

2003-04

Annual Report:
Emergency Permits
and Credential
Waivers



CALIFORNIA
COMMISSION
ON TEACHER
CREDENTIALING

MAY 2005



May 2005

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Functions of the Commission

The Commission:

- Awards credentials to candidates who have fulfilled all the requirements of the credential.
- Develops and adopts standards to govern the structure and content of educator programs.
- Oversees teacher-licensing examinations in California administered by contracts with professional testing companies.
- Administers local assistance grant programs that support prospective teachers in completing the requirements for a teaching credential.
- Reviews allegations of misconduct against a credential holder or applicant and, when necessary, disciplines educators.

Operation of the Commission

The Commission holds regular public meetings throughout the year. Those who wish to speak at a meeting may make request by writing to the Commission in advance or by submitting a request before the start of the meeting.

Recent Commission Reports

The Commission publishes several reports a year as part of its oversight, coordination, reporting, and planning responsibilities. You can obtain a free copy of the report by contacting the Commission on Teacher Credentialing at 1900 Capitol Avenue, Sacramento, California 95814 or by calling (916) 445-7254, (916) 445-7256 or (888) 921-2682 (toll free). These reports are also available on the World Wide Web at <http://www.ctc.ca.gov/>. Recent reports include:

2005

Teacher Supply in California 2003-04 – A Report to the Legislature

California Paraprofessional Teacher Training Program -2004 Report to the Legislature

2004

Approved Blended and Integrated Teacher Preparation Programs: A Report to the Legislature

Teacher Supply in California 2002-03 – A Report to the Legislature

California Paraprofessional Teacher Training Program: Report to the Legislature

2003

California Mathematics Initiative for Teaching: Report to the Legislature

2001-2002 Annual Report: Emergency Permits and Credential Waivers

Final Report of the Independent Evaluation of the Beginning Teacher Support and Assessment Program (BTSA)

Teacher Supply in California 2001-2002 -- A Report to the Legislature

Paraprofessional Teacher Training Program--2002 Report to the Legislature

Seventh Annual Accreditation Report to the California Commission on Teacher Credentialing By the Committee on Accreditation

2003-04 Annual Report: Emergency Permits and Credential Waivers

Executive Summary

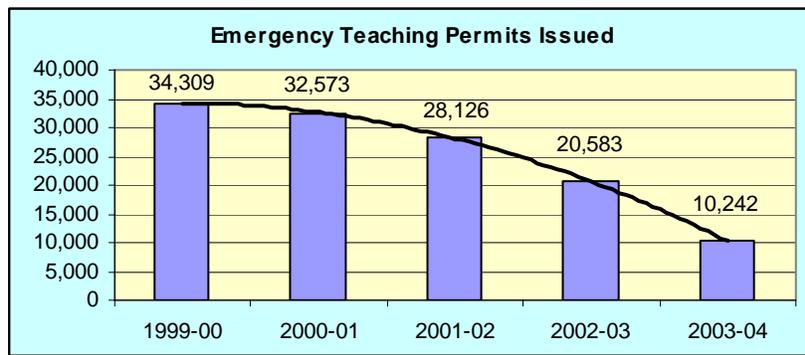
Purpose of the Report

The California Commission on Teacher Credentialing (CCTC) issues emergency permits and credential waivers to individuals, at the request of employers who are unable to sufficiently recruit fully credentialed staff to fulfill their employment needs. At its December 2003 meeting, the Commission voted to discontinue the issuance of all multiple subject, single subject, and education specialist emergency permits effective June 30, 2006. Many emergency permits (excluding the 30-day emergency permit) are issued to persons who have completed most of their credential program, while some hold a full credential in another area (e.g. a special education emergency permit may be issued to a teacher who already holds an elementary or secondary credential). This report provides information on emergency permits and credential waiver activity for public, non-public and charter schools during the 2003-04 school year. The data contained in this report is compiled from the Department of Education's - California Basic Education Data System (CBEDS) and the CCTC's database.

Emergency Permits and Credential Waivers Issued to Public Schools:

According to CBEDS data, 343,065 certificated staff (full-time equivalent) were employed in public schools during 2003-04. Of these, 297,434 were employed in teaching positions, which was a 1.2% decrease over the previous school year. During this time period, the number of emergency permits issued decreased by 10,607, or 49.2%; an indication that California is meeting the demand for non-emergency teachers. This was the fourth consecutive year, since class size reduction was implemented in California in 1996, in which the total number of emergency teaching permits decreased over the previous fiscal year.

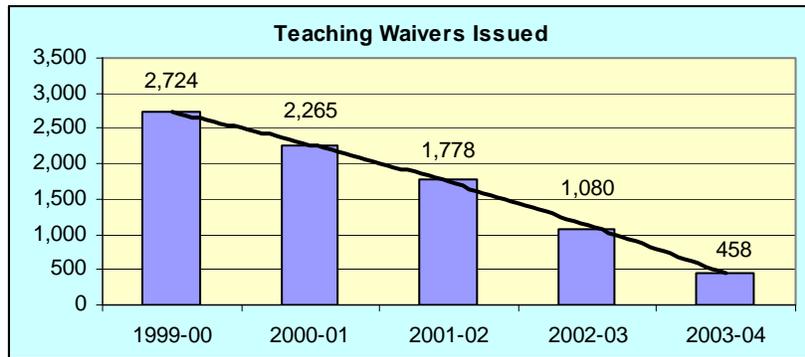
Of the 10,967 total emergency permits issued during fiscal year 2003-04, 10,242 permits were issued strictly for teaching assignments (multiple, single, and special education). As the following chart indicates, this was a 50.2% decrease over fiscal year 2002-03.



The following is a breakdown of emergency teaching permits issued for public schools during fiscal year 2003-04 (see Table 3, page 3 for a breakdown of all types of permits):

- 2,965 multiple subject emergency permits
- 3,637 single subject emergency permits
- 3,640 special education emergency permits

During fiscal year 2003-04, 1,078 credential waivers were issued to public schools in all areas of certification (excluding day-to-day substitutes), representing .3% of the total certificated staff. Of these, 458 were issued for teaching assignments. This was a 57.6% decrease over fiscal year 2002-03.



The following is a breakdown of teaching waivers issued for public schools during fiscal year 2003-04 (see Table 8, page 12, for a breakdown of all types of waivers).

- 34 multiple subject waivers
- 69 single subject waivers
- 355 special education waivers

Permits and Credential Waivers Issued to Charter Schools:

856 emergency permits and credential waivers were issued for charter schools during 2003-04, resulting in a 13.2% decrease over the previous fiscal year. This was the first decrease since the statutory changes in January, 1999, which required all charter school teachers to hold California certification (a teaching credential, long-term emergency permit, or a credential waiver).

The following is a breakdown of emergency permits and credential waivers issued for charter schools during fiscal year 2003-04 (see Tables 10, 11, 12 – pages 16-18 for additional data):

- 831 emergency permits
- 25 credential waivers

Permits and Waivers Issued to Non-Public Schools:

1,400 emergency permits and credential waivers were issued for non-public schools and agencies during 2003-04, resulting in a 8.5% decrease over the previous fiscal year. Non-public schools and agencies are licensed by the Department of Education to mainly serve Special Education students; consequently over 95% of the documents issued to these organizations are in special education.

The following is a breakdown of the emergency permits and credential waivers issued for non-public schools during fiscal year 2003-04 (see Tables 13, 14 and 15 – pages 19-21 for additional data):

- 787 emergency permits were issued in Special Education
- 17 other emergency permits
- 546 credential waivers were issued in Special Education
- 50 other credential waivers

Emergency Substitute Teaching Permits and Waivers:

The Commission issued 57,083 emergency substitute permits during 2003-04. This included 55,565 30-Day substitute permits, 1,336 prospective substitute permits, and 182 career substitute permits. In addition, 792 substitute waivers were issued for public school teaching. (see Table 16 - page 22).

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SECTION I

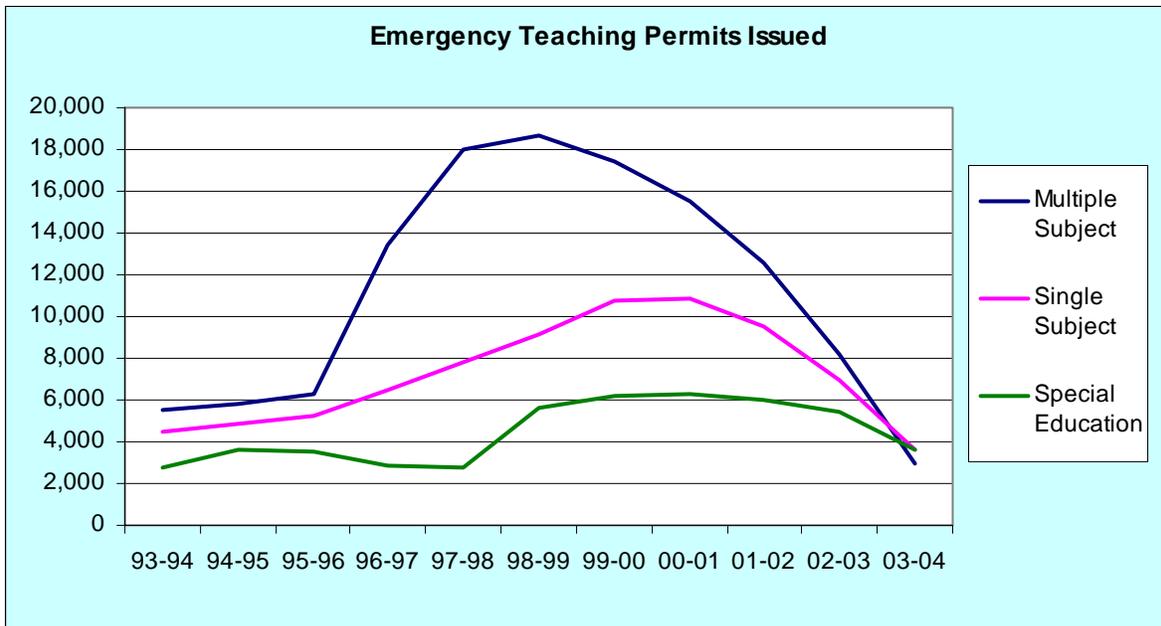
Public School Statistical Data

This section reviews the Commission's statistical data to provide a more detailed picture of the emergency permit and credential waiver status for school districts and county offices of education in California. This data review includes an examination of the use of emergency permits and credential waivers by selected counties, the types of emergency permits and waivers issued within selected counties, and a listing of the single subject authorizations requested for emergency permits and waivers.

Figure 1 illustrates recent years of emergency permit issuance. During the period from 1992 to 1995 there was sustained gradual growth in the number of emergency permits. The impact of the state effort to reduce class size in primary grades is evidenced by the large increase in multiple subject emergency permits issued beginning in 1996-97 and continued through 1998-99. The good news is that fiscal year 2003-04 marked the fourth consecutive year in which the total number of emergency permits declined, confirming the Commission's efforts to reduce the number of emergency permits. Multiple Subject permits showed the largest decline (63.6%), with single subject and special education permits also posting considerable decreases (47.9% and 33.1% respectively).

The numbers in Figure 1 do not include permits issued to nonpublic schools, charter schools, prison schools and the California Youth Authority. Information for non-public and charter schools can be located in Sections IV and V.

Figure 1
Emergency Permits Issued During the Years 1993-94 through 2003-04



Distribution of Emergency Permits and Credential Waivers

During the 2003-04 fiscal year, the Commission issued a total of 10,967 emergency permits and 1,078 credential waivers to individuals teaching in public schools. In an attempt to better understand the number of certificated staff serving on emergency teaching permits and credential waivers in public schools, the following data shows the total number of certificated staff serving in California during 2003-04. The certificated staff data included in all tables in this report is from the California Department of Education's California Basic Educational Data System (CBEDS). The numbers reflect full-time equivalent (FTE) positions, which may be lower than the actual number of individuals employed due to combining part-time positions. The data from that comparison revealed (Table 1) that 3.7% of the certificated staff served on emergency permits and .3% on credential waivers. The data in Table 1 refers to documents issued for public school employment only (see sections II and III for data regarding charter and non-public schools).

