

INDICATORS OF THE CONDITIONS OF THE SCHOOL (Continued)

Expenditures & Services Offered

Although funding in many budget categories for Fontana High School is established by the Board of Education in the District's yearly budget, much valuable information is available at the school site. The following is significant:

The instructional materials account (4310) has been funded at \$50.62 for instructional supplies per enrollment. In the 1995/96 school year this amounted to \$196,188.

Class Sizes & Teaching Loads

As a result of an agreement negotiated with the Fontana Teachers' Association the district strives to staff all high schools at 28 students per teacher. Obviously, individual classes may be higher or lower, depending on the course. Additionally, the District provides four extra teachers, over the regular staffing rates. At our school, these teachers are assigned to teach in Steeler Academy, math, science, English and history.

Current Distribution of Students for Each

Teacher	
Number of Students	Number of Classes
15	77
20	64
25	133
30	343
35	314
40	54
45	42

Teacher Assignment

Every teacher in Fontana High School is properly certified to teach at the appropriate grade level and teaching assignment.

Textbooks & Instructional Materials

All departments annually review the textbooks and other instructional materials used in the instructional process. In the 1995-96 school year \$110,000 was spent on textbooks.

Counseling & Student Support Services

The school enjoys the services of a full-time librarian, nine guidance counselors. We also enjoy the services of a full-time crisis counselor, one nurse and a five-hour health clerk, and part time services in speech therapy, psychological services and adaptive P.E.

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.

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

Administration and selected staff met the past two summers establishing priorities and recommended policies for maintaining a positive climate for learning. Standards of student self-discipline are given to each student in a student study guide. This guide also assists with parent teacher communication if needed. Students can use this book to maintain a record of expected assignments and tasks for completion. Teacher standards for student self-discipline are also posted in each classroom. Each staff member is expected to enforce the attendance and tardy policy to ensure students are in class on time and on task. Administration, campus security aides and a school resource police officer monitor activities on campus to maintain a safe and orderly environment.

Quality of Instruction & Leadership

There is a variety of programs on the campus to meet the diversity of the student needs. These include: homework/tutorial assistance four nights per week in the library, Steeler Academy to meet the needs of students with attendance problems and Saturday School to help students make up absences. We also maintain a pregnant minors program and a child care program for students.

Training & Curriculum Improvement

Fontana High School has an on-going plan for staff development and curriculum improvement. The plan was developed jointly by the teachers and the administration after much research and discussion. Features of the plan include: opportunities for teachers to observe and coach each other; travel to select conferences; the use of consultants from the District Staff Development Department and from outside the District. We are most appreciative of the days of student non-attendance when teachers spend entire days acquiring new teaching skills and developing new programs.

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 (1994-95) 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.