

INDICATORS OF THE CONDITIONS OF THE SCHOOL (Continued)

Class Sizes and Teaching Loads

As a result of an agreement negotiated with the Fontana Teachers' Association the district staff was at an average of 31 students per class, K-5. Due to individual grade loads, however, some classes were higher or lower than the average.

1995-96 Distribution of Children for Each Teacher

	Pre-School	Kinder garten	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Class 1	24	30	32	30	30	31	29
Class 2	24	31	32	29	30	29	30
Class 3		33	19*	13*	30	29	30
Class 4		32	31	30	32	27	33
Class 5		32	30	21*	11*	31	
Class 6			31	31	32	11*	20
Class 7						32	
Sp.Ed		1*		7*	3*		

* Indicates combination class

Because of student mobility, these numbers can vary on almost a daily basis. Feel free to contact our school office to get current class size numbers. Palmetto also educates two classes of pre-school children for a total of 48 students.

Teacher Assignment

Every teacher in Palmetto Elementary School is properly certified to teach at the appropriate grade level. With the five designated bilingual classrooms, four teachers are bilingual and the teacher in fourth grade has received special training to work with bilingual students.

Textbooks and Instructional Materials

Consistent with school district policy, all textbooks are within the state's seven year adoption cycle. In 1994-95, we adopted a new series for mathematics. The Addison-Wesley Series was adopted by all elementary school. In addition to the new textbooks the district provided new math manipulatives and calculators for all classrooms. This school year is the adoption year for a new language arts series (reading, writing, spelling, etc.). The Palmetto PTA has been extremely helpful in raising funds to provide each classroom with a classroom library and to provide or replace outdated maps and globes, and new audio-visual equipment available to students in grades 3-5.

Counseling and Support Services

A full-time counselor was added to the Palmetto office staff in 1990. We now have classroom-based prevention programs in place to work with self-esteem, social adjustment, and "high risk" behaviors. Small group counseling will also be provided for students as well as support services to teachers, students and parents. The instructional program is supported by our instructional media center, the school library, and the district media and curriculum center.

The school enjoys the services of a full-time library clerk. When needed, students also receive the services of a 5-hour per day health clerk, a Resource Specialist, a speech therapist, an adaptive P.E. teacher, a school nurse, and a psychologist.

Instrumental and vocal music instruction is available to students. Palmetto School operates a district-sponsored daycare center for K-5 students attending the school.

Substitute Teachers

As is the case with all surrounding school districts, the Fontana Unified School District is not always able to find substitutes who are qualified to teach in our school. However, in an attempt to provide more substitutes, our Board approved all teachers to substitute at Fontana schools when off-track or during summer vacation.

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. All non-tenured teachers have formal observations three times per year and are evaluated twice yearly.

School Facilities and Safety

Due to the implementation of the CSP Year Round Program, we have been able to move portable classrooms from Palmetto to other FUSD locations. Ninety-four percent of our students are now housed in permanent classrooms.

According to the Standard School Crime Report for the first semester of 1995/96, there were 4 safety related incidents at Palmetto Elementary School. This normally includes such incidents as fights which are grounds for suspension, several types of vandalism and property crimes that occur during the school day.

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 and District administration have been especially supportive of the on-going process of improving our instructional and discipline programs. Each parent is provided with a copy of our school's discipline plan at the beginning of each school year or upon enrollment. The plan includes state, district and school guidelines.

Quality of Instruction & Leadership

There are a variety of programs on the campus to meet the diversity of the student needs. These programs include: vocal and instrumental music, and a student leadership program. We have an in-school counseling program.

Training & Curriculum Improvement

Palmetto Elementary School has a plan for training and curriculum development which was developed jointly by the teachers and the administration. Features of the plan include: opportunities for teachers to observe and coach each other, travel to select conferences, the use of consultants from the department of instruction at local universities, the district's staff development services and other outside sources. An especially important component of our program has been the opportunity to have days of student non-attendance for staff development purposes.

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.