
4C

Information/Action

Fiscal Policy and Planning Committee of the Whole

Update on Efficiencies Adopted by the Commission for FY 2005-06

Executive Summary: Staff will present an update on the implementation of the various efficiencies adopted by the Commission in 2005 for the 2005-06 Fiscal Year.

Recommended Action: As appropriate, staff seeks the direction from the Commission on those efficiencies that require additional action.

Presenters: Crista Hill, Division Director, Fiscal and Business Services Section, and staff members

Strategic Plan Goal:

Continue to refine the coordination between Commissioners and staff in carrying out the Commission's duties, roles and responsibilities.

- ◆ Conduct periodic review of the efficiency of the day-to-day operations and financial accountability of the Commission
- ◆ Orient new Commissioners and staff of the roles and responsibilities of the Commission
- ◆ Continuously update the Commission's policies and procedures

Update on Efficiencies Adopted by the Commission for FY 2005-06

Introduction

This agenda item is intended to update the members of the Commission on the efforts of staff to implement the efficiencies adopted by the Commission at the April 14, 2005 Commission meeting. Several of the items were also adopted by the Legislature and ultimately the Administration as part of the FY 2005-06 budget development process.

Background

Last March 2005, Commission staff attended a pre-hearing as part of the regular spring budget subcommittee hearing process to answer questions and concerns with regards to the Commission's budget at a staff level. The meeting included members from the Department of Finance, Legislative Analyst's Office, and various Assembly subcommittee staff consultants.

A large part of the discussion during the meeting was the manner in which to deal with the projected \$2.7 million shortfall with the Teacher Credentials Fund and the Test Development Administration Account. Under the direction of the Department of Finance, it was requested that the Commission submit a proposal, approved by the Commission, of the proposed priorities for Fiscal Year 2005-06. With this information Department of Finance would then analyze the data and make a recommendation to the Legislature, as part of the 2005 May Revision. It was requested that we look at all statutory and non-statutory requirements, provide various options "thinking outside the box", as well as propose revenue enhancements and cuts that could allow the Commission to live within its means.

At the April 14, 2005 meeting, the Commission took action to adopt several items presented in the agenda. This information was then forwarded to the Department of Finance and the Legislature as discussions continued on the Commission's budget. Some of the items were adopted by the Legislature and the Administration and were ultimately included as part the Commission's FY 2005-06 budget. In addition, budget bill language was added that required the Commission to analyze two proposals related to discipline, as well as provide a report related to the credential process, in order to provide a more depth analysis of the issues given the complexity and sensitivity. At the December 2005 Commission Meeting the two proposals and report were brought forward for Commission input prior to the proposals being submitted to the Department of Finance and the Legislature. These reports were submitted to the Department of Finance and the Legislature in December 2005. As new developments occur Commission staff will update the members of the Commission at the next meeting.

Since the April 2005 meeting, the Commission has implemented many of the efficiencies adopted by the Commission. The list provided in this agenda item, is a complete list of items that were brought forward for Commission consideration at the April 2005 Commission Meeting. As you will see in the listing Commission staff have added additional comments next to each efficiencies in an effort to reflect the current status of the issue. Several of the items were that were adopted by the Commission were also approved by the Governor and the Legislature as part of the 2005-06 Budget Act.

On a daily basis, Commission staff continues to review policies and procedures to find additional efficiencies in operations to ensure good business practices. As appropriate, Commission staff will bring items forward to the Commission at future meetings for discussion and potential direction on how best to proceed.

Staff is available to answer any questions members of the Commission may have at this time.

