

FREQUENTLY ASKED QUESTIONS

What school districts does the District compare itself to in evaluating its employee compensation?

Lakeside compares itself to nearby elementary school districts that are funded in the same manner as Lakeside is funded, which include: San Ysidro Elementary, National Elementary, South Bay Union, Lemon Grove, Escondido, Cajon Valley Union, Fallbrook Union, Chula Vista, La Mesa-Spring Valley, Alpine Union, and Santee.

Why are some local school districts, like San Diego Unified and Del Mar, excluded from Lakeside's comparison?

Unified and high school districts, which serve grades 9-12, receive more funds per student than elementary school districts. Accordingly, Lakeside does not compare to districts serving grades 9-12. **Basic aid districts**, such as Del Mar and Solana Beach, receive more funds than districts like Lakeside, so those districts are not used in the comparison. Also, **very small elementary school districts** such as Dehesa, Jamul, and Spencer Valley receive additional funds by virtue of their size and are not included in the District's comparison. Lakeside compares itself to the remaining 11 elementary school districts because they are funded in the same manner in which Lakeside is funded.

How much funding does Lakeside receive compared to this group of elementary districts?

Notably, within this comparative pool, Lakeside is funded in the bottom 25th percentile. Despite receiving less funding, Lakeside's teacher compensation is in the top 25th percentile for beginning teachers, mid-career teachers, and the maximum scheduled salary plus average fringe benefits.

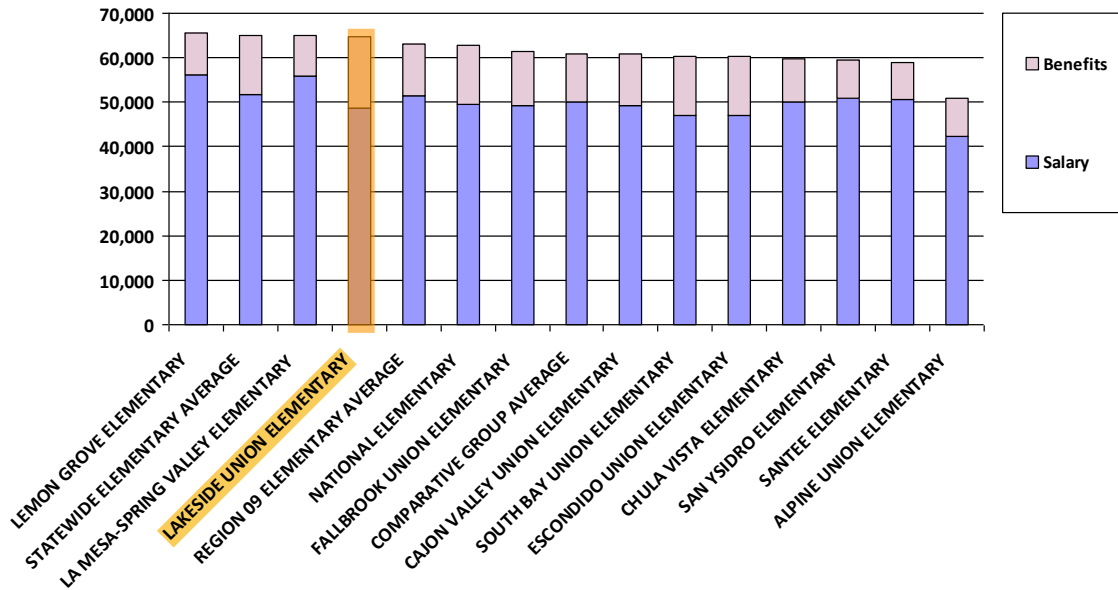
Compared to other districts, how much of Lakeside's budget is spent on salaries?

For 2016-2017, the most recent year for which this data is available, Lakeside's personnel salary and benefit expenses comprise 90.24% of its unrestricted budget, which related to the comparative group of 12 local elementary districts, is second only to Fallbrook Union at 90.42%.

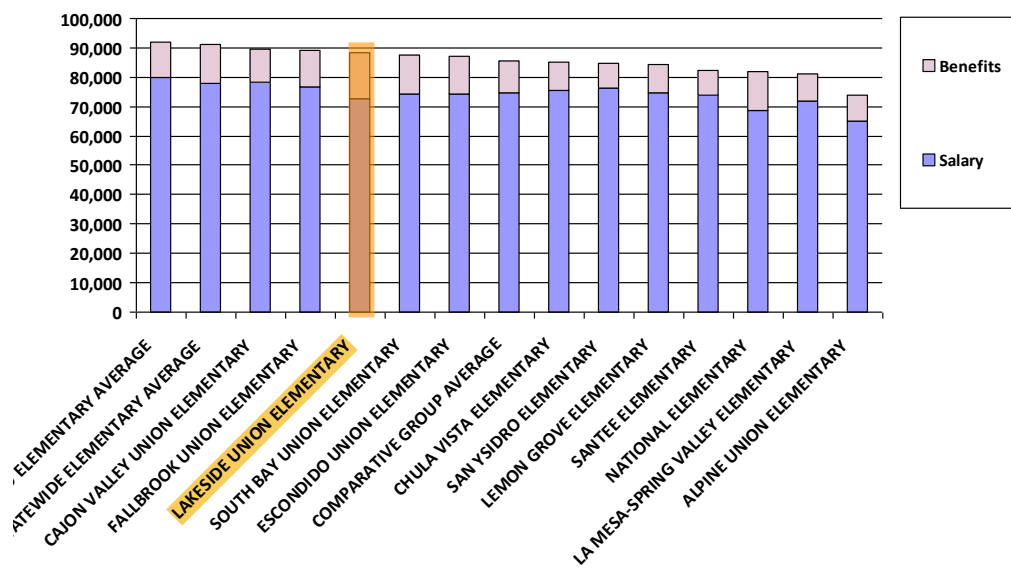
How are Lakeside teachers compensated compared to other school districts?

