column V 75 approved semester units and one of the following are required to progress to this column: A Master's Degree; second credential; Montessori Diploma; a Language Development Specialist (LDS) certificate; a Cross-cultural Language and Academic Development (CLAD) certificate; Cross-cultural Language and Academic emphasis specified on credential; a Bilingual Cross-cultural Language and Academic Development (BCLAD) certificate; a Bilingual Certificate of Competence (BCC); Bilingual Cross-cultural Language and Academic Development emphasis specified on credential; National Board Certification; or Gifted & Talented Education (GATE) Certificate. For the purpose of column advancement, the following credentials are not counted: Emergency or limited term credentials; and credentials that include English Learner authorization without CLAD or BCLAD emphasis.

---

Advanced Degree Stipends	An additional \$1496 shall be added for a Master's Degree and an additional \$1496 for a Doctor's Degree. The Doctor's Degree shall be in a subject area commonly taught in the District.
Experience Credit	Not more than fifteen (15) years credit on the schedule shall be given to teachers entering the Lompoc Unified School District.

---

Effective Date: July 1, 2020  
No salary change for 2020-2021

LOMPOC UNIFIED SCHOOL DISTRICT  
Lompoc, California

Teacher Support Provider Annual Salary Schedule  
Adopted by the Board of Education: May 26, 2020

2020-2021

Column	I	II	III	IV	V
	BA / BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
Step					
1	54,461	56,831	60,211	63,592	66,971
3	55,738	59,118	62,497	65,879	69,258
5	60,312	63,693	67,070	70,451	73,832
7	64,887	68,267	71,645	75,027	78,406
9			78,788	82,168	85,548
11				86,742	90,121
13				89,028	92,408
15				90,416	93,794
18				91,802	95,181
21				93,188	96,567
24				94,577	99,193
27				95,964	99,946
30				97,264	101,403

Column V 75 approved semester units and one of the following are required to progress to this column: A Master's Degree; second credential; Montessori Diploma; a Language Development Specialist (LDS) certificate; a Cross-cultural Language and Academic Development (CLAD) certificate; Cross-cultural Language and Academic emphasis specified on credential; a Bilingual Cross-cultural Language and Academic Development (BCLAD) certificate; a Bilingual Certificate of Competence (BCC); Bilingual Cross-cultural Language and Academic Development emphasis specified on credential; National Board Certification; or Gifted & Talented Education (GATE) Certificate. For the purpose of column advancement, the following credentials are not counted: Emergency or limited term credentials; and credentials that include English Learner authorization without CLAD or BCLAD emphasis.

Advanced Degree Stipends	An additional \$1496 shall be added for a Master's Degree and an additional \$1496 for a Doctor's Degree. The Doctor's Degree shall be in a subject area commonly taught in the District.
Experience Credit	Not more than fifteen (15) years credit on the schedule shall be given to teachers entering the Lompoc Unified School District.

Effective, July 1, 2020  
No salary change for 2020-2021

APPENDIX A - 195 Day Work Year

LOMPOC UNIFIED SCHOOL DISTRICT  
Lompoc, California

Activities Director, Certified Athletic Trainer, Counselor,  
Education Technology and Media Specialist, Nurse, Program Specialist  
Annual Salary Schedule

Adopted by the Board of Education: May 26, 2020

2020-2021

Column	I	II	III	IV	V
	BA / BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
Step					
1	55,894	58,327	61,796	65,265	68,734
3	57,205	60,674	64,143	67,612	71,081
5	61,899	65,370	68,836	72,305	75,775
7	66,595	70,064	73,531	77,001	80,470
9			80,861	84,331	87,800
11				89,025	92,493
13				91,371	94,840
15				92,795	96,263
18				94,218	97,685
21				95,640	99,109
24				97,066	101,803
27				98,489	102,575
30				99,824	104,072

Column V 75 approved semester units and one of the following are required to progress to this column: A Master's Degree; second credential; Montessori Diploma; a Language Development Specialist (LDS) certificate; a Cross-cultural Language and Academic Development (CLAD) certificate; Cross-cultural Language and Academic emphasis specified on credential; a Bilingual Cross-cultural Language and Academic Development (BCLAD) certificate; a Bilingual Certificate of Competence (BCC); Bilingual Cross-cultural Language and Academic Development emphasis specified on credential; National Board Certification; or Gifted & Talented Education (GATE) Certificate. For the purpose of column advancement, the following credentials are not counted: Emergency or limited term credentials; and credentials that include English Learner authorization without CLAD or BCLAD emphasis.