Commission on Teacher Credentialing

April EPCC 4C Summary

	OPTION NUMBER	OPTION TITLE	COSTS	POSITIONS	COMMENTS
OPTIONS ADOPTED BY THE COMMISSION					
1	CAW OPTION - 2	Eliminate Printing Of The Application For Character And Identification Clearance (41-CIC), Include Questions On Credential Application	\$11,000	--	* Eliminate additional printing costs associated with the additional form and maximize state resources.
2	CAW OPTION - 3	Eliminate The Printing Of The Professional Growth Manuals	\$9,000	--	* A printed copy of the Professional Growth Manual is provided to candidates at the time the initial professional clear credential is issued. * This manual outlines the requirements to renew the professional clear credential. * An electronic version of the manual is available on the Commission's web site. * Candidates could be directed to the Commission's web site to download the manual.
3	CAW OPTION - 4	Eliminate The Printing Certificates Of Clearance	\$8,000	--	* The information contained on these certificates is available on the Commission's web site. * The certificate does not authorize any service, it only verifies that the holder has met the professional conduct requirements of the Commission.
4	CAW OPTION - 5	Eliminate Front Office Public Counter Services	Re-Direct 720 Hours	--	* Staff time would be re-directed to evaluating credentials. * Many other state agencies have eliminated public counter services.
5	CAW OPTION - 6	Eliminate Data Research	Re-Direct 1000 Hours Of Staff Time	--	* The position is devoted to the following tasks: * Working with the California State University Chancellor's Office on the Governor's Teacher Fellowship program. * Responding to data requests from colleges, universities, research companies and other stakeholders. * Approximately 1,000 hours could be redirected to processing/evaluating credentials.
6	CAW OPTION - 7	Eliminate The Liaison Service To County Offices Of Education And Institutions Of Higher Education	Re-Direct 2600 Hours Of Staff Time	--	* Currently, five (5) staff devote approximately two (2) hours a day to resolving problems and providing information to the 87 colleges and universities that offer Commission-approved programs (IHE's) and 58 County Offices of Education (COE's). * This was a service that was started in 2000 to help stakeholders have direct access to one (1) individual who could resolve issues quickly. * If this service were to no longer be offered, the COE's and IHE's would contact the Commission through the e-mail service or via the phone during the regular call center hours.

Commission on Teacher Credentialing
April EPPC AC Summary

	OPTION NUMBER	OPTION TITLE	COSTS	POSITIONS	COMMENTS
7	PSD OPTION - 1	Eliminate Program Review Following The Adoption Of New Credential Program Standards	\$115,000	-1.0	<ul style="list-style-type: none"> * Historically, when adopting new standards it was required that institutions operating programs under the former standards to submit a response to the new standards. * The Commission could achieve efficiencies by eliminating the initial program review following the adoption of new standards. * Following the adoption of new standards, the Commission would notify the field that institutions are expected to transition to the new program standards by a specific date. * Programs would be reviewed against the new standards at the subsequent accreditation review. All institutions would be reviewed against the new standards within 1-7 years following the adoption of new standards.
8	PSD OPTION - 6	Eliminate Production Of Annual Report, Newsletter	\$20,000	--	<ul style="list-style-type: none"> * Annually organizes the production of the Commission's Annual Report and Quarterly Newsletter. * Provides Management with electronic copies of various articles pertaining to teacher credentialing and education.
9	PSD OPTION - 7	Postpone Adoption Of A Mild/Moderate Special Education Exam Required By AB 2286 (Mountjoy, Chapter 658, Statutes of 2004)	---	--	<ul style="list-style-type: none"> * There are eight "off the shelf" Special Education exams that measure knowledge, skills and abilities related to mild/moderate special education pedagogy. * Further analysis is needed to determine whether any of these exams, or others, meets the standards and the requirements of the Mountjoy bill.
10	PSD OPTION - 8 (Revenue Enhancement)	Charge Fees For The School Leaders Licensure Assessment (SLLA) And The Teaching Foundations Exam (TFE)	\$90,000	--	<ul style="list-style-type: none"> * The SLLA exam is for potential Administration Credential seekers as one route to obtaining a credential. (Approx. 1,000 candidates) * The Commission offers the TFE in five content areas: MS, SS, SSELA, SS Math, SS Social Studies and SS Science. (Approx. 300 Candidates) * Currently, the Commission does not collect an exam fee to oversee these programs. * Candidates currently pay a fee of \$425 for the SLLA exam and \$155 for the TFE exam. * An administrative fee of \$45 could be assessed for each exam registration.
11	PSD OPTION - 10 (Revenue Enhancement)	Charge Institutions For Program Review And Accreditation	\$413,000	--	<ul style="list-style-type: none"> * The Commission could be authorized to charge institutions for the cost of program review and accreditation reviews. * One model that could be used would be to charge institutions an annual fee based on size (as measured by enrollment or credential candidates recommended), plus additional fees for each approved credential program.1/ Additional costs would apply to reviewing requests for initial accreditation, or the review of new program proposals. * Fees based on size could generate revenues of approximately \$98,000 annually. Additional revenues for each credential program such as PPS, School Nurse, Education Specialist, Administrative Services, Library Media and Reading Specialist (approximately 700 preparation programs at \$450 per program) would generate an additional \$315,000 annually. * This is a cost shift to another agency/department.