The three tables below compare Lakeside teachers' total compensation at BA+30, BA+60, and maximum scheduled salary to the following elementary school districts: San Ysidro Elementary, National Elementary, South Bay Union, Lemon Grove, Escondido, Cajon Valley Union, Fallbrook Union, Chula Vista, La Mesa-Spring Valley, Alpine Union, and Santee. The regional average depicted below includes Imperial, San Diego, and Orange counties. Please note that the data included in the table below and referenced herein is for 2017-2018 and is developed by School Services of California based on J-90 data collected by the individual school districts. As depicted in the tables below, when compared to similar elementary school districts in the area, Lakeside's total teacher compensation is in the top 25th percentile for beginning and mid-career teachers and provides the highest maximum scheduled salary and compensation. We are pleased to provide such competitive compensation to our certificated staff and value your service.

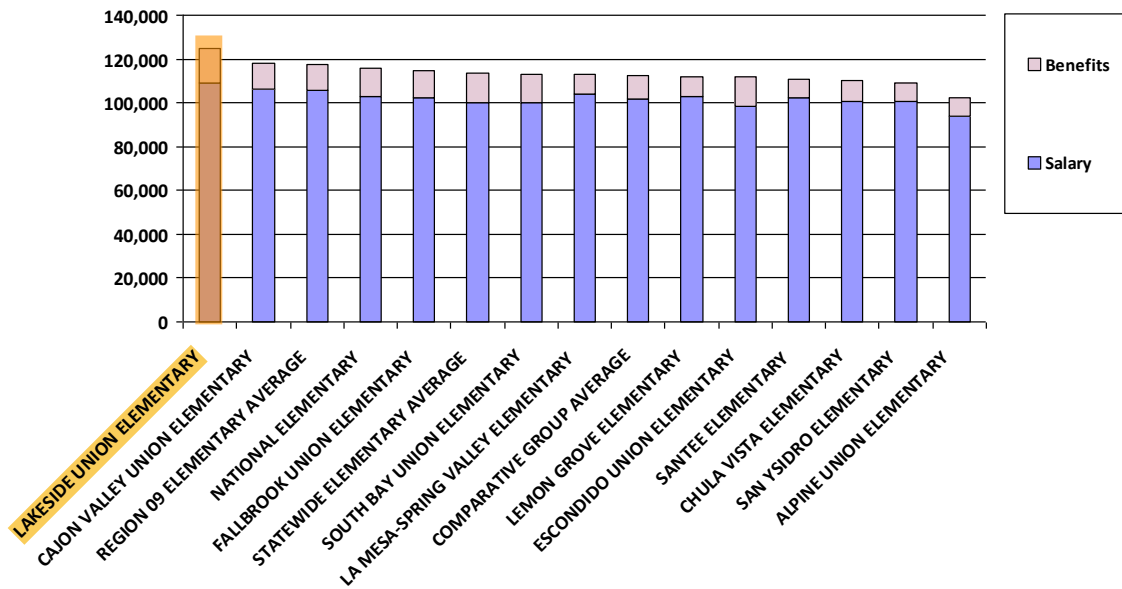
Lakeside Union Beginning Teacher Total Compensation 2017-18 BA+30, Step 1 and Avg. Fringe Benefits



Lakeside Union Mid-Career Teacher Total Compensation 2017-18 BA+60, Step 10 and Avg. Fringe Benefits



Lakeside Union Maximum Teacher Total Compensation 2017-18 and Avg. Fringe Benefits



Has the Lakeside Teachers Association (“LTA”) salary schedule changed in the past five (5) years?

Over the past five years, the District has increased the Lakeside Teachers Association (“LTA”) salary schedule by twelve percent (12%). Additionally, in 2015-2016, a one-time three percent (3%) off schedule payment was given to LTA members, and numerous stipends have been added to the contract. Additionally, the District service requirement to advance into longevity steps was removed, which resulted in numerous employees immediately advancing into longevity steps, and more mobility for less experienced teachers to do so as well.