



# INDICATORS OF THE CONDITIONS OF THE SCHOOL (Continued)

## Class Sizes & Teaching Loads

As a result of an agreement with the Fontana Teachers' Association, the District strives to staff all classes at Eric Birch High School at 22 students per teacher. Obviously individual classes may be higher or lower, depending on the course. Eric Birch High School has 12 teachers and approximately 300 students throughout the calendar year and individualizes the curriculum for each student.

## Teacher Assignment

Every teacher at Eric Birch High School is properly certified to teach in the appropriate area and grade level. Extra duties such as coaching, ASB, newspaper and yearbook, etc. are part of the school assignment. Teachers receive no financial compensation for their efforts. Their effort provides our students with most of the curriculum and extra-curricular activities available at a comprehensive high school.

## Textbooks & Instructional Materials

All departments annually review the textbooks and other instructional materials used in the instructional process. In the 1995-96 school year, \$5,600 was spent on textbooks from the school's allocation and an additional \$790 was spent from Education 60247 funds provided by the State.

## Counseling & Student Support Services

The school is provided with the services of a full-time guidance counselor, a Pregnant Minor Program, an Infant Care Program, a part-time R.O.P. counselor, and the services of the district nurse, health clerk, Indian Education counselor, speech therapist and psychologist, as needed. Peer counseling and a caring staff are other factors which enhance the learning environment and help meet the unique needs of the student population.

## Substitute Teachers

As is the case with many school districts, the Fontana Unified School District is not always able to find substitutes who are qualified to teach in our schools. However, the Board approved all off-track teachers at CSP elementary schools to substitute in our schools when they are not in session and this is helping somewhat to ease our problems in this area.

## School Facilities & Safety

According to the Standard School Crime Report for the 1995-96 school year, there were 30 safety related incidents at Eric Birch High School. This normally includes fights which are grounds for suspension, several types of vandalism, property crimes, and incidents related to weapons or substance abuse.

## Teacher Evaluation & Professional Improvement

In accordance with the negotiated contract, all permanent teachers in the Fontana Unified School District are evaluated on a two-year cycle. The evaluation procedures used are consistent with the research on useful evaluation and State law and administrators are fully trained in using the instrument.

Probationary teachers (those teachers who have worked less than two years in the District) are observed at least three times per year and receive two formal evaluations annually.

## Classroom Discipline & Climate for Learning

There is general agreement among all school staff on the instructional goals of the school, the policy for maintaining order and the need for everyone to cooperate. The school attendance and tardy policy is enforced by the administration, insuring that the classrooms and campus are quiet and each and every student is in class or otherwise accounted for and that the campus is safe for all students and staff.

## Quality of Instruction & Leadership

Eric Birch High School was rated an "Honor" Continuation High School based on Year End Reports by the Coordinator of Continuation Education on several occasions during this past decade. On site teacher experience ranges from 3 to 22 years, with the average teacher on site experience at 12 years. All but one certificated employee possess Masters Degrees. The program attracts and retains students and less than one percent of the students request readmittance to the comprehensive high schools each year. Accreditation Reports indicate that parents and students felt that Eric Birch High School delivers a sound education from a caring and dedicated staff.

## Salary Reporting 1995-96

The law requires we report our salary structure compared to similar district statewide averages. The most current data provided by the California Department of Education is for the 1995-96 school year.

The lowest beginning teachers' annual salary is \$28,280 for 182 days of service or \$155.38 per day. The statewide average for beginning teachers in districts similar to ours is \$26,980 annually.

The average mid-range salary is \$42,600 for 182 days of service or \$228.57 per day in our district. The statewide mid-range salary is \$42,403 in districts similar to ours.

The highest salary for a teacher in our district is \$53,182 or \$292.21 per day in our district. The statewide average for the highest paid teachers in districts similar to ours is \$49,859.

All teachers salaries represent 42.7% of the total budget.

Principals' salaries vary according to time in the position and work year; however, when salaries are averaged for all such principals, their annual averaged salary is \$62,399 or 299.77 per day of service. The statewide average for principals is \$67,192.

Our district superintendents' salaries vary based on responsibility; however, when salaries were averaged their annual average salary (1995-96) was \$90,124 which equal 0.3% of the total budget. Superintendents are paid to work 220 days excluding weekends, holidays, and vacation at an average daily rate of \$409.65. They are responsible for the services performed by 2,414 certificated and classified employees and for about 31,000 students. Data is not available for districts with similar numbers of students; however, the 1994-95 state average for superintendents in similar districts was \$114,830.

All certificated and classified administrative salaries and board stipends in our district represent 4.53% of the total budget.