Commission on Teacher Credentialing

April EPPC AC Summary

	OPTION NUMBER	OPTION TITLE	COSTS	POSITIONS	COMMENTS
12	DPP OPTION - 1	Eliminate Full Administrative Hearing Process For Lower Levels Of Discipline (Private Admonitions And Public Repeal)	--	--	<p>* Current statutes do not require a hearing pursuant to the Administrative Procedure Act for low level adverse action.</p> <p>* Commission practice and regulations have been to provide full due process to all levels of appeal.</p> <p>* Adoption of a regulation delineating a separate in-house appeals process in lieu of a formal hearing could provide savings by eliminating administrative appeal costs.</p>
13	DPP OPTION - 2	Request Exception To The Requirement That The Office Of Attorney General Represent The Commission At Administrative Hearings	\$927,000	5.0	<p>* The Commission is required to utilize the Attorney General for all representation at administrative and judicial proceedings.</p> <p>* A remedy to the fiscal uncertainty of the Attorney General billings would be to have in house counsel represent the Commission at administrative hearings.</p> <p>* Duplication of effort that results from the transfer of the case to the Attorney General's Office would be eliminated and the Commission would potentially benefit from more effective representation by specialists.</p> <p>Please note: the full savings would not occur until 2006-07, because of the need to transition cases back from the AG's office. According to our estimates the AG costs during the 2005-06 transition year would be approximately \$1,426,000</p>
14	DPP OPTION - 3	Eliminate All Certified Mailing Requirements	--	--	<p>* The Commission recently adopted regulations that eliminated all but the statutorily required certified mailing requirements. The statute could be amended to eliminate all certified mail requirements.</p>
15	DPP OPTION - 4	Eliminate Paper Copies of the All Points Bulletin	\$20,000 - \$25,000	--	<p>* Following each Commission Meeting, as required by statute, the Commission must notify all public and private school employers and other educational employers of adverse action taken against credential holders and documents.</p> <p>* To accomplish this requirement the Commission prints and mails both paper and electronic copies of the All Points Bulletin (APB) to school districts and education employers throughout the state.</p> <p>* The Commission's statutory responsibility could be met by the electronic transmission, as well as, development of a secure website for use by the employers. In addition, the Commission public website maintains information regarding credential status.</p>
16	DPP OPTION - 5 (<i>Revenue Enhancement</i>)	Establish Separate Discipline Fees	\$2,009,750	--	<p>* Currently, the cost of discipline is spread throughout all credential holders.</p> <p>* A model used by other licensing agencies is one which charges fees to those persons who are subject to review. In addition, a processing fee is charged when an appeal is filed.</p> <p>* The Commission could seek statutory authority to cite and fine lower levels of discipline and to institute a charge over and above the application fee for processing Petitions for Reinstatement.</p> <p>Stage 1 - All applicants (1,519) and holders (1,981) requiring review (~3,500/yr.) \$1.750 million Stage 2 - Credential holders proceeding to final review (~1,981/yr.) \$990,500 Stage 3 - Administrative hearing requests (~1,500/yr.) \$150,000 Stage 4 - Citation/fine (~346/yr.) \$109,750</p>