**Table 1
Total Number of Emergency Permits and Credential Waivers as
Compared to Certificated Staff 2003-04**

Total Certificated Staff	Total Emergency Permits	% of Permits	Total Credential Waivers	% of Waivers	Percentage of Staff on Emergency Permits and Credential Waivers
343,065			1,078	.3 %	3.5 %
*297,434	10,967	3.7 %			
	Teaching Permits		Teaching Waivers		
*297,434	10,242	3.4 %	458	.2 %	3.6 %

Note (*): The percentage of certificated staff serving on emergency permits (column 3) is derived from dividing the number of emergency permits by the total number of teachers, excluding administrators (23,427) and services staff (22,204), who were employed in California during 2003-04. Total Teaching Permits and Teaching Waivers include multiple subject, single subject, and special education only.

Types of Emergency Permits

Table 3 reports the total number of emergency permits issued in 2003-04. Overall, there was a 49.2% decrease in the issuance of emergency permits over fiscal year 2002-03.

**Table 3
Emergency Permits Issued, 1999-00 through 2003-04**

Permit Type	1999-00	2000-01	2001-02	2002-03	2003-04	% change from 02-03
Special Education	6,158	6,249	5,970	5,444	3,640	- 33.1%
Total Multiple Subject	17,421	15,505	12,610	8,153	2,965	- 63.6%
Multiple Subject	15,279	12,964	10,081	6,377	2,194	- 65.6%
CLAD Emphasis*	1,654	2,129	2,355	1,627	710	- 56.4%
BCLAD Emphasis**	488	412	251	149	61	- 59.1%
Total Single Subject	10,730	10,819	9,546	6,986	3,637	- 47.9%
Single Subject	10,014	9,654	8,153	5,641	2,882	- 48.9%
CLAD Emphasis*	677	1,126	1,433	1,329	746	- 43.9%
BCLAD Emphasis**	39	39	30	16	9	- 43.8%
Library Media	239	239	232	234	185	- 20.9%
Clinical Rehabilitative	210	86	53	18	7	- 61.1%
Resource Specialist	463	263	153	79	55	- 30.4%
BCLAD**	7	28	28	69	51	- 26.1%
CLAD*	197	376	491	591	427	-27.8%
Totals	35,425	33,565	29,083	21,574	10,967	- 49.2%

*Cross-cultural, Language and Academic Development

** Bilingual, Cross-cultural, Language, and Academic Development

Figures 2 and 3 illustrate, by percentage, the types of emergency permits issued in both 2002-03 and 2003-04. The figures show that the total number of permits decreased by 10,607. The distribution of permit types saw the multiple subject permit experienced the largest percentage change (11% decrease) over the previous fiscal year.

Figure 2
Types of 2002-03 Emergency Permits by Percentage
Total Emergency Permits – 21,574

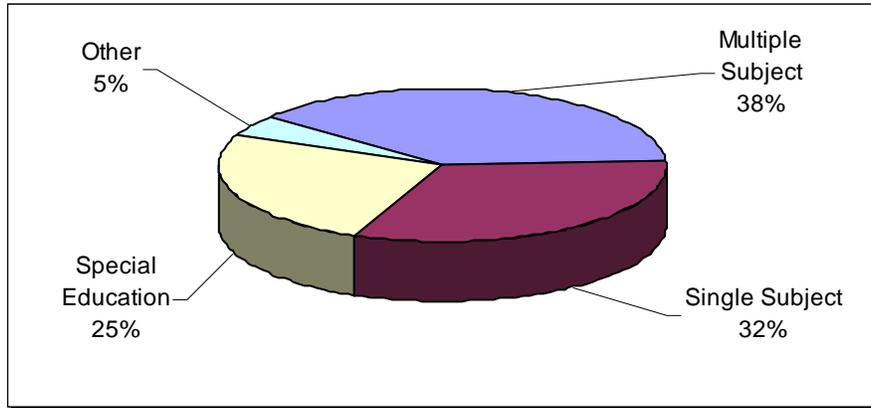
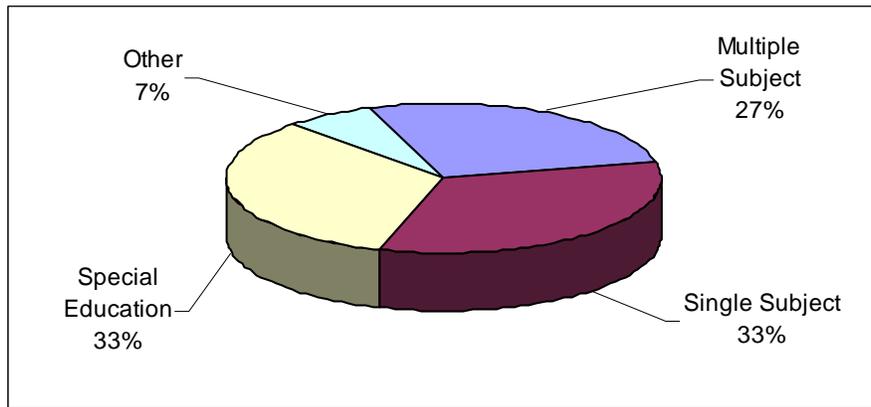


Figure 3
Types of 2003-04 Emergency Permits by Percentage
Total Emergency Permits – 10,967



Subject Authorizations on Single Subject Emergency Permits

Tables 4, 4A and 4B list specific teaching subject authorizations of single subject emergency permits issued during the 1999-90 through 2003-04 fiscal years. The issuance of permits for math and science continue to be high, as these are statewide shortage areas that are recognized by the Commission.

Note: The total number of subject authorizations exceed the number of total emergency permits issued as more than one subject area may be listed on a document.

**Table 4
Single Subject Authorizations on Emergency Permits**

Subject	1999-00	2000-01	2001-02	2002-03	2003-04	% of 2003-2004 Total
Agriculture	33	23	26	23	13	.3%
Art	261	273	248	202	120	2.9%
Business	264	296	275	191	91	2.2%
English	2,349	2,428	2,273	1,581	750	18.1%
Language Other Than English Total (Table 4B)	845	851	716	587	346	8.4%
Government	0	0	0	0	0	0%
History	3	3	0	0	0	0%
Health Science	131	145	149	126	48	1.2%
Home Economics	66	81	63	37	18	.4%
Industrial Technology Ed.	79	67	60	47	26	.6%
Mathematics	2,018	1,885	1,716	1,404	812	19.6%
Math (Foundation Level)	0	0	0	0	11	.3%
Music	534	535	484	366	211	5.1%
Physical Education	1041	1,173	1,066	800	398	9.6%
Science Total (Table 4A)	2,728	2,734	2,106	1,447	742	17.9%
Social Science	1,914	1,975	1,678	1,058	550	13.3%
Totals	12,267	12,469	10,860	7,869	4,136	100.0%

Table 4A reflects the distribution of emergency permits for science by the specific science areas. The Commission revised the subject areas for science in 1995 to include the four specific areas of biological sciences, chemistry, geosciences and physics. The subjects, life science and physical science, were eliminated. However, individuals who were enrolled in programs for those credentials and had obtained an emergency permit for those subjects prior to the change were allowed to continue renewing those documents in order to give them time to complete the program. Therefore, emergency permits in those subjects have steadily declined since 1995 as those individuals earn their credentials. Over half of the science permits were issued for biological sciences.

**Table 4A
Science Emergency Permits**

Subject	1999-00	2000-01	2001-02	2002-03	2003-04	% of 2003-04 Total
Life Science	49	34	21	7	1	0.1%
Physical Science	64	45	22	13	4	0.5%
Science: Biological Science	1,530	1,518	1,189	812	436	58.8%
Science: Bio Sci (Specialized)	0	0	0	0	1	0.1%
Science: Chemistry	666	690	524	337	174	23.5%
Science: Geosciences	135	152	126	112	44	5.9%
Science: Geo (Specialized)	0	0	0	0	1	0.1%
Science: Physics	284	292	224	166	81	10.9%
Totals	2,728	2,731	2,106	1,447	742	100.0%

Table 4B provides information on the number of emergency permits issued in languages other than English. The table shows that permits with the authorization to teach Spanish comprised 81.8% of the total, while French accounted for 10.4%.

**Table 4B
Language Other Than English Emergency Permits**

Subject	1999-00	2000-01	2001-02	2002-03	2003-04	% of 2003-04 Total
American Sign Language	n/a	n/a	n/a	n/a	4	1.2%
Armenian	0	0	0	1	0	0.0%
Cantonese	0	5	0	0	0	0.0%
Chinese	6	3	2	2	1	0.3%
French	98	97	70	63	36	10.4%
German	15	15	15	11	6	1.7%
Italian	4	3	3	1	1	0.3%
Japanese	15	17	22	15	9	2.6%
Korean	1	2	1	1	0	0.0%
Latin	12	9	7	7	1	0.3%
Mandarin	0	1	2	3	1	0.3%
Pilipino	0	2	0	0	1	0.3%
Punjabi	0	0	0	1	0	0.0%
Russian	2	2	1	1	2	0.6%

Spanish	689	692	591	479	283	81.8%
Vietnamese	3	3	2	2	1	0.3%
Totals	845	851	716	587	346	100.0%

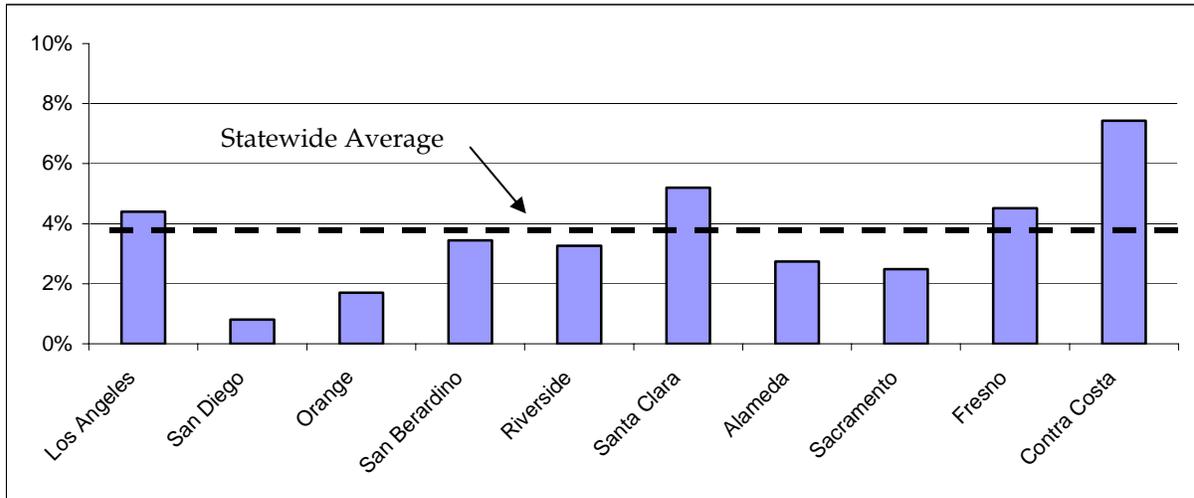
Table 5 includes the ten largest counties based on total certificated staff. Certificated staff consists of teachers, administrators, and services personnel (counselors, librarians, nurses, etc.). The percentage of emergency permits and waivers allow the reader to make comparisons between the counties, even though the size of the counties may vary. The table shows that Los Angeles County employed the largest number of individuals on emergency permits, while Contra Costa County had the largest percentage of employees on emergency permits at 7.5%. No counties utilized waivers for more than 1% of their total certificated staff.

Table 5
Permits and Waivers Issued in Ten Largest Counties
Compared to Certificated Staff

Ten Largest Counties	Total Teaching Staff	Emergency Permits	% on Permits	Total Certificated Staff	Waivers	% on Waivers
Los Angeles	80,320	3,636	4.5%	93,453	383	0.4%
San Diego	24,429	463	1.9%	28,314	28	0.1%
Orange	22,598	582	2.6%	25,630	57	0.2%
San Bernardino	18,588	662	3.6%	21,233	71	0.3%
Riverside	16,530	553	3.4%	18,789	31	0.2%
Santa Clara	12,277	637	5.2%	14,007	84	0.6%
Sacramento	11,541	286	2.5%	13,223	16	0.1%
Alameda	10,714	294	2.8%	12,343	24	0.2%
Fresno	9,303	419	4.5%	10,960	24	0.2%
Contra Costa	8,151	609	7.5%	9,310	80	0.9%

The statewide average usage of emergency permits decreased from 7.2% in 2002-03 to 3.7% in 2003-04. Figure 4 compares the ten largest counties to the statewide average of certificated staff employed on emergency permits. Six of the ten counties were below the statewide average.