---

Advanced Degree Stipends	An additional \$1496 shall be added for a Master's Degree and an additional \$1496 for a Doctor's Degree. The Doctor's Degree shall be in a subject area commonly taught in the District.
Experience Credit	Not more than fifteen (15) years credit on the schedule shall be given to teachers entering the Lompoc Unified School District.

---

Effective Date: July 1, 2020  
No salary change for 2020-2021

APPENDIX A - 200 Day Work Year

LOMPOC UNIFIED SCHOOL DISTRICT  
 Lompoc, California  
Athletic Directors Annual Salary Schedule  
 Adopted by the Board of Education: May 26, 2020

2020-2021

Column	I	II	III	IV	V
	BA / BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
Step					
1	57,327	59,823	63,380	66,939	70,496
3	58,671	62,230	65,787	69,346	72,903
5	63,486	67,046	70,600	74,159	77,718
7	68,302	71,860	75,416	78,976	82,533
9			82,934	86,493	90,051
11				91,307	94,864
13				93,714	97,271
15				95,174	98,731
18				96,634	100,191
21				98,093	101,650
24				99,555	104,413
27				101,015	105,206
30				102,384	106,741

Column V 75 approved semester units and one of the following are required to progress to this column: A Master's Degree; second credential; Montessori Diploma; a Language Development Specialist (LDS) certificate; a Cross-cultural Language and Academic Development (CLAD) certificate; Cross-cultural Language and Academic emphasis specified on credential; a Bilingual Cross-cultural Language and Academic Development (BCLAD) certificate; a Bilingual Certificate of Competence (BCC); Bilingual Cross-cultural Language and Academic Development emphasis specified on credential; National Board Certification; or Gifted & Talented Education (GATE) Certificate. For the purpose of column advancement, the following credentials are not counted: Emergency or limited term credentials; and credentials that include English Learner authorization without CLAD or BCLAD emphasis.

Advanced Degree Stipends	An additional \$1496 shall be added for a Master's Degree and an additional \$1496 for a Doctor's Degree. The Doctor's Degree shall be in a subject area commonly taught in the District.
Experience Credit	Not more than fifteen (15) years credit on the schedule shall be given to teachers entering the Lompoc Unified School District.

Effective, July 1, 2020  
 No salary change for 2020-2021

LOMPOC UNIFIED SCHOOL DISTRICT  
Lompoc, California

Agriculture Teacher, Aquarium Director and District Lead Nurse Annual Salary Schedule  
(Aquarium Director has 25 days added in lieu of stipend)  
Adopted by the Board of Education: May 26, 2020

2020-2021

Column	I	II	III	IV	V
	BA / BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
Step					
1	60,193	62,814	66,549	70,285	74,020
3	61,605	65,341	69,076	72,813	76,548
5	66,660	70,397	74,131	77,867	81,603
7	71,717	75,452	79,187	82,924	86,659
9			87,081	90,818	94,554
11				95,873	99,608
13				98,398	102,136
15				99,933	103,667
18				101,466	105,200
21				102,998	106,733
24				104,533	109,635
27				106,065	110,466
30				107,503	112,078

Column V 75 approved semester units and one of the following are required to progress to this column: A Master's Degree; second credential; Montessori Diploma; a Language Development Specialist (LDS) certificate; a Cross-cultural Language and Academic Development (CLAD) certificate; Cross-cultural Language and Academic emphasis specified on credential; a Bilingual Cross-cultural Language and Academic Development (BCLAD) certificate; a Bilingual Certificate of Competence (BCC); Bilingual Cross-cultural Language and Academic Development emphasis specified on credential; National Board Certification; or Gifted & Talented Education (GATE) Certificate. For the purpose of column advancement, the following credentials are not counted: Emergency or limited term credentials; and credentials that include English Learner authorization without CLAD or BCLAD emphasis.