Commission on Teacher Credentialing
April EPPC AC Summary

	OPTION NUMBER	OPTION TITLE	COSTS	POSITIONS	COMMENTS
17	DPP OPTION - 6	Streamline Investigative Process For First Time Applicants	\$14,804	--	<p>* Existing statutes and regulations provide applicants with a two-tiered review and a right to appear personally before the Committee of Credentials, the same process is available to credential holders.</p> <p>* If first time applicants were limited to one paper review, the result would be a faster processing of applicants and cost savings by eliminating one review and personal appearances.</p> <p>* Currently, the Committee of Credentials reviews approximately 4,400 applications a year at an average cost of \$800 per application. Not all of the upfront costs can be eliminated with this proposal, but some savings could be realized. The majority of the savings would be in workload which would allow staff to be redirected to address the discipline backlog.</p>
18	DPP OPTION - 7 (<i>Revenue Enhancement</i>)	Charge For Probation Monitoring	\$30,000	--	<p>* The Commission currently monitors ninety-seven (97) credential holders on probation.</p> <p>* This program has allowed certificated personnel to remain in the classroom while still ensuring the safety of California's public school children.</p> <p>* Credential holders benefit because they are allowed to continue employment while on probation.</p> <p>* A review of other licensing agencies in the state indicates that some charge a monthly fee (usually \$25 a month) to recover some of the costs of probation or diversion monitoring. In addition, the criminal courts charge a sliding fee to recover the costs of probation.</p>

Commission on Teacher Credentialing
April EPPC AC Summary

	OPTION NUMBER	OPTION TITLE	COSTS	POSITIONS	COMMENTS
19	ADMIN OPTION - 1	Reduction In Number Of Commission Meetings Per Year	\$8,000 - \$16,000	--	<p>* Education Code Section 44219 requires that the Commission meet at least once each month in no fewer than ten months each year.</p> <p>Change the Number of Meetings To:</p> <ul style="list-style-type: none"> • Four (4) two-day meetings = Reduction in cost of \$18,000, or • Five (5) two-day meetings = Reduction in cost of \$8,000, or • Six (6) one-day meetings = Reduction in cost of \$16,000 <p>* The reduction to four (4) or five (5) meetings raises the possibility that staff would not be provided with the frequency of direction needed at various times in the year from the Commission to effectively meet its obligations or deadlines. The six (6) one-day meetings proposed alleviates that concern to some degree.</p>
20	ADMIN OPTION - 2	Eliminate Reimbursement To Ex-Officio Members	\$14,000	--	<p>* Historically, the Commission covered the travel and reimbursement costs for all members of the Commission.</p> <p>* The Education Code does not require that the Commission reimburse the costs for the ex-officio members.</p> <p>* This proposal would save the department approximately \$1,476 for each one-day meeting and \$2,096 for each two-day meeting.</p> <p>* This is a cost shift to another state agency/department.</p>
21	ADMIN OPTION - 3	Consolidate Two Career Executive Assignment Positions	\$113,000	-1.0	<p>* In the past there was a Division Director position over the Office of Governmental Relations and the Information Technology and Support Management Division.</p>
22	ADMIN OPTION - 4	Authority Reduction for the Facility Lease Payment Reduction	\$180,000	--	<p>* The Commission moved to the current location in 1999. During lease negotiations the Commission wrote into the agreement the amortization of certain alterations and improvements. As of mid – Current Year 2004-05, payment for the alterations and improvements is complete. The reduction in authority will align the appropriation in the Administration Divisions Budget with the actual expenditure.</p>
23	ADMIN OPTION - 5	No Longer Offer Technical Project Management Support And Mandatory Documentation For Government Agencies	\$95,000	-1.0	<p>* One (1) full-time position is devoted to completing the following tasks:</p> <ul style="list-style-type: none"> * Preparing ad-hoc reports and all yearly reports that are mandatory for government agencies and Commission management. * Providing project management support for the Enterprise Technology projects. * Providing administrative technical support to all units as needed. <p>* If this service were no longer completed by this individual the workload would be distributed to other staff. The Commission could choose to redirect this position to other core mission functions.</p>
		Total Expenditure Savings^{1/}	\$1,658,804	2.0	
		Total Expenditures that are Dependant on a Statutory Change	\$968,804		
		Total Revenue Enhancements	\$2,542,750	--	
		Total Revenues that are Dependant on a Statutory Change	\$2,452,750		