Figure 4
Percentage of Certificated Staff Serving on Emergency Permits



To better describe the distribution of the various subject areas, Table 6 displays the highest requested subject areas by county.

Table 6
Number of Emergency Permits Issued to Public Schools by Subject Area and County during 2003-04

Name of County	Science	Math	English	Social Science	Physical Education
Alameda	32	24	9	15	15
Alpine	0	0	0	0	0
Amador	1	0	1	0	0
Butte	3	1	4	2	1
Calaveras	0	1	1	1	0
Colusa	0	0	0	0	0
Contra Costa	56	55	43	29	30
Del Norte	1	1	0	0	0
El Dorado	1	6	5	1	0
Fresno	16	33	31	14	6
Glenn	0	0	1	1	1
Humboldt	0	1	0	0	0
Imperial	10	9	17	2	3
Inyo	0	0	0	0	0

Name of County	Science	Math	English	Social Science	Physical Education
Kern	18	12	20	12	10
Kings	6	4	9	9	3
Lake	0	0	0	0	0
Lassen	3	0	2	1	0
Los Angeles	264	299	276	170	151
Madera	0	1	4	2	1
Marin	0	1	1	0	1
Mariposa	1	0	1	0	0
Mendocino	0	0	0	0	0
Merced	5	14	9	15	4
Modoc	0	0	0	0	0
Mono	0	0	0	0	0
Monterey	21	21	16	22	12
Napa	6	9	3	3	8
Nevada	0	0	0	0	0
Orange	43	52	40	47	17
Placer	1	3	1	0	0
Plumas	0	0	0	0	0
Riverside	43	42	42	41	19
Sacramento	19	20	14	16	11
San Benito	3	2	1	5	2
San Bernardino	49	49	41	23	23
San Diego	23	24	15	15	9
San Francisco	5	9	3	1	6
San Joaquin	9	11	19	10	6
San Luis Obispo	0	0	0	0	0
San Mateo	11	12	17	9	5
Santa Barbara	5	4	2	4	2
Santa Clara	41	45	38	25	23
Santa Cruz	5	8	10	13	3
Shasta	1	0	2	1	0
Sierra	0	0	0	0	0
Siskiyou	0	0	0	0	0
Solano	16	11	13	12	8
Sonoma	2	1	4	0	2
Stanislaus	1	8	6	6	3

Name of County	Science	Math	English	Social Science	Physical Education
Sutter	0	1	2	2	0
Tehama	0	0	0	0	0
Trinity	0	0	0	0	0
Tulare	10	10	9	7	4
Tuolumne	0	0	2	1	1
Ventura	9	13	9	9	7
Yolo	1	5	6	1	1
Yuba	1	1	1	3	0
Totals	742	823	750	550	398

Credential Waivers

Since July 1, 1994, the California Commission on Teacher Credentialing has had the sole authority to review requests by employing school districts to temporarily waive specific credential requirements for individuals. Prior to that date, the authority to grant waivers was vested in the State Board of Education. Waivers are requested by employing agencies when they have exhausted their attempts to find a credentialed individual or an individual who is eligible for an emergency permit. When adopting regulations and developing procedures for exercising its authority, the Commission established as the fundamental goal of the waiver process the transitioning of individuals from waivers to emergency permits and ultimately to full credentials.¹

Since the requirements for credential waivers are at a level below those for emergency permits, regulations require that every waiver presented to the Commission's Appeals and Waivers Committee must go through a public notice process at the local level. Governing boards of public school districts must approve each waiver in a public meeting. County offices of education and non-public schools must post, in a public place for 72 hours, a notice that they are employing individuals in specific assignments on waivers. This process notifies the public that a non-credentialed individual will be teaching in a public school classroom.

According to the California Basic Education Data System (CBEDS) data maintained by the California Department of Education, during 2003-04 there were 343,065 certificated staff in the public schools including administrators, counselors, psychologists, and elementary, secondary, and special education teachers. Table 1 below displays the number of waivers the Commission has issued compared to the number of certificated staff. The numbers do not include waivers granted for 30-day substitute teaching as substitutes are not included in the CBEDS data. The table shows that the percentage of certificated staff serving on waivers has decreased over the last six years despite an increase in the number of certificated employees over the same period.

The data in Table 7 reflects the number of waivers issued to public schools in California. Please see section II and III for the non-public and charter school waiver data.

¹ The State Board of Education or the Superintendent of Public Instruction retains the legal authority to review all waiver requests that do not involve credentialing.

**Table 7
Total Waivers Issued as Compared to Total Certificated Staff**

Fiscal Year	Certificated Employees	Waivers	Percentage
1995-96	266,543	3,560	1.3 %
1996-97	278,871	4,395	1.6 %
1997-98	300,577	4,768	1.6 %
1998-99	314,352	3,862	1.2 %
1999-00	326,168	3,678	1.1 %
2000-01	336,751	3,238	1.0%
2001-02	343,057	2,803	0.8%
2002-03	347,193	2,004	0.6%
2003-04	343,065	1,078	0.3%

Types of Credential Waivers

Table 8 displays the types of credential waivers issued to public schools during the last five fiscal years for which data is available. The total number of waivers issued in 2003-04 decreased by 47.5% over 2002-03. This compares to the 38.3% decrease experienced the previous fiscal year. Significant decreases occurred in all three types of teaching waivers (multiple subject, single subject, and special education) issued by the Commission. 30-Day substitute permits accounted for the majority of waivers issued, at 42% of the total.

**Table 8
Credential Waivers Issued, 1999-00 through 2003-04**

Permit/Credential Type	1999-00	2000-01	2001-02	2002-03	2003-04	% change from 02-03
30-Day Substitute	2,134	2,886	2,973	1,560	792	- 49.2%
Multiple Subject	300	234	149	103	34	- 67.0%
Single Subject	525	607	444	197	69	- 65.0%
Special Education	1,899	1,424	1,185	780	355	- 54.5 %
Resource Specialist	0	0	0	0	0	0.0%
Reading Specialist	340	269	241	192	12	- 93.8%
Adapted PE	125	131	141	135	101	- 25.2%
Clinical or Rehabilitative	245	314	380	406	360	- 11.3%
Administrative Services	17	31	34	13	6	- 53.9%
Pupil Personnel Services	67	67	74	45	15	- 66.7%
Library Media	47	63	49	54	27	- 50.0%
Other	113	98	106	79	99	25.3%
Totals	5,812	6,124	5,776	3,564	1,870	- 47.5%

Figure 5 and 6 illustrate, by percentage, the types of credential waivers issued in 2002-03 and 2003-04. The overall number of waivers decreased by 1,694, or 47.5%. Figure 6 shows that the majority of waivers issued during 2003-04 continued to be for 30-day substitute positions.

Figure 5
Types of 2002-03 Credential Waivers by Percentage
3,546 Waivers

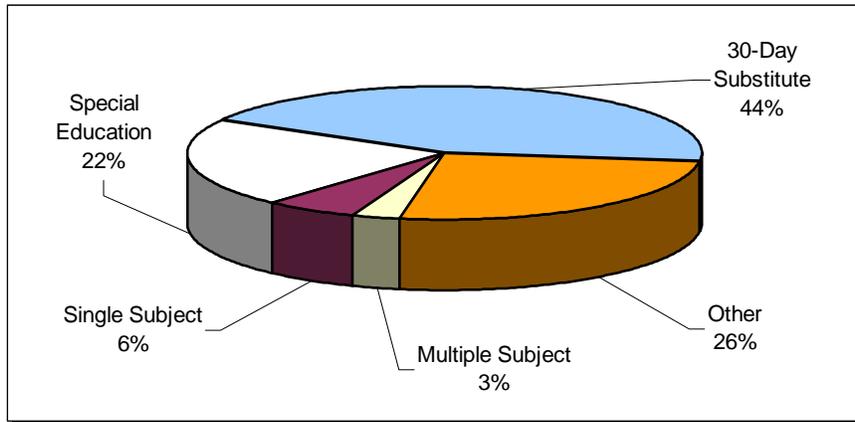
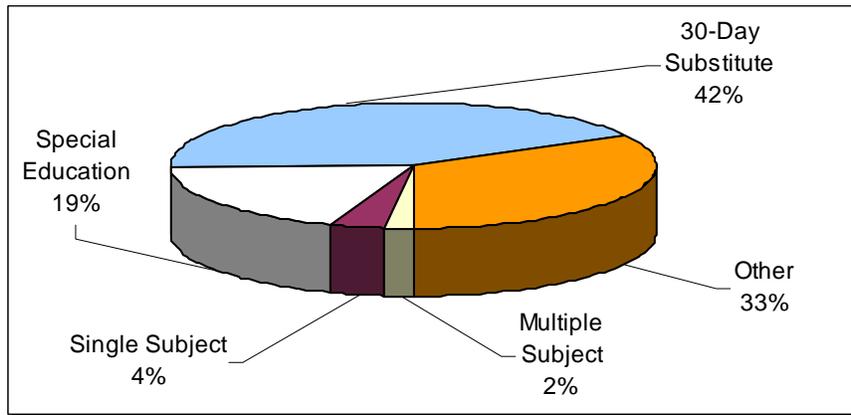


Figure 6
Types of 2003-04 Credential Waivers by Percentage
1,870 Waivers



Subject Authorizations on Single Subject Credential Waivers

Table 9 is a breakdown of the specific teaching subject authorizations of single subject credential waivers issued for the last five fiscal years.

**Table 9
Single Subject Authorizations on Credential Waivers**

Subject	1999-00	2000-01	2001-02	2002-03	2003-04	% of 2003-04 Total
Agriculture	1	1	0	0	0	0.0%
Art	8	7	12	4	0	0.0%
Business	3	10	7	2	1	0.5%
English	35	69	32	13	4	1.9%
*Language Other Than English Total	46	65	60	26	14	6.6%
Health Science	10	3	5	3	1	0.5%
Home Economics	2	3	1	0	0	0.0%
Industrial Tech Education	9	1	4	1	3	1.4%
Mathematics	227	290	208	90	31	14.6%
Music	31	27	17	9	2	0.9%
Physical Education	53	62	33	12	4	1.9%
**Science Total	84	97	76	45	11	5.2%
Social Science	16	23	16	6	1	0.5%
Totals	525	658	471	211	72	100%

* Language Other Than English Areas	1999-00	2000-01	2001-02	2002-03	2003-04	% of 2003-04 Total
American Sign Language	n/a	n/a	n/a	n/a	1	7.1%
French	3	10	9	5	0	0.0%
German	0	2	1	0	0	0.0%
Italian	0	0	0	1	0	0.0%
Japanese	3	5	2	0	0	0.0%
Korean	0	0	1	0	1	7.1%
Latin	0	1	0	0	0	0.0%
Mandarin	2	1	0	0	1	7.1%

* Language Other Than English Areas (cont.)	1999-00	2000-01	2001-02	2002-03	2003-04	% of 2003-04 Total
Pilipino	0	0	0	1	1	7.1%
Portuguese	0	0	0	1	1	7.1%
Punjabi	0	0	1	0	0	0%
Spanish	37	45	46	18	9	64.3 %
Vietnamese	1	1	0	0	0	0%
Totals	46	65	60	26	14	100%

** Science Subject Areas:	1999-00	2000-01	2001-02	2002-03	2003-04	% of 2003-04 Total
Science: Biological Science	51	62	37	24	7	63.6%
Science: Chemistry	14	20	19	9	2	18.2%
Science: Geosciences	11	6	7	1	1	9.1%
Science: Physics	8	9	13	11	1	9.1%
Totals	84	97	76	45	11	100%

Section II

Charter Schools

Charter schools are public schools that provide instruction in any of grades K-12. In 1998-99, the maximum total number of charter schools authorized to operate in the state was set at 250 by Section 47602 of the Education Code. Additionally, in the 1999-2000 school year, and each successive school year thereafter, an additional 100 charter schools are authorized to operate in California. Charter schools are usually created or organized by a group of teachers, parents and community leaders, or a community-based organization. Furthermore, charter schools are usually sponsored by an existing local public school board or county board of education. Specific goals and operating procedures for the charter schools are detailed in an agreement, or charter, between the sponsoring board and charter organizers. Passage of Assembly Bill 544 (Lempert, Statutes of 1998, Chapter 34), effective January 1, 1999, required all charter school teachers to hold a Commission issued certificate, permit, or other equivalent document to that which a teacher in a public school would be required to hold. This requirement, as well as a general increase in the overall number of new charter schools in the state, has led to increases in the issuance of permits and waivers to charter schools over the past three years.