Advanced Degree Stipends	An additional \$1496 shall be added for a Master's Degree and an additional \$1496 for a Doctor's Degree. The Doctor's Degree shall be in a subject area commonly taught in the District.
Experience Credit	Not more than fifteen (15) years credit on the schedule shall be given to teachers entering the Lompoc Unified School District.

Effective, July 1, 2020  
No salary change for 2020-2021

APPENDIX B - 206 Day Work Year

LOMPOC UNIFIED SCHOOL DISTRICT  
Lompoc, California

Psychologist Annual Salary Schedule  
Adopted by the Board of Education May 26, 2020

2020-2021

<b>Column</b>	<b>I</b>	<b>II</b>
	<b>BA + 60</b>	<b>BA + 75</b>
<b>Step</b>		
1	97,468	100,798
2	97,948	101,277
3	98,518	101,848
4	99,279	102,610
5	100,233	103,563
8	101,282	104,612
11	102,333	105,662
14	103,382	106,713
17	104,435	107,764
20	105,484	108,814
23	106,535	109,864
26	107,585	110,914
29	108,634	111,966

ADVANCED DEGREES:

An additional \$1496 shall be added for a Master's Degree and an additional \$1496 shall be added for a Doctorate Degree. The Doctorate Degree shall be in a subject area commonly taught in the District.

EXPERIENCE CREDIT:

Not more than fifteen (15) years credit on the schedule shall be given to Psychologist entering the Lompoc Unified School District.

---

Effective July 1, 2020

No salary change for 2020-2021

LOMPOC UNIFIED SCHOOL DISTRICT  
Lompoc, California

Speech Therapist Annual Salary Schedule  
Adopted by the Board of Education: May 26, 2020

2020-2021

Column	I	II	III
	BA + 45	BA + 60	BA + 75
Step			
1	68,932	72,401	75,871
3	76,686	77,095	80,565
5	78,320	81,788	85,258
7	83,013	86,482	89,951
9		87,906	92,771
11		89,330	94,195
13		90,752	95,619
15		92,177	97,043
18		93,600	98,466
21		95,023	99,889
24		96,446	105,279
27		97,869	107,766
30		101,297	109,349

---

Advanced Degree Stipends	An additional \$1496 shall be added for a Master's Degree and an additional \$1496 for a Doctor's Degree. The Doctor's Degree shall be in a subject area commonly taught in the District.
Experience Credit	Not more than fifteen (15) years credit on the schedule shall be given to teachers entering the Lompoc Unified School District.

---

Effective July 1, 2020  
No salary change for 2020-2021



APPENDIX D -180 Day Work Year

LOMPOC UNIFIED SCHOOL DISTRICT  
Lompoc, California  
Part Time Support Teacher (PTS) Salary Schedule  
Adopted by the Board of Education: August 11, 2020

2020-2021

Column	I	Hourly Rate	II	Hourly Rate
Step	BA / BA <45		BA / BA +45	
1	30,591	28.33	32,519	30.11
3	31,913	29.55	33,819	31.31
5	34,480	31.93	36,419	33.72
7	37,091	34.34	39,008	36.12

**COMPENSATION**

Part Time Support (PTS) teachers are paid on a pro-rata basis based on contractual daily rate multiplied by the appropriate full-time equivalent percentage.

Advancement on the salary schedule for PTS and PTSD teachers is based on:

- Having worked at least 75% of the possible teaching days in that year.
- A pro-rata share as determined by the FTE percentage with each yearly increment rounded to the nearest step.

**CONTRACT**

PTS teachers are generally employed in a Probationary or Temporary status pursuant to applicable Education Code.

**WORK YEAR**

PTS teachers are employed based on the student calendar.

**HEALTH BENEFITS**

PTS teachers must be contracted at a minimum of 50% in order to qualify for the stipulations outlined in Article 11.3 of the Certificated Bargaining Agreement.