^{1/}Maximum savings in the range when reflected for a particular option

Commission on Teacher Credentialing
April EPCC 4C Summary

	OPTION NUMBER	OPTION TITLE	COSTS	POSITIONS	COMMENTS
OTHER OPTIONS FOR CONSIDERATION, HOWEVER NOT ADOPTED BY THE COMMISSION					
24	CAW OPTION - 1	Eliminate Toll-Free Telephone Line	\$36,000	--	<ul style="list-style-type: none"> * The Commission offers a toll-free line to both in-state and out-of-state stakeholders, to ask questions and obtain information about the licensing process. * If this function was eliminated, the caller would pay the long-distance phone charges.
25	PSD OPTION - 2	Shift Federal Title II Reporting To The California Postsecondary Education Commission	\$60,000	-0.6	<ul style="list-style-type: none"> * The Commission collects information from institutions in compliance with reporting requirements mandated by Title II of the Higher Education Act. * Efficiencies could be achieved if the function could be shifted to another department such as the California Postsecondary Education Commission. However, this would be an increase to the General Fund. * Eliminating this function altogether would put all California institutions of higher education at risk of losing federal student financial aid. * At this time, it is unclear if the California Postsecondary Education Commission has the capacity to absorb this workload given its current resources. * This is a cost shift to another state agency/department.
26	PSD OPTION - 3	Move Administration Of State-Funded Teacher Development Programs To The CDE	\$300,000	-3.0	<ul style="list-style-type: none"> * The Commission administers two (2) local assistance grant programs 1) Alternative Certification Program and 2) Paraprofessional Teacher Training Program. * These programs serve approximately 12,000 individuals who are working toward a preliminary teaching credential. It is unclear how shifting program funds would affect current participants. * Staffing was not provided to administer these programs, however the Commission devotes considerable amount of staff resources to the development of documents, monitoring of programs, technical assistance, and the administration of funds. * Program quality and consistency could be compromised. * This is a cost shift to another state agency/department.
27	PSD OPTION - 4	Discontinue The Co-Administration Of Beginning Teacher Support Assessment (BTSA) With The CDE	\$110,000	-1.0	<ul style="list-style-type: none"> * The Commission currently has responsibility to set standards for induction programs for new teachers and for the approval of induction programs against those standards. * The Commission has taken an active role in the administration of the state-funded BTSA induction programs, including co-administration of the program with the CDE, the collection of data that provides a basis for funding and provides accountability information, technical assistance to regional directors, and leadership in ten statewide meetings each year. * This is a cost shift to another state agency/department.

Commission on Teacher Credentialing

April EPPC 4C Summary

	OPTION NUMBER	OPTION TITLE	COSTS	POSITIONS	COMMENTS
28	PSD OPTION - 5	Discontinue Subject Matter Program Review	\$250,000	-2.0	<p>* The impact of eliminating oversight of subject matter programs would be that the State would not be able to ensure that standards for the content knowledge acquired in an undergraduate program are aligned with the State adopted K-12 content standards for public schools.</p> <p>* Education Code Sections 44310 and 44259 allow single subject credential candidates to meet the subject matter competency requirement either by passage of a subject matter exam or by completion of a subject matter program, approved by the Commission.</p> <p>* Education Code Section 44311 requires the Commission to evaluate subject matter programs that are offered as a means for satisfying the subject matter requirement and requires that the evaluation be based on standards of program quality and effectiveness. Education Code Section 44259 requires the Commission to ensure that the subject matter standards and examinations are aligned with the state's "content and performance standards adopted for pupils."</p> <p>* The three higher education segments have indicated a desire to maintain the review process.</p>
29	PSD OPTION - 9 (<i>Revenue Enhancement</i>)	Charge A Fee For The California Teaching Performance Assessment (CA TPA)	\$630,000	--	<p>* Currently, the Commission requires programs that lead to a preliminary teaching credential to assess candidates on specific performance expectations outlined in the Commission's <i>Standards of Quality and Effectiveness for Teacher Preparation Programs for Preliminary Multiple and Single Subject Teaching Credential</i>.</p> <p>* The Commission could collect an exam fee to support the oversight and on-going development of a consistent, reliable and valid assessment process.</p> <p>* By requiring a uniform CA TPA to measure candidate teaching competency, this option would increase exam costs for each MS and SS credential candidate by an unknown amount.</p> <p>* The anticipated demand for this assessment would be 14,000 to 16,000 teacher candidates each fiscal year.</p> <p>* An administrative fee of \$45 dollars could be assessed per each assessment.</p>
		Total Expenditure Savings ^{1/}	\$756,000	-6.6	
		Total Revenue Enhancements	\$630,000	--	