Table 10 displays the number of emergency permits and credential waivers issued to charter schools by county over the past three fiscal years. Tables 11 and 12 display the types of emergency permits and credential waivers issued during 2003-04.

Table 10
The Number of Emergency Permits and Credential Waivers
Issued to Charter Schools by County from 2001-02 through 2003-04

County	Permits 2001-02	Waivers 2001-02	Total 2001-02	Permits 2002-03	Waivers 2002-03	Total 2002-03	Permits 2003-04	Waivers 2003-04	Total 2003-04
Alameda	13	2	15	29	5	34	53	1	54
Contra Costa	11	4	15	5	0	5	0	1	1
El Dorado	3	0	3	3	0	3	3	0	3
Humboldt	3	0	3	0	0	0	1	0	1
Kern	4	0	4	1	0	1	1	0	1
Kings	7	0	7	3	0	3	0	0	0
Fresno	44	7	51	36	3	39	34	2	36
Lassen	1	0	1	2	0	2	0	0	0
Los Angeles	252	8	260	331	7	338	270	10	280
Madera	0	0	0	1	0	1	2	0	2
Marin	1	0	1	0	0	0	0	0	0
Mendocino	6	0	6	4	0	4	1	0	1
Modoc	2	0	2	0	0	0	1	0	1

County	Permits 2001-02	Waivers 2001-02	Total 2001-02	Permits 2002-03	Waivers 2002-03	Total 2002-03	Permits 2003-04	Waivers 2003-04	Total 2003-04
Mono	0	0	0	0	0	0	0	0	0
Monterey	9	0	9	6	0	6	8	0	0
Nevada	7	0	7	6	0	6	4	0	4
Orange	10	0	10	12	0	12	16	0	16
Placer	13	0	13	20	2	22	3	1	4
Riverside	13	0	13	16	0	16	8	0	8
Sacramento	33	0	33	15	0	15	5	1	6
San Bern.	62	1	63	76	0	76	90	1	91
San Diego	85	1	86	70	1	71	53	0	53
San Francisco	13	0	13	15	0	15	14	0	14
San Joaquin	16	0	16	4	0	4	9	0	9
San L. Obispo	0	0	0	1	0	1	1	0	1
San Mateo	19	3	22	19	1	20	12	4	16
Santa Barbara	4	0	4	1	0	1	2	0	2
Santa Clara	1	2	3	14	2	16	20	0	20
Santa Cruz	8	0	8	10	1	11	12	3	15
Shasta	0	0	0	1	0	1	1	0	1
Sierra	2	0	2	0	0	0	0	0	0
Siskiyou	1	0	1	0	0	0	0	0	0
Solano	0	0	0	1	0	1	5	1	6
Sonoma	5	1	6	2	1	3	4	0	4
Stanislaus	3	0	3	5	1	6	5	0	5
Sutter	2	0	2	3	0	3	1	0	1
Tulare	0	1	1	0	0	0	0	0	0
Ventura	0	0	0	1	2	3	0	0	0
Yuba	7	0	7	5	0	5	2	0	2
Statewide	169	5	174	237	5	242	190	0	190
Totals	829	35	864	955	31	986	831	25	856
% Change			62.4%			14.1%			-13.2%

Table 11
Types of Emergency Permits Issued to Charter Schools in 2003-04

Types of Emergency Permits	Number	% of Total
Single Subject	362	43.6%
Multiple Subject	434	52.2%
Education Specialist	35	4.2%
Total	831	100.0

Table 12
Types of Credential Waivers Issued to Charter Schools in 2003-04

Types of Credential Waivers	Number	% of Total
Single Subject	8	32.0%
Multiple Subject	13	52.0%
Education Specialist	3	12.0%
Clinical and Rehabilitative Services	1	4.0%
Designated Subjects	0	0.0%
Total	25	100.0

SECTION III

Non-Public Schools and Agencies

Non-Public schools and agencies are licensed by the California Department of Education based upon standards in the Education Code and California Code of Regulations, Title 5, to serve special education students through contracts with public school districts. One of the licensing requirements for these schools is to employ credentialed special education teachers, the same as public school districts. Due to the statewide shortage of special education teachers, non-public schools experience difficulty in recruiting special education teachers so they request emergency permits and credential waivers to meet their staffing needs. Individuals employed on emergency permits and credential waivers at non-public schools must meet the same requirements as those employed by public schools.

Table 13 displays the number of emergency permits and credential waivers issued to non-public schools and agencies by county for the past three fiscal years. In October of 1997, requirements for emergency special education permits changed to no longer require that an individual hold a regular education credential to qualify for the permit. While that remains as an option to qualify, the new regulations allow individuals with appropriate course work or experience to obtain the permit, which has helped many more individuals qualify for the permit. Tables 14 and 15 display the types of emergency permits and waivers issued during fiscal year 2003-04.

Table 13
The Number of Emergency Permits and Credential Waivers
Issued to Non-Public Schools by County from 2001-02 through 2003-04

County	Permits 2001-02	Waivers 2001-02	Total 2001-02	Permits 2002-03	Waivers 2002-03	Total 2002-03	Permits 2003-04	Waivers 2003-04	Total 2003-04
Alameda	25	33	58	26	29	55	22	23	45
Butte	0	0	0	3	0	3	2	0	2
Contra Costa	21	25	46	38	20	58	34	13	47
El Dorado	1	1	2	4	0	4	2	0	2
Fresno	0	0	0	0	0	0	0	0	0
Kern	1	0	1	3	0	3	1	0	1
Los Angeles	293	413	706	362	413	775	368	361	729
Marin	8	1	9	7	1	8	6	2	8
Mendocino	0	0	0	0	0	0	0	0	0
Merced	0	0	0	0	2	2	3	1	4
Monterey	1	0	1	1	0	1	0	0	0
Napa	3	1	4	2	0	2	6	0	6
Nevada	4	4	8	5	4	9	5	5	10
Orange	34	42	76	45	39	84	64	29	93
Placer	1	0	1	1	0	1	1	0	1

County (cont.)	Permits 2001-02	Waivers 2001-02	Total 2001-02	Permits 2002-03	Waivers 2002-03	Total 2002-03	Permits 2003-04	Waivers 2003-04	Total 2003-04
Riverside	26	47	73	21	47	68	39	38	77
Sacramento	57	38	95	65	45	110	68	40	108
San Benito	0	0	0	0	1	1	0	0	0
San Bern.	19	33	52	29	31	60	18	20	38
San Diego	71	13	84	67	20	87	69	7	76
San Francisco	12	9	21	17	3	20	9	4	13
San Joaquin	5	1	6	5	2	7	3	1	4
San Mateo	0	0	0	0	4	4	3	0	3
Santa Barbara	6	3	9	4	1	5	1	0	1
Santa Clara	19	11	30	20	11	31	16	7	23
Santa Cruz	3	0	3	3	0	3	4	0	4
Shasta	1	0	1	3	0	3	3	0	3
Solano	5	8	13	7	6	13	7	7	14
Sonoma	10	1	11	7	1	8	2	3	5
Stanislaus	7	5	12	14	0	14	13	5	18
Tulare	0	0	0	0	0	0	0	0	0
Ventura	5	1	6	5	2	7	6	0	6
Yolo	5	1	6	3	1	4	2	3	5
Statewide	45	12	45	41	39	80	27	27	54
Totals	688	703	1,391	808	722	1,530	804	596	1,400
% Change			+4%			+10%			- 8.5%

Table 14
Types of Emergency Permits Issued to Non-Public Schools and Agencies in 2003-04

Types of Emergency Permits	Number	% of Total
Clinical & Rehabilitative Services	1	0.1%
Single Subject	9	1.1%
Multiple Subject	7	0.9%
Special Education	787	97.9%
Total	804	100%

Table 15
Types of Credential Waivers Issued to Non-Public Schools and Agencies in 2003-04

Types of Emergency Waivers	Number	% of Total
Designated Subjects/Special Subjects	11	1.8%
Adaptive Physical Education	26	4.4%
Clinical & Rehabilitative Services	10	1.7%
Special Education	546	91.6%
Single Subject	0	0.0%
Multiple Subject	0	0.0%
Pupil Personnel Services	3	0.5%
Total	596	100%

SECTION IV

Emergency Substitute Teaching Permits and Waivers:

Substitute teachers serve an important function in the educational system by filling in as the teacher when the full-time teacher is unavailable. For an individual to qualify for the substitute emergency permit, he or she must possess a bachelor's or higher degree (90 semester units for the Prospective Teaching Permit) from a regionally accredited college or university and pass the CBEST. All substitutes must also complete the Commission's professional fitness review. The 30-day (60 days for the Career Teaching Permit) reference in the title of the permit means that an individual can substitute for no more than thirty days for a single teacher during a school year. They may, however, substitute for an unlimited number of days for various teachers throughout the school year. The substitute permit is intended to meet the day-to-day substitute needs of a school district, and is not intended to serve as a long-term assignment alternative.

During the 2003-04 school year, the Commission issued 57,083 emergency substitute permits. Of these, 55,565 were for the 30-Day Substitute Emergency Permits, 1,336 were for the Prospective Substitute Permit, and 182 were for the Career Substitute Permit. Districts also requested 792 30-Day Substitute Waivers to meet the demand. Districts may request a substitute credential waiver to waive either CBEST, the bachelor's degree, or on rare occasions, both. Table 16 illustrates the number of permits and credential waivers issued during the past six years.

Table 16
Number of Emergency 30-Day Substitute Permits and Waivers
Issued from 1998-99 through 2003-04

30-Day Substitute Permits	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	% change from 2002-03
Total Permits	41,699	45,022	48,883	57,536	59,233	57,083	- 2.2%
30-Day	41,208	43,701	46,928	55,341	57,296	55,565	- 3.0%
Prosp. Teach	424	1211	1,822	2,045	1,773	1,336	- 24.6%
Career Subs.	67	110	133	150	164	182	11.0%
Total Waivers	2,067	2,134	2,886	2,973	1,560	792	- 49.2%

The following defines the authorizations for the three types of substitute permits issued by the Commission.

- The Emergency 30-Day Substitute Teaching Permit authorizes the holder to serve as a day-to-day substitute teacher in any classroom, including preschool, kindergarten, and grades 1-12 inclusive. However, the holder may not serve as a substitute for more than 30 days for any one teacher during the school year.
- The Emergency Substitute Teaching Permit for Prospective Teachers authorizes the holder to serve as a day-to-day substitute teacher in any classroom, including preschool, kindergarten, and grades 1-12 inclusive. The holder may serve as a substitute for no more than 20 days for any one teacher and may only serve for a maximum of 90 days during the school year.
- The final type of emergency permit, the Emergency Career Substitute Teaching Permit authorizes the holder to serve as a day-to-day substitute teacher in any classroom, including preschool, kindergarten, and grades 1-12 inclusive. The holder may serve as a substitute for no more than 60 days for any one teacher during the school year.

Section V

Summary and Conclusions

The Commission has issued emergency permits for over 30 years. Recent developments in California have focused attention on public education and, in particular, the need for credentialed teachers. This ninth-annual report on the subject has been prepared to provide information on the utilization of emergency permits and credential waivers by California employers in 2003-04, and does not attempt to explain why counties and districts experience difficulty recruiting credentialed teachers.