Effective July 1, 2020

No salary change for 2020-2021

**EXTRA ASSIGNMENT SALARY SCHEDULE**

**APPENDIX E**

Page 1 of 3

<b>LEVEL I</b>		<u>Step 1</u>	<u>Step 2</u>
Coaches:	Football	4,235	4,705
Assistant Coach Level I		3,176	3,530
<b>LEVEL II</b>		3,708	4,121
Band Director			
Senior High Spirit Leader			
Subject Coordinator			
Coaches:	Baseball		
	Basketball		
	Softball		
	Track		
	Water Polo		
	Wrestling		
Assistant Coach Level II		2,784	3,093
<b>LEVEL III</b>		3,178	3,532
Auxiliary Support Advisor			
FBLA Advisor			
FFA Advisor			
FHA Advisor			
Middle School Sports Instruction (per year)			
Mock Trial Advisor or Model UN Advisor			
Sr. High Choral Director			
Sr. High Dance Advisor			
Sr. High Drama Coach			
Sr. High Forensics Coach			
Sr. High Newspaper Advisor			
Sr. High Yearbook Advisor			
Ornamental Horticulture Teacher			
Skills USA Advisor			
Coaches:	Cross Country		
	Golf		
	Soccer		
	Swimming		
	Tennis		
	Volleyball		
Assistant Coach Level III		2,387	2,651
Skills USA Assistant Advisor			
Assistant Drama Coach			
Assistant Senior High Dance Advisor			
Assistant Senior High Spirit Leader			
Equipment Manager			5,764
<b>LEVEL IV</b>			
(does not qualify for double or longevity extra-curricular stipend)			
Middle School Band Director (per year)		1224	1530

Effective Date: July 1, 2020

1835 Additional Stipend:

1836 1. In order to qualify for the following additional stipends, a unit member must receive a  
 1837 minimum of 50% of a coaching or activity stipend. Unit members continue to earn longevity  
 1838 credit, even if their stipends are below 50%.

1839 2. Bargaining unit members who have served in two (2) or more extra assignments as listed in  
 1840 Appendix E in the academic year shall receive an additional stipend of \$992, payable at the  
 1841 end of the second assignment.

1842 3. Bargaining unit members who have served in one (1) or more extra assignment(s) as listed  
 1843 in Appendix E, including athletic trainers for more than four (4) years will receive an  
 1844 additional stipend of \$695 per year. A unit member who qualifies will only receive one (1)  
 1845 stipend of \$695 per year.

1846 4. Bargaining Unit Members who have served in (1) or more extra assignment(s) as listed in  
 1847 Appendix E, including athletic trainers will receive an additional stipend of \$695 per year at  
 1848 years 8-10, and additional \$695 at years 11 – 13 and an additional \$695 at years 14+  
 1849 (District service only). A member who qualifies will only receive one (1) stipend per year. A  
 1850 unit member who qualifies will receive maximum compensation equal to one longevity  
 1851 stipend per year. (See chart below).

Years Served	Additional Compensation (Stipend)
5 – 7	\$695
8 - 10	\$1,390 (\$695 x 2)
11 - 13	\$2,085 (\$695 x 3)
14+	\$2,780 (\$695 x 4)

1852 5. Coaches, Band Directors, Senior High Spirit Leader Advisors and Senior High Auxiliary  
 1853 Support Advisors participating in extended season Southern Section CIF team competition  
 1854 shall receive an additional stipend to be calculated at five percent (5%) of regular stipend  
 1855 per week of competition. Athletic Trainers participating in extended season Southern Section  
 1856 CIF team competition shall receive an additional stipend to be calculated at five percent  
 1857 (5%) of one-third (1/3) of their regular annual stipend per week of competition. The

1860 percentage shall be based on the largest regular stipend in the event the unit member  
1861 serves in two co-curricular assignments participating in the CIF competition.

1862 6. Coaching stipends may be split to meet the needs of a particular sport. However, in order to  
1863 qualify for additional stipends, a unit member must receive a minimum of 50% of a coaching  
1864 or activity stipend. Unit members continue to earn longevity credit, even if their stipends are  
1865 below 50%.

1866 7. Ford/AAA – Auto Skills Competition

1867 If a team qualifies for the State Ford/AAA Auto Skills Competition, the advisor will receive a  
1868 stipend of \$1,656. If they can qualify for the National Competition, the advisor will receive  
1869 an additional stipend of \$1,656.

1870 8. Meal Per Diem

1871 Coaches/Advisers will receive the District allocation for meals when traveling teams have a  
1872 meal stop and Coaches/Advisers will receive the meal per diem for overnight trips. If a  
1873 school pays for a tournament/performance, the school pays the meal per diem. If the  
1874 team/organization pays for the tournament/performance, the sport/organization pays the  
1875 meal per diem.