Commission on Teacher Credentialing
April FPPC 4C Summary

UPDATE AS OF APRIL 2006
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. This option was implemented on October 3, 2005.
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. This option was implemented on July 1, 2005.
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. This option was implemented on January 3, 2006.
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. This option was implemented on July 1, 2005.
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. This option was implemented on July 1, 2005.
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. This option was implemented on December 1, 2005. In November 2005, CCAC sent a letter to the Commission Chair requesting reconsideration of the action taken on this efficiency. In January 2006, this message was forwarded to the Department of Finance for further direction. As new developments occur staff will update members of the Commission at the next Commission Meeting.

Commission on Teacher Credentialing
April FPPC 4C Summary

UPDATE AS OF APRIL 2006
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget, with the exception that only the funding was reduced. The position authority was retained.
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget.
No action was taken to adopt this issue by the Legislature or the Administration.
No action was taken to adopt this issue by the Legislature or the Administration. After further review and actual examination administration details it is anticipated that these examinations would only result in approximately \$45 - \$450 a year in potential revenue. It does not appear to be cost effective given the work necessary to monitor and collect this amount of revenue. Staff seeks direction on how to proceed given these developments.
No action was taken to adopt this issue by the Legislature or the Administration.

Commission on Teacher Credentialing
April FPPC 4C Summary

UPDATE AS OF APRIL 2006

Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. Regulatory changes needed for implementation. Scheduled for December 2005 public hearing, pulled by Commission at the request of Speaker and President Pro Tem.

The Administration added budget bill language to the 2005 Budget Act that required the Commission to report on the feasibility of relying on internal legal representation for administrative proceedings. The report was approved by the Commission at the November/December 2005 Commission Meeting and was submitted to both the Legislature and the Department of Finance. Estimated cost savings, if approved, would be approximately \$707,000.

Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. Statutory changes not implemented at request of Speaker and President Pro Tem.

Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. Fully implemented in November 2005.

The Administration added budget bill language to the 2005 Budget Act that required the Commission to report on the feasibility to establish separate discipline fees associated with disciplinary actions. The report was approved by the Commission at the November/December 2005 Commission Meeting and was submitted to both the Legislature and the Department of Finance, however the Commission recommended that the concept not be implemented. Estimated revenue, if approved, \$990,000-2,000,000 per year.

Commission on Teacher Credentialing
April FPPC 4C Summary

UPDATE AS OF APRIL 2006

Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. Statutory changes not implemented at request of Speaker and President Pro Tem.

No action was taken to adopt this issue by the Legislature or the Administration, however, it was included as part of the report filed in connection with DPP Option 5.

Commission on Teacher Credentialing
April FPPC 4C Summary

UPDATE AS OF APRIL 2006
2005-06 Budget Act removed the requirement that the Commission met once a month for 10 months each year. Budget language now provides greater flexibility to establish meeting schedule. Savings were realized without adjusting current schedule of meetings, due to vacancies and absences.
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. Commission ceased reimbursement of ex-officio expenses as of the August 2005 meeting.
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget. After further review of the business needs it was determined that the functions and duties should be restructured.
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget.
Adopted by the Legislature and the Administration and is reflected in the FY 2005-06 budget, with the exception that only the funding was reduced. The position authority was retained.

Commission on Teacher Credentialing
April FPPC 4C Summary

UPDATE AS OF APRIL 2006
No action was taken to adopt this issue by the Legislature or the Administration.
No action was taken to adopt this issue by the Legislature or the Administration.
No action was taken to adopt this issue by the Legislature or the Administration.
No action was taken to adopt this issue by the Legislature or the Administration.

Commission on Teacher Credentialing
April FPPC 4C Summary

UPDATE AS OF APRIL 2006
No action was taken to adopt this issue by the Legislature or the Administration.
No action was taken to adopt this issue by the Legislature or the Administration.