The main findings of this report are:

- 10,967 emergency permits were issued to public schools in 2003-04; a 49.2% decrease over 2002-03. Of these, 10,242 emergency permits were issued strictly for teaching purposes (elementary, secondary, and special education); a 50.2% decrease over 2002-03.
- 2,965 multiple subject emergency permits were issued during 2003-04; a 63.6% decrease over 2002-03. The decrease can be attributed, in large part, to the increase in the number of candidates in the California pre-internship teaching programs, and internship programs offered through universities and school districts.
- 3,637 single subject emergency permits were issued during 2003-04; a 47.9% decrease over 2002-03; marking the third consecutive annual decline in the number of emergency single subject permits issued.
- 3,640 education specialist emergency permits were issued during 2003-04; a 33.1% decrease over 2002-03. The resource specialist permit has continued to decrease since the authorization is now incorporated under the Education Specialist emergency permit.
- 856 emergency permits and waivers were issued to Charter Schools during 2003-04; a 13.2% decrease over 2002-03. As a result of Assembly Bill 544 (Lempert) (Statutes of 1998, Chapter 34), all charter school teachers are required to hold a Commission issued certificate, permit, or other equivalent document to that which a teacher in a public school would be required to hold.
- 1,870 waivers were issued during 2003-04; a 47.5% decrease over 2002-03. Of these, 458 were issued strictly for teaching purposes (elementary, secondary, and special education); a 57.6% decrease over 2002-03.

Section VI

Emergency Permit Requirements

Current Requirements for Emergency Permits

The Commission currently issues eleven types of emergency permits (see appendix B). Emergency permits are valid for one year and authorize the holder to provide the same service as a full teaching credential. Employers applying on behalf of individuals for any of these permits must verify that those individuals have met minimum requirements before the permits are issued. Some of these requirements are general to all types of emergency permits, while others are specific to the type of permit requested. All emergency permits require the holder to complete specific requirements while he or she holds the permit in order to be eligible for a reissuance of the emergency permit for another year.

General Requirements for All Emergency Permits

The applicant must verify that he or she possesses a baccalaureate or higher degree from a regionally accredited college or university, pass the California Basic Education Skills Test (CBEST), complete the specific requirements for the permit requested as described in the next section of this report, and pass a character and identification clearance.

All employing agencies requesting emergency permits are required to file a Declaration of Need for Fully Qualified Educators. This Declaration is submitted each school year prior to the Commission issuing emergency permits to individuals employed by the agency. The employing agency states on the Declaration of Need its estimate of need for each type of emergency permit. The Declaration must be approved in a public meeting of the agency's governing board. Through this process, the governing board and the public are informed of the number of individuals that the district reasonably expects to employ with emergency permits. Having the Declaration approved by the board not only informs the board of the district's shortage areas, but also allows for policy discussions such as why there is a shortage, whether it is statewide or restricted to the district, and whether the district can recruit or develop fully qualified and credentialed staff.

As a condition for employing emergency permit holders, the district must agree to provide permit holders with orientation, guidance and assistance. The orientation and training must occur prior to the individual being placed in a classroom and must include curriculum training, effective techniques of classroom instruction and effective techniques of classroom management. The emergency permit regulations also require the employing district to assign a certified and experienced educator to guide and assist the emergency permit holder. In addition, the certified and experienced educator must have at least three years of full-time classroom teaching experience. Emergency permits are valid for one year and are restricted to the district requesting the permit.

Specific Requirements for Emergency Permits

In order to qualify for an emergency permit, an applicant must meet the general requirements listed above and the requirements specific to the type of permit requested. Specific requirements are listed below by permit type:

Multiple Subject Emergency Teaching Permit

- (1) The applicant must provide written intent to complete the requirements for reissuance of the permit during the valid period of the permit.
- (2) The applicant must verify one of the following:
 - (a) passage of the Multiple subject Assessment for Teachers (MSAT); or

- (b) completion of at least 10 semester units of college course work in each of any four of the following subject areas: Language Studies, Literature, History, Social Science, Mathematics, Science, Humanities, Art, Physical Education and Human Development. (The fourth 10-unit area may also be a combination of any two-subject areas not previously used.)

Single Subject Emergency Teaching Permit

- (1) The applicant must provide written intent to complete the requirements for reissuance of the permit during the valid period of the permit.
- (2) The applicant must verify one of the following:
 - (a) passage of the examination(s) approved by the Commission to verify appropriate knowledge of the subject to be listed on the permit, or
 - (b) verification of at least 18 semester units, or nine upper division or graduate semester units of college course work in the subject to be listed on the permit.

Emergency Multiple or Single Subject Teaching Permit with CLAD Emphasis

The requirements for these permits are the same as for the permits listed above.

Emergency Multiple or Single Subject Teaching Permit with BCLAD Emphasis

The requirements for these permits are the same as for the basic multiple and Single Subject emergency teaching permits except that the applicant must verify proficiency in the language to be listed on the permit by one of the following means:

- (1) passage of one of the examinations approved by the Commission for this specific purpose, or
- (2) passage of a Commission-approved oral language proficiency assessment administered by a California college or university, or
- (3) possession of a three-year or higher degree from a foreign college or university in which all instruction was delivered in the language to be listed on the permit.

Emergency Cross-cultural, Language and Academic Development (CLAD) Permit

The applicant for this permit must possess a valid California teaching credential or children's center permit excluding emergency permits, internship credentials, exchange and sojourn credentials.

Emergency Bilingual, Cross-cultural, Language and Academic Development (BCLAD) Permit

The applicant for this permit must:

- (1) possess a valid California teaching credential or children's center permit excluding emergency permits, internship credentials, exchange and sojourn credentials; and
- (2) verify proficiency in the language to be listed on the permit by one of the following means:
 - (a) passage of one of the examinations approved by the Commission for this specific purpose, or
 - (b) passage of a Commission-approved oral language proficiency assessment administered by a California college or university, or
 - (c) possession of a three-year or higher degree from a foreign college or university in which all instruction was delivered in the language to be listed on the permit, or
 - (d) possession of a valid California Single Subject or Standard Secondary teaching credential with a major in the language to be listed on the permit.

Emergency Education Specialist Instruction Permit

- (1) The applicant must provide written intent to complete the requirements for reissuance of the permit during the valid period of the permit.
- (2) The applicant must verify one of the following:
 - (a) possession of a valid basic California teaching credential; or
 - (b) possession or eligibility for an out-of-state Special Education credential requiring a baccalaureate degree and preparation program; or
 - (c) a minimum of three years successful classroom experience working with Special Education students in a public or state-certified school; or

- (d) a minimum of nine semester units in special education or in a combination of special education and regular education that are appropriate to a special education or regular education teaching credential.

Emergency Resource Specialist Permit

The applicant for this permit must:

- (1) either possess a valid basic California teaching credential or possess or show eligibility for an out-of-state Special Education credential and
- (2) submit a statement indicating intent to enroll in a Commission-approved program for one of the following:
 - (a) Education Specialist Instruction Credential, which authorizes service as a Resource Specialist;
 - (b) one of the credentials prerequisite to the Resource Specialist Certificate; or
 - (c) Resource Specialist Certificate itself.

Emergency Library Media Teacher Services Permit

Individuals holding a valid California teaching credential must:

- (1) provide written intent to complete the requirements for reissuance of the permit during the valid period of the permit.
- (2) verify possession of a valid basic California Teaching Credential.

Individuals holding an out-of-state credential authorizing service as a librarian must:

- (1) provide written intent to complete the requirements for reissuance of the permit during the valid period of the permit and
- (2) show possession of, or eligibility for, the out-of-state librarian credential.

Emergency Clinical or Rehabilitative Services Permit in Language, Speech and Hearing, Including Special Class Authorization – (No longer issued – renewals only)

Emergency Clinical or Rehabilitative Services Permit in Language, Speech and Hearing – (No longer issued – renewals only)

Reissuance Requirements for Emergency Permits

For the first reissuance only, all of the following requirements must be satisfied:

- (1) the employing agency must verify that orientation, guidance and assistance have been provided,
- (2) obtain an evaluation by a Commission-accredited professional preparation institution identifying requirements the emergency permit holder must complete to be eligible for the related credential,
- (3) verify that holders of the emergency multiple or single subject teaching permits, emergency multiple or single subject teaching permits with either a CLAD or BCLAD emphasis, and the emergency education specialist instruction permit have completed one of the following:
 - a) take the appropriate subject matter examination(s) if the holder has not completed the subject matter knowledge requirement prior to applying for the permit, or
 - b) complete at least six semester units or nine-quarter units of approved course work (with a grade of "C" or better, non-remedial) in a Commission-accredited professional preparation program or subject matter program required for issuance of the related credential. The course work must be completed after the issuance date of the emergency permit that is being reissued and prior to the requested reissue date of the permit. The appropriate college or university must verify the course work, or
 - c) complete a minimum of ninety hours of professional development activities that are directly related to the subject or class authorized by the emergency permit if the applicant is employed by an employing agency with a Plan to Develop Fully Qualified Educators which has been approved by the Commission.

For all subsequent reissuances, both of the following requirements must be satisfied:

- (1) the employing agency must verify that orientation, guidance and assistance have been provided,

- (2) completion of at least six semester units or nine-quarter units of approved course work (with a grade of "C" or better, non-remedial) in a Commission-accredited professional preparation program or subject matter program required for issuance of the related credential. The appropriate college or university must verify this.

The employing agency must have on file with the Commission, an annual Declaration of Need for Fully Qualified Educators.

Section VII

Credential Waiver Requirements:

The Credential Waiver Process

Credential waivers are utilized by county offices of education, school districts and non-public schools to fill certificated positions when individuals holding credentials are unavailable. When an employing agency reviews its staffing needs and recruits for various positions, it first must attempt to fill a position with an appropriately credentialed employee. If a credentialed individual is not available, the employer must explore the feasibility of employing an individual in an internship capacity. If a university or district internship program is not available, the employer may request an emergency permit. When the employer is unable to find an individual who qualifies for the emergency permit, it then requests a variable term waiver for the best qualified applicant available.

The Education Code [Section 44225(m)] authorizes the Commission to grant two types of waivers, short-term and variable term. Short-term waivers give local agencies the ability to cover unanticipated, immediate, short-term needs with teachers who hold a basic credential, but are assigned to teach outside of their credential authorization for one semester or less with their consent. These waivers are reported to the county offices of education for assignment monitoring purposes. This report does not include information pertaining to short-term waivers.

Variable term waivers provide additional time for individuals to complete credential requirements or provide employing agencies with time to find an individual who either holds an appropriate credential or qualifies under one of the available assignment options. Waivers are issued for one calendar year and the individual on the waiver must demonstrate progress by completing an examination or coursework toward the credential. Variable term waivers include:

- (1) waivers to facilitate assignment in school programs addressing issues of educational reform,
- (2) waivers to employ or assign identified individuals when the employing agency finds there is an insufficient number of certificated persons who meet the specified employment criteria for the position,
- (3) waivers to temporarily exempt geographically isolated regions, which have severely limited ability to develop personnel, from specific state requirements for educator preparation, licensing or assignment, or
- (4) other temporary waivers approved at the discretion of the Commission.

Requests by employing school districts for waivers of credential requirements are reviewed by the Appeals and Waivers Committee of the Commission at each monthly meeting. The Committee has established criteria to guide employing agencies, Commission staff, and Commissioners in the preparation and review of waiver applications. The general criteria for credential waiver requests follows.

General Criteria for All Waiver Requests

Waiver requests must meet all of the following criteria before they will be placed on the Commission's consent calendar.

- *Recruitment:* There is acceptable evidence that the employer has verified that they have attempted to recruit a fully credentialed individual for this assignment.
- *Credential Goal:* There is evidence that the waiver request is in a subject matter area known to have substantial shortages of credentialed personnel. This is determined by a periodic review of the number of waiver requests and emergency permits issued during the prior year. Currently, the established shortage areas are: Special Education including the resource setting, speech therapy, education for

limited English proficient students, math and science instruction, reading instruction, driver education and training, library media services, and multiple subject instruction.

- *Qualifications:* There is acceptable evidence that the employing agency has provided sufficient information to explain why the applicant is the best available person for the position. Such information may include verification of the completion of a degree, CBEST, part or all of a professional preparation program, or related experience.
- *Assignment:* There is evidence that this person has not been identified as misassigned in this assignment by the employing agency, or if the person has been identified as misassigned, there is evidence that action other than requesting a waiver was taken as a result of that misassignment.
- *Commitment:* There is acceptable evidence that the individual will have ongoing support and assistance provided by district personnel who hold a credential in the area of the waiver.

Criteria for Services Credential Waivers

Variable term waivers for pupil personnel and administrative services credentials have additional criteria that must be met since there is no substantial statewide shortage of individuals who hold these credentials.

