

For Immediate Release - Lemon Grove School District Statement

April 1, 2019

Lemon Grove School District Statement Regarding Incorrect Information being disseminated in the community.

Lemon Grove CA - On March 29, 2019, it was brought to the attention of Lemon Grove School District Leadership that a parent group is “urging” parents to bring students to the District office or keep students at home to protest the district. The Lemon Grove School District’s number one function in our community is to Educate ALL Lemon Grove Students. It is critical for Lemon Grove School District students to be present and engaged in the classroom. As a public institution we encourage parents, taxpayers, staff, and students to attend our [monthly Regular Meetings of The Governing Board](#).

It has also come to the attention of Lemon Grove School District that incorrect talking points are being circulated. The District would like to provide correct information to the community:

Know The Facts:

FACT: Our Board of Trustees reviews the Interim reports and adopts the budget in a public meeting during the year. We recently concluded salary negotiations for certificated staff which resulted in a 2.35% increase over the course of this year. Our Board of Trustees believes in investing in our teachers and staff to provide the best opportunities for students. Our starting certificated teacher salary is the 4th highest out of 42 school districts in San Diego County.

All salaries are posted on our website and public information. [Please click here to access this page.](#)

Annual & Monthly salary and benefits for all staff

Certificated: \$15,904,114 (Salaries) plus \$3,260,051 (Benefits) = \$19,164,166 = \$1,916,416 Monthly

Classified: \$5,864,391 (Salaries) plus \$1,468,220 (Benefits) = \$7,332,611 = \$733,261 Monthly

Classified and Certificated Administration: \$2,594,589 (Salaries) plus \$567,721 (Benefits) = \$3,162,311 = \$263,525 Monthly

Total Annual Salaries and Benefits - All Staff = \$29,659,088 (80.2% of total annual budget)

Certificated = 64.6%

Classified = 24.7%

Management = 10.6%

FACT: The probationary period for teachers in the state of California is two years. Every year California Education Code requires all public school districts to identify certificated probationary teachers¹ that are being recommended for non reelection status by March 15.

California Education Code - 44929.21. (b) Every employee of a school district of any type or class having an average daily attendance of 250 or more who, after having been employed by the district for two complete consecutive school years in a position or positions requiring certification qualifications, is reelected for the next succeeding school year to a position requiring certification qualifications shall, at the commencement of the succeeding school year be classified as and become a permanent employee of the district.

FACT: Lemon Grove School District is committed to the well being of all staff and students. We have implemented a robust wellness plan this year that has been met with positive participation. [Please click here for the District Wellness Web Page.](#) We also have resources to support staff through our [EAP program](#). All staff are encouraged to contact our Human Resources department for support.

FACT: Each school site has created a [Comprehensive School Safety Plan \(BP 0450\)](#) which is revised and presented to the Governing Board annually. As part of the plan, each school site articulates the steps and support for creating positive classroom environments and addressing student behavior issues.

The Governing Board recognizes the harmful effects of [Bullying \(BP 5131.2\)](#) on student learning and school attendance and desires to provide a safe school environment that protects students from physical and emotional harm. District employees shall establish student safety as a high priority and shall not tolerate bullying of any student.

No individual or group shall, through physical, written, verbal, or other means, harass, sexually harass, threaten, intimidate, retaliate, cyberbully, cause bodily injury to, or commit hate violence against any student or school personnel.

FACT: For 2018-2019, the Lemon Grove School District centralized \$1.2 million of the Local Control Funding Formula Supplemental Concentration previously allocated to school sites. In return, school sites received \$2.1 million in Art, Music and Physical Education Teachers, Professional Development Days, Push-in Support Instructional Coaches, Social Workers, Academic Counselor and Classroom Technology (including student ChromeBooks).

FACT: Lemon Grove School District is grateful to the many parents and community members who make Lemon Grove School District a positive place to learn and thrive. We welcome input and invite parents to attend PTA, ELAC, DELAC, SSC and PAC and our [monthly board meetings](#). [Please click here to find a list of meetings and locations](#). Your voice matters, and we are committed to addressing your concerns and supporting your desires for your Lemon Grove Learner.

FACT: Lemon Grove School District implements policy to ensure transparent hiring practices.

[LGSD Board Policy 4030](#): Lemon Grove School District prohibits discrimination, harassment, intimidation, and bullying, based on actual or perceived race, color, ancestry, national origin, nationality, ethnicity, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; or association with a person or group with one or more of these actual or perceived characteristics, at any district school or school activity under the jurisdiction of the Superintendent.

The Lemon Grove School District does not discriminate on the basis of disability in the admission or access to, or treatment or employment in District programs and activities in compliance with the Americans with Disabilities Act of 1990. Applicants who need accommodation for interviewing or testing activities should request this in advance.

For concerns of complaints, please contact Title IX Compliance Officer (for employees) Claudia Bender, Assistant Superintendent, Human Resources and Professional Development, Lemon Grove School District, 8025 Lincoln Street, Lemon Grove, CA 91945, 619-825-5636

FACT: Davis Demographics projected that our student enrollment would be 3538. As of today our enrollment is 3564, slightly higher than anticipated which is a positive. This third party demographic company will be attending our board meeting on April 9 to present the data to our Board of Trustees. Please join us to learn more!

We thank all of our #LemonGroveLearners, which include students, parents, teachers, and staff for the continued support of our community and public education in the City of Lemon Grove.

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