- *Personnel Shortage:* There is written documentation that no credentialed candidates applied for the position or that credentialed candidates did not meet specific employment criteria (i.e., special skills as described below) for the assignment. The employer must briefly explain why each credentialed candidate was not selected for the position.
- *Special Skills: Services, Experience and Expertise:* There is written documentation that this individual possesses special skills, or that he or she can provide special services to the pupils served by the employer and that, by virtue of this individual's training, experience or expertise, he or she is the best person for this assignment. Such written documentation shall be in the form of a state license or advanced degree in a field directly related to the proposed assignment. For example, a district seeking a waiver of a pupil personnel services credential may provide written documentation that the individual holds a Masters of Social Work degree from an accredited institution. An example of a special skill is proficiency in a second language spoken by the students in the district.
- *Program Enrollment:* There is written documentation that this individual is enrolled in a program of professional preparation leading to the appropriate services credential and that he or she is close to completing all requirements for the credential. Such written documentation shall include specific information on the number and type of courses completed, along with the anticipated date for program completion. Written documentation from the authorized administrator at the university verifying the individual's current status in the credential program and the anticipated completion date of the program must be submitted.

Once an employing agency determines that an individual meets the criteria, the variable term waiver must be approved by the local governing board for public school districts. In the case of county offices of education and non-public schools licensed by the California Department of Education, they must complete a public notice process. The minutes of the governing board attesting to the approval of the waiver request or a copy of the public notice must be included with the waiver application.

After Commission staff has reviewed the waiver request and determined that all information is included, the waiver is placed on the Commission agenda to be considered by the Appeals and Waivers Committee. Depending on the circumstances for each application, the waiver request may be placed on the *consent calendar*, which means the waiver has met all of the Committee's criteria for approval. It may be placed on the *conditions calendar* for which criteria has also been approved. The conditions recommended by staff depend on the circumstances of each case, but generally require that the applicant complete at least six semester units toward the credential goal or pass one or more sections of CBEST during the term of the waiver. These conditions are printed on the waiver document.

The credential waiver waives only specific academic requirements for a credential. All credential waiver holders must complete the same character and identification clearance as credentialed teachers. The character and identification clearance consists of a fingerprint review of any criminal history by both the California Department of Justice and the Federal Bureau of Investigation, and when necessary, the Commission's Committee of Credentials and Division of Professional Practices.

Appendix A

Emergency Teachers: An Historic Overview

Prior to the creation of the California Commission on Teacher Credentialing (CCTC), the State Department of Education issued Provisional Credentials to persons who met minimum qualifications, but had not completed a teacher preparation program. This was the pre-1970 antecedent to the emergency credential or permit, which the state has issued regularly for over 30 years.

The Teacher Preparation and Licensing Act of 1970 (the Ryan Act), created the Commission on Teacher Preparation and Licensing (later the California Commission on Teacher Credentialing) as an independent agency within the Executive Branch of the Government. The act authorized the Commission to issue emergency “credentials” based on “at least 90 semester units of college work.” The 90-semester unit requirement raised the standard for the credential from the 60 semester units required for the provisional credential of the earlier era.

A new emergency credential was adopted by regulation in April 1976 when the Emergency Bilingual Certificate of Competence Teaching Credential became effective. Among the conditions for this emergency credential were the requirements that the applicant complete a minimum of 90 semester units, be assessed for competence in the target language, complete three semester units or staff development in bilingual teaching methodology and have either two years of teaching in a bilingual classroom or be employed as a paraprofessional in a bilingual classroom. The credential authorized the holder to teach any subject in a bilingual class in grades 12 and below. The Commission, by establishing this specific emergency credential, was responding to new California bilingual education legislation (the Chacon-Moscone Act of 1976, Chapter 36, Statutes of 1977) and recognizing the shortage of teachers with bilingual capabilities.

The requirements for emergency credentials or permits continued to evolve over time as new statutory and regulatory changes modified the requirements. In May 1981, the administrative regulations were amended to include enrollment in a degree or credential program and the completion of six semester units as requirements for serving an additional year on the emergency credential. Two important requirements in 1982 were added by statute: a baccalaureate degree and the California Basic Educational Skills Test (CBEST). The CBEST requirement became effective January 1, 1983 while the baccalaureate degree was phased in to become the minimum requirements for all emergency credentials. In 1986, a subject matter requirement for the single subject and the multiple subject emergency permits was established by law. In 1994, the Commission adopted regulations changing the title from "emergency credential" to "permit". (SB 322, Morgan, Chapter 378, Statutes of 1994). New legislation was enacted restricting the number of years an individual may serve on an emergency permit to no more than five. And at its December 2003 meeting, the Commission voted to discontinue the issuance of all multiple subject, single subject, and education specialist emergency permits effective June 30, 2006.

Appendix B

Types of Emergency Permits Currently Issued in California

The following is a list of the types of emergency permits currently issued in California. Following each title is a description of the school setting for each permit:

- Emergency Multiple Subject Teaching Permit, typically used for the elementary classroom;
- Emergency Single Subject Teaching Permit, typically used for the secondary classroom;
- Emergency Multiple Subject Teaching Permit with Cross-cultural, Language and Academic Development (CLAD) Emphasis, which authorizes teaching limited English proficient students;
- Emergency Single Subject Teaching Permit with CLAD Emphasis, which authorizes teaching limited English proficient students;
- Emergency Multiple Subject Teaching Permit with Bilingual, Cross-cultural, Language and Academic Development (BCLAD) Emphasis, which authorizes teaching in a bilingual classroom;
- Emergency Single Subject Teaching Permit with BCLAD Emphasis, which authorizes teaching in a bilingual classroom;
- Emergency Cross-cultural, Language and Academic Development (CLAD) Permit, which authorizes teaching limited English proficient students;
- Emergency Bilingual, Cross-cultural, Language and Academic Development (BCLAD) Permit, which authorizes teaching in a bilingual classroom;
- Emergency Education Specialist Instruction Permit, which authorizes instruction of students with special needs;
- Emergency Resource Specialist Permit, which authorizes the instruction of students with special needs who spend the majority of their school day in a regular education classroom;
- Emergency Clinical or Rehabilitative Services Permit in Language, Speech and Hearing, Including Special Class Authorization, which authorizes service as a speech pathologist and authorizes instruction of children with autism
(no longer issued – renewal only);
- Emergency Clinical or Rehabilitative Services Permit in Language, Speech and Hearing, which authorizes service as a speech pathologist
(no longer issued – renewal only);
- Emergency Library Media Teacher Services Permit, which authorizes services as a librarian.

Appendix C

Table of All Public School Districts

The following information is a combination of the California Basic Education Data System (CBEDS) and CCTC data. The employment data is from the California Department of Education's – California Basic Educational Data System (CBEDS) which is reported each October. The certificated personnel are represented in Full Time Equivalent (FTE) positions. The actual number of personnel at each district may be higher due to part-time employees.

Legend

County	County Name (CBEDS data)
District	School District or County Offices of Education (CBEDS)
Admin	Number of Administrators (CBEDS)
Pupil Svcs (PPS)	Number of Pupil Personnel Services staff (CBEDS)
Teachers	Number of Teachers employed by the district (CBEDS)
Total Cert.	Total number of Certificated Staff (CBEDS)
Permits	Number of emergency permits issued to the district or county (CCTC)
% of Teachers on Permits	Percentage of Teachers serving on emergency permits. Administrators and Services are excluded due to the fact that there are no emergency permits for administrators, and very few service permits. (CCTC)
Waivers	Number of variable term waivers issued to the district or county (CCTC)
% of Cert Staff on Waivers	Percentage of the Total Certificated Staff serving on variable term waivers (CCTC)
% of Cert Staff on P/W	Percentage of Total Certificated Staff serving on either an emergency permit or a variable term waiver (CCTC)

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on PW
ALAMEDA	ALAMEDA CITY UNIFIED	33	37	561	631	8	1.43%	1	1.43%
ALAMEDA	ALAMEDA CO. OFFICE OF EDUCATION	38	2	38	78	8	21.05%		10.26%
ALAMEDA	ALBANY CITY UNIFIED	12	15	160	187	3	1.88%		1.60%
ALAMEDA	BERKELEY UNIFIED	38	41	455	534	15	3.30%		2.81%
ALAMEDA	CALIF. SCHOOL FOR THE BLIND	5	21	28	54		0.00%		0.00%
ALAMEDA	CALIF. SCHOOL FOR THE DEAF	18	44	95	157		0.00%		0.00%
ALAMEDA	CASTRO VALLEY UNIFIED	30	33	392	455	13	3.32%		2.86%
ALAMEDA	DUBLIN UNIFIED	22	12	228	262	5	2.19%		1.91%
ALAMEDA	EMERY UNIFIED	4	4	42	50	2	4.76%		4.00%
ALAMEDA	FREMONT UNIFIED	81	84	1,488	1,653	51	3.43%	2	3.21%
ALAMEDA	HAYWARD UNIFIED	72	74	1,198	1,344	44	3.67%	1	3.35%
ALAMEDA	LIVERMORE VALLEY JOINT UNIFIED	33	92	609	734	20	3.28%	1	2.86%
ALAMEDA	MOUNTAIN HOUSE ELEMENTARY	0	0	3	3		0.00%		0.00%
ALAMEDA	NEW HAVEN UNIFIED	45	51	642	738	26	4.05%	2	3.79%
ALAMEDA	NEWARK UNIFIED	30	19	347	396	17	4.90%	1	4.55%
ALAMEDA	OAKLAND UNIFIED	198	170	2,555	2,923	15	0.59%	10	0.86%
ALAMEDA	PIEDMONT CITY UNIFIED	13	17	154	184	9	5.84%		4.89%
ALAMEDA	PLEASANTON UNIFIED	47	47	675	769	12	1.78%	2	1.82%
ALAMEDA	SAN LEANDRO UNIFIED	30	24	426	480	22	5.16%	3	5.21%
ALAMEDA	SAN LORENZO UNIFIED	38	44	567	649	22	3.88%	1	3.54%
ALAMEDA	STATE BOARD OF EDUCATION CHARTER	2	0	18	20		0.00%		0.00%
ALAMEDA	SUNOL GLEN UNIFIED	8	1	33	42	2	6.06%		4.76%
ALAMEDA Total		797	832	10,714	12,343	294	2.74%	24	2.58%
ALPINE	ALPINE CO. OFFICE OF EDUCATION	2	1	1	4	1	100.00%		25.00%
ALPINE	ALPINE COUNTY UNIFIED	1	2	16	19		0.00%		0.00%
ALPINE Total		3	3	17	23	1	5.88%	0	4.35%
AMADOR	AMADOR CO CYA DISTRICT	3	8	31	42		0.00%		0.00%
AMADOR	AMADOR CO. OFFICE OF EDUCATION	1	10	35	46	5	14.29%		10.87%
AMADOR	AMADOR COUNTY UNIFIED	18	7	199	224	3	1.51%		1.34%
AMADOR Total		22	25	265	312	8	3.02%	0	2.56%
BUTTE	BANGOR UNION ELEMENTARY	1	0	8	9		0.00%		0.00%
BUTTE	BIGGS UNIFIED	3	1	48	52		0.00%		0.00%
BUTTE	BUTTE CO. OFFICE OF EDUCATION	22	19	64	105	15	23.44%		14.29%
BUTTE	CHICO UNIFIED	45	50	686	781	34	4.96%	1	4.48%
BUTTE	DURHAM UNIFIED	6	4	64	74		0.00%		0.00%
BUTTE	FEATHER FALLS UNION ELEMENTARY	0	0	3	3		0.00%		0.00%
BUTTE	GOLDEN FEATHER UNION ELEMENTARY	1	0	12	13		0.00%		0.00%
BUTTE	GRIDLEY UNIFIED	8	8	109	125		0.00%		0.00%
BUTTE	MANZANITA ELEMENTARY	1	1	11	13		0.00%		0.00%
BUTTE	OROVILLE CITY ELEMENTARY	10	12	163	185		0.00%		0.00%
BUTTE	OROVILLE UNION HIGH	12	6	109	127	4	3.67%		3.15%
BUTTE	PALERMO UNION ELEMENTARY	6	2	68	76	1	1.47%		1.32%
BUTTE	PARADISE UNIFIED	23	18	277	318	9	3.25%		2.83%
BUTTE	PIONEER UNION ELEMENTARY	1	0	8	9		0.00%		0.00%
BUTTE	THERMALITO UNION ELEMENTARY	6	5	87	98	1	1.15%		1.02%
BUTTE Total		145	126	1,717	1,988	64	3.73%	1	3.27%
CALAVERAS	BRET HARTE UNION HIGH	4	6	51	61	2	3.92%		3.28%
CALAVERAS	CALAVERAS CO. OFFICE OF ED	6	10	25	41	6	24.00%		14.63%
CALAVERAS	CALAVERAS UNIFIED	17	8	182	207	6	3.30%		2.90%
CALAVERAS	MARK TWAIN UNION ELEMENTARY	3	1	37	41	3	8.11%		7.32%
CALAVERAS	VALLECITO UNION ELEMENTARY	4	2	46	52		0.00%		0.00%
CALAVERAS Total		34	27	341	402	17	4.99%	0	4.23%
COLUSA	COLUSA CO. OFFICE OF EDUCATION	6	13	31	50	2	6.45%		4.00%

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on P/W
COLUSA	COLUSA UNIFIED	7	4	81	92	1	1.23%		1.09%
COLUSA	MAXWELL UNIFIED	2	1	27	30		0.00%		0.00%
COLUSA	PIERCE JOINT UNIFIED	6	1	59	66	2	3.39%		3.03%
COLUSA	WILLIAMS UNIFIED	4	2	51	57	1	1.96%		1.75%
COLUSA Total		25	21	249	295	6	2.41%	0	2.03%
CONTRA COSTA	ACALANES UNION HIGH	21	22	260	303	8	3.08%	1	2.97%
CONTRA COSTA	ANTIOCH UNIFIED	74	38	1,013	1,125	118	11.65%	8	11.20%
CONTRA COSTA	BRENTWOOD UNION ELEMENTARY	19	15	292	326	17	5.82%		5.21%
CONTRA COSTA	BYRON UNION ELEMENTARY	7	8	60	75	2	3.33%		2.67%
CONTRA COSTA	CANYON ELEMENTARY	1	0	3	4		0.00%		0.00%
CONTRA COSTA	CONTRA COSTA CO. OFFICE OF ED	27	30	101	158	16	15.84%		10.13%
CONTRA COSTA	JOHN SWETT UNIFIED	7	6	90	103	14	15.56%		13.59%
CONTRA COSTA	KNIGHTSEN ELEMENTARY	2	1	63	66	2	3.17%		3.03%
CONTRA COSTA	LAFAYETTE ELEMENTARY	12	10	183	205	8	4.37%		3.90%
CONTRA COSTA	LIBERTY UNION HIGH	23	12	198	233	23	11.62%		9.87%
CONTRA COSTA	MARTINEZ UNIFIED	14	17	209	240	3	1.44%	1	1.67%
CONTRA COSTA	MORAGA ELEMENTARY	7	3	90	100		0.00%		0.00%
CONTRA COSTA	MT. DIABLO UNIFIED	118	127	1,867	2,112	158	8.46%	20	8.43%
CONTRA COSTA	OAKLEY UNION ELEMENTARY	17	12	225	254	12	5.33%		4.72%
CONTRA COSTA	ORINDA UNION ELEMENTARY	11	11	131	153	4	3.05%		2.61%
CONTRA COSTA	PITTSBURG UNIFIED	39	31	467	537	23	4.93%		4.28%
CONTRA COSTA	SAN RAMON VALLEY UNIFIED	52	95	1,025	1,172	66	6.44%	5	6.06%
CONTRA COSTA	WALNUT CREEK ELEMENTARY	12	7	172	191	4	2.33%		2.09%
CONTRA COSTA	WEST CONTRA COSTA UNIFIED	123	128	1,702	1,953	131	7.70%	45	9.01%
CONTRA COSTA Total		586	573	8,151	9,310	609	7.47%	80	7.40%
DEL NORTE	DEL NORTE CO. OFFICE OF ED	6	14	59	79	3	5.08%		3.80%
DEL NORTE	DEL NORTE COUNTY UNIFIED	13	7	215	235	3	1.40%	1	1.70%
DEL NORTE Total		19	21	274	314	6	2.19%	1	2.23%
EL DORADO	BLACK OAK MINE UNIFIED	9	3	97	109	1	1.03%		0.92%
EL DORADO	BUCKEYE UNION ELEMENTARY	13	9	199	221	5	2.51%		2.26%
EL DORADO	CAMINO UNION ELEMENTARY	2	0	29	31		0.00%		0.00%
EL DORADO	EL DORADO CO. OFFICE OF ED	20	30	63	113	22	34.92%		19.47%
EL DORADO	EL DORADO UNION HIGH	27	24	317	368	12	3.79%		3.26%
EL DORADO	GOLD OAK UNION ELEMENTARY	3	0	37	40		0.00%		0.00%
EL DORADO	GOLD TRAIL UNION ELEMENTARY	3	0	29	32		0.00%		0.00%
EL DORADO	INDIAN DIGGINGS ELEMENTARY	0	0	2	2		0.00%		0.00%
EL DORADO	LAKE TAHOE UNIFIED	15	20	223	258	3	1.35%		1.16%
EL DORADO	LATROBE ELEMENTARY	1	0	9	10		0.00%		0.00%
EL DORADO	MOTHER LODE UNION ELEMENTARY	5	2	79	86	3	3.80%		3.49%
EL DORADO	PIONEER UNION ELEMENTARY	2	0	28	30		0.00%		0.00%
EL DORADO	PLACERVILLE UNION ELEMENTARY	5	2	65	72	1	1.54%		1.39%
EL DORADO	POLLOCK PINES ELEMENTARY	4	2	45	51	1	2.22%		1.96%
EL DORADO	RESCUE UNION ELEMENTARY	12	5	177	194	3	1.69%		1.55%
EL DORADO	SILVER FORK ELEMENTARY	0	0	1	1		0.00%		0.00%
EL DORADO Total		121	97	1,400	1,618	51	3.64%	0	3.15%
FRESNO	ALVINA ELEMENTARY	1	0	10	11		0.00%		0.00%
FRESNO	AMERICAN UNION ELEMENTARY	1	0	18	19	1	5.56%		5.26%
FRESNO	BIG CREEK ELEMENTARY	0	0	4	4		0.00%		0.00%
FRESNO	BURREL UNION ELEMENTARY	1	0	8	9		0.00%		0.00%
FRESNO	CARUTHERS UNIFIED	6	4	70	80	7	10.00%		8.75%
FRESNO	CENTRAL UNIFIED	57	40	554	651	19	3.43%	1	3.07%
FRESNO	CLAY JOINT ELEMENTARY	1	0	10	11		0.00%		0.00%
FRESNO	CLOVIS UNIFIED	94	164	1,607	1,865	41	2.55%		2.20%

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on PW
FRESNO	COALINGA-HURON JOINT UNIFIED	14	12	187	213	3	1.60%	1	1.88%
FRESNO	FIREBAUGH-LAS DELTAS JOINT UNION	13	8	123	144	10	8.13%	1	7.64%
FRESNO	FOWLER UNIFIED	10	6	109	125	3	2.75%		2.40%
FRESNO	FRESNO CO. OFFICE OF EDUCATION	59	68	196	323	47	23.98%	3	15.48%
FRESNO	FRESNO UNIFIED	307	431	3,938	4,676	137	3.48%	8	3.10%
FRESNO	GOLDEN PLAINS UNIFIED	10	5	105	120	2	1.90%		1.67%
FRESNO	KERMAN UNIFIED	10	7	172	189	4	2.33%	3	3.70%
FRESNO	KINGS CANYON JOINT UNIFIED	39	28	442	509	32	7.24%	4	7.07%
FRESNO	KINGSBURG JOINT UNION ELEM	7	6	106	119	2	1.89%		1.68%
FRESNO	KINGSBURG JOINT UNION HIGH	4	2	51	57	2	3.92%		3.51%
FRESNO	LATON JOINT UNIFIED	4	1	44	49	7	15.91%		14.29%
FRESNO	MENDOTA UNIFIED	7	1	113	121	19	16.81%	2	17.36%
FRESNO	MONROE ELEMENTARY	1	0	11	12	2	18.18%		16.67%
FRESNO	ORANGE CENTER ELEMENTARY	2	1	18	21		0.00%		0.00%
FRESNO	PACIFIC UNION ELEMENTARY	2	0	24	26	3	12.50%		11.54%
FRESNO	PARLIER UNIFIED	20	9	185	214	15	8.11%		7.01%
FRESNO	PINE RIDGE ELEMENTARY	1	1	6	8		0.00%		0.00%
FRESNO	RAISIN CITY ELEMENTARY	1	1	14	16	2	14.29%		12.50%
FRESNO	RIVERDALE JOINT UNIFIED	7	3	79	89	10	12.66%		11.24%
FRESNO	SANGER UNIFIED	41	38	444	523	17	3.83%		3.25%
FRESNO	SELMA UNIFIED	30	15	296	341	7	2.36%		2.05%
FRESNO	SIERRA UNIFIED	11	12	135	158	6	4.44%		3.80%
FRESNO	WASHINGTON COLONY ELEMENTARY	3	0	21	24		0.00%		0.00%
FRESNO	WASHINGTON UNION HIGH	6	2	55	63	6	10.91%	1	11.11%
FRESNO	WEST FRESNO ELEMENTARY	12	2	79	93	7	8.86%		7.53%
FRESNO	WEST PARK ELEMENTARY	6	1	52	59	6	11.54%		10.17%
FRESNO	WESTSIDE ELEMENTARY	1	0	17	18	2	11.76%		11.11%
FRESNO Total		789	868	9,303	10,960	419	4.50%	24	4.04%
GLENN	CAPAY JOINT UNION ELEMENTARY	1	0	6	7		0.00%		0.00%
GLENN	GLENN CO. OFFICE OF EDUCATION	7	10	36	53	3	8.33%	2	9.43%
GLENN	HAMILTON UNION ELEMENTARY	2	0	21	23	1	4.76%	1	8.70%
GLENN	HAMILTON UNION HIGH	1	2	17	20		0.00%		0.00%
GLENN	LAKE ELEMENTARY	0	0	6	6		0.00%		0.00%
GLENN	ORLAND JOINT UNIFIED	8	8	119	135		0.00%		0.00%
GLENN	PLAZA ELEMENTARY	0	0	6	6		0.00%		0.00%
GLENN	PRINCETON JOINT UNIFIED	2	0	16	18		0.00%		0.00%
GLENN	STONY CREEK JOINT UNIFIED	1	1	13	15		0.00%		0.00%
GLENN	WILLOWS UNIFIED	7	4	88	99	2	2.27%		2.02%
GLENN Total		29	25	328	382	6	1.83%	3	2.36%
HUMBOLDT	ARCATA ELEMENTARY	3	2	45	50		0.00%		0.00%
HUMBOLDT	BIG LAGOON UNION ELEMENTARY	2	0	14	16		0.00%		0.00%
HUMBOLDT	BLUE LAKE UNION ELEMENTARY	1	1	10	12		0.00%		0.00%
HUMBOLDT	BRIDGEVILLE ELEMENTARY	1	0	4	5		0.00%		0.00%
HUMBOLDT	CUDDEBACK UNION ELEMENTARY	1	1	8	10		0.00%		0.00%
HUMBOLDT	CUTTEN ELEMENTARY	2	2	26	30		0.00%		0.00%
HUMBOLDT	EUREKA CITY UNIFIED	18	19	265	302		0.00%	1	0.33%
HUMBOLDT	FERNDALE UNIFIED	3	2	27	32		0.00%		0.00%
HUMBOLDT	FLDDBROOK ELEMENTARY	1	0	6	7		0.00%		0.00%
HUMBOLDT	FORTUNA UNION ELEMENTARY	2	3	40	45		0.00%		0.00%
HUMBOLDT	FORTUNA UNION HIGH	4	4	55	63		0.00%		0.00%
HUMBOLDT	FRESHWATER ELEMENTARY	2	1	17	20		0.00%		0.00%
HUMBOLDT	GARFIELD ELEMENTARY	0	0	3	3		0.00%		0.00%
HUMBOLDT	GREEN POINT ELEMENTARY	0	0	2	2		0.00%		0.00%

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on P/W
HUMBOLDT	HUMBOLDT CO. OFFICE OF ED	8	16	37	61		0.00%		0.00%
HUMBOLDT	HYDESVILLE ELEMENTARY	1	1	7	9		0.00%		0.00%
HUMBOLDT	JACOBY CREEK ELEMENTARY	1	1	20	22		0.00%		0.00%
HUMBOLDT	KLAMATH-TRINITY JOINT UNIFIED	7	6	70	83		0.00%		0.00%
HUMBOLDT	KNEELAND ELEMENTARY	0	0	3	3		0.00%		0.00%
HUMBOLDT	LOLETA UNION ELEMENTARY	2	2	16	20		0.00%		0.00%
HUMBOLDT	MAPLE CREEK ELEMENTARY	0	0	2	2		0.00%		0.00%
HUMBOLDT	MATTOLE UNIFIED	2	0	61	63	2	3.28%		3.17%
HUMBOLDT	MCKINLEYVILLE UNION ELEMENTARY	5	5	72	82		0.00%		0.00%
HUMBOLDT	NORTHERN HUMBOLDT UNION HIGH	7	11	91	109	1	1.10%		0.92%
HUMBOLDT	ORICK ELEMENTARY	0	0	4	4		0.00%		0.00%
HUMBOLDT	PACIFIC UNION ELEMENTARY	1	1	27	29		0.00%		0.00%
HUMBOLDT	PENINSULA UNION ELEMENTARY	0	0	6	6		0.00%	1	16.67%
HUMBOLDT	RIO DELL ELEMENTARY	1	1	19	21		0.00%		0.00%
HUMBOLDT	ROHNERVILLE ELEMENTARY	2	2	31	35		0.00%		0.00%
HUMBOLDT	SCOTIA UNION ELEMENTARY	1	0	17	18		0.00%		0.00%
HUMBOLDT	SOUTH BAY UNION ELEMENTARY	2	2	26	30	1	3.85%		3.33%
HUMBOLDT	SOUTHERN HUMBOLDT JOINT UNIFIED	6	3	55	64		0.00%		0.00%
HUMBOLDT	TRINIDAD UNION ELEMENTARY	1	0	6	7		0.00%		0.00%
HUMBOLDT Total		87	86	1,092	1,265	4	0.37%	2	0.47%
IMPERIAL	BRAWLEY ELEMENTARY	14	11	187	212	2	1.07%		0.94%
IMPERIAL	BRAWLEY UNION HIGH	6	9	76	91	12	15.79%	1	14.29%
IMPERIAL	CALEXICO UNIFIED	26	20	414	460	19	4.59%		4.13%
IMPERIAL	CALIPATRIA UNIFIED	6	4	68	78	2	2.94%		2.56%
IMPERIAL	CENTRAL UNION HIGH	14	11	166	191	10	6.02%		5.24%
IMPERIAL	EL CENTRO ELEMENTARY	26	13	276	315	7	2.54%	3	3.17%
IMPERIAL	HEBER ELEMENTARY	4	0	34	38	1	2.94%		2.63%
IMPERIAL	HOLTVILLE UNIFIED	13	7	94	114	7	7.45%		6.14%
IMPERIAL	IMPERIAL CO. OFFICE OF ED	29	15	49	93	12	24.49%	3	16.13%
IMPERIAL	IMPERIAL UNIFIED	9	5	132	146	1	0.76%	1	1.37%
IMPERIAL	MAGNOLIA UNION ELEMENTARY	0	0	5	5		0.00%		0.00%
IMPERIAL	MCCABE UNION ELEMENTARY	2	0	22	24	3	13.64%		12.50%
IMPERIAL	MEADOWS UNION ELEMENTARY	2	0	21	23		0.00%		0.00%
IMPERIAL	MULBERRY ELEMENTARY	1	0	5	6		0.00%		0.00%
IMPERIAL	SAN PASQUAL VALLEY UNIFIED	6	4	56	66	2	3.57%	1	4.55%
IMPERIAL	SEELEY UNION ELEMENTARY	2	0	35	37		0.00%		0.00%
IMPERIAL	WESTMORLAND UNION ELEMENTARY	1	1	26	28	1	3.85%		3.57%
IMPERIAL Total		161	100	1,666	1,927	79	4.74%	9	4.57%
INYO	BIG PINE UNIFIED	1	2	20	23		0.00%		0.00%
INYO	BISHOP JOINT UNION HIGH	4	2	39	45	1	2.56%	1	4.44%
INYO	BISHOP UNION ELEMENTARY	6	4	69	79		0.00%		0.00%
INYO	DEATH VALLEY UNIFIED	1	0	10	11		0.00%		0.00%
INYO	INYO CO. OFFICE OF EDUCATION	11	1	9	21	2	22.22%		9.52%
INYO	LONE PINE UNIFIED	3	3	28	34	1	3.57%		2.94%
INYO	OWENS VALLEY UNIFIED	1	0	11	12		0.00%		0.00%
INYO	ROUND VALLEY JOINT ELEMENTARY	1	0	7	8		0.00%		0.00%
INYO Total		28	12	193	233	4	2.07%	1	2.15%
KERN	ARVIN UNION ELEMENTARY	6	3	149	158	3	2.01%		1.90%
KERN	BAKERSFIELD CITY ELEMENTARY	107	119	1,361	1,587	13	0.96%	6	1.20%
KERN	BEARDSLEY ELEMENTARY	8	4	92	104	4	4.35%		3.85%
KERN	BELRIDGE ELEMENTARY	1	0	2	3		0.00%		0.00%
KERN	BLAKE ELEMENTARY	0	0	1	1		0.00%		0.00%
KERN	BUTTONWILLOW UNION ELEMENTARY	2	1	22	25	2	9.09%		8.00%

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KERN	CALIENTE UNION ELEMENTARY	1	0	6	7		0.00%		0.00%
KERN	DELANO JOINT UNION HIGH	13	15	166	194	7	4.22%	2	4.64%
KERN	DELANO UNION ELEMENTARY	19	22	332	373	1	0.30%	1	0.54%
KERN	DI GIORGIO ELEMENTARY	0	0	13	13		0.00%		0.00%
KERN	EDISON ELEMENTARY	3	3	43	49	4	9.30%		8.16%
KERN	EL TEJON UNIFIED	5	5	62	72	9	14.52%		12.50%
KERN	ELK HILLS ELEMENTARY	1	0	3	4		0.00%		0.00%
KERN	FAIRFAX ELEMENTARY	6	2	72	80	2	2.78%		2.50%
KERN	FRUITVALE ELEMENTARY	11	8	146	165	6	4.11%	1	4.24%
KERN	GENERAL SHAFTER ELEMENTARY	1	0	12	13	1	8.33%		7.69%
KERN	GREENFIELD UNION ELEMENTARY	27	22	364	413	22	6.04%		5.33%
KERN	KERN CO. OFFICE OF EDUCATION	62	57	198	317	43	21.72%	16	18.61%
KERN	KERN UNION HIGH	110	114	1,402	1,626	46	3.28%		2.83%
KERN	KERVILLE UNION ELEMENTARY	3	4	49	56	2	4.08%	1	5.36%
KERN	LAKESIDE UNION SCHOOL	4	1	64	69	3	4.69%		4.35%
KERN	LAMONT ELEMENTARY	17	12	130	159	6	4.62%		3.77%
KERN	LINNS VALLEY-POSO FLAT UNION	0	0	2	2		0.00%		0.00%
KERN	LOST HILLS UNION ELEMENTARY	3	0	30	33		0.00%		0.00%
KERN	MAPLE ELEMENTARY	1	0	10	11		0.00%		0.00%
KERN	MARICOPA UNIFIED	2	1	39	42	2	5.13%		4.76%
KERN	MCFARLAND UNIFIED	9	9	148	166	1	0.68%	2	1.81%
KERN	MCKITTRICK ELEMENTARY	1	0	4	5		0.00%		0.00%
KERN	MIDWAY ELEMENTARY	1	0	8	9		0.00%		0.00%
KERN	MOJAVE UNIFIED	10	4	124	138	6	4.84%		4.35%
KERN	MUROC JOINT UNIFIED	8	11	120	139	1	0.83%	2	2.16%
KERN	NORRIS ELEMENTARY	7	9	101	117	6	5.94%	2	6.84%
KERN	PANAMA BUENA VISTA UNION ELEM	48	30	688	766	5	0.73%		0.65%
KERN	POND UNION ELEMENTARY	1	0	11	12		0.00%		0.00%
KERN	RICHLAND SCHOOL DISTRICT	9	9	147	165	1	0.68%		0.61%
KERN	RIO BRAVO-GREELEY UNION ELEM	3	1	39	43	1	2.56%		2.33%
KERN	ROSEDALE UNION ELEMENTARY	18	6	185	209	5	2.70%		2.39%
KERN	SEMITROPIC ELEMENTARY	1	0	9	10		0.00%		0.00%
KERN	SIERRA SANDS UNIFIED	22	22	266	310	8	3.01%		2.58%
KERN	SOUTH FORK UNION ELEMENTARY	2	0	19	21	3	15.79%		14.29%
KERN	SOUTHERN KERN UNIFIED	10	2	139	151	14	10.07%	1	9.93%
KERN	STANDARD ELEMENTARY	13	6	126	145		0.00%	1	0.69%
KERN	STATE BOARD OF EDUCATION CHART	1	0	12	13		0.00%		0.00%
KERN	TAFT CITY ELEMENTARY	8	3	110	121	1	0.91%		0.83%
KERN	TAFT UNION HIGH	7	5	63	75	1	1.59%	1	2.67%
KERN	TEHACHAPI UNIFIED	12	10	194	216		0.00%		0.00%
KERN	VINELAND ELEMENTARY	3	4	46	53	1	2.17%		1.89%
KERN	WASCO UNION ELEMENTARY	7	3	144	154	4	2.78%	2	3.90%
KERN	WASCO UNION HIGH	4	5	66	75	4	6.06%		5.33%
KERN Total		618	532	7,539	8,689	238	3.16%	38	3.18%
KINGS	ARMONA UNION ELEMENTARY	4	0	50	54	2	4.00%		3.70%
KINGS	CENTRAL UNION ELEMENTARY	9	5	116	130		0.00%	2	1.54%
KINGS	CORCORAN JOINT UNIFIED	13	6	156	175	4	2.56%		2.29%
KINGS	DELTA VIEW JOINT UNION ELEM	1	0	5	6		0.00%		0.00%
KINGS	HANFORD ELEMENTARY	28	8	259	295	15	5.79%		5.08%
KINGS	HANFORD JOINT UNION HIGH	16	13	154	183	13	8.44%		7.10%
KINGS	ISLAND UNION ELEMENTARY	1	0	11	12	2	18.18%		16.67%
KINGS	KINGS CO. OFFICE OF EDUCATION	15	33	50	98	10	20.00%	4	14.29%
KINGS	KINGS RIVER-HARDWICK UNION ELEM	1	1	29	31	1	3.45%		3.23%

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KINGS	KIT CARSON UNION ELEMENTARY	2	0	22	24	4	18.18%		16.67%
KINGS	LAKESIDE UNION ELEMENTARY	2	0	27	29	1	3.70%		3.45%
KINGS	LEMOORE UNION ELEMENTARY	13	8	163	184	7	4.29%		3.80%
KINGS	LEMOORE UNION HIGH	6	11	99	116	9	9.09%		7.76%
KINGS	PIONEER UNION ELEMENTARY	5	0	54	59	6	11.11%		10.17%
KINGS	REEF-SUNSET UNIFIED	10	6	125	141	7	5.60%	1	5.67%
KINGS Total		126	91	1,320	1,537	81	6.14%	7	5.73%
LAKE	KELSEYVILLE UNIFIED	11	7	99	117		0.00%		0.00%
LAKE	KONOCTI UNIFIED	12	11	156	179		0.00%		0.00%
LAKE	LAKE CO. OFFICE OF EDUCATION	8	3	8	19		0.00%		0.00%
LAKE	LAKEPORT UNIFIED	7	6	91	104		0.00%		0.00%
LAKE	LUCERNE ELEMENTARY	2	2	15	19		0.00%		0.00%
LAKE	MIDDLETOWN UNIFIED	7	6	94	107		0.00%		0.00%
LAKE	UPPER LAKE UNION ELEMENTARY	2	4	30	36		0.00%		0.00%
LAKE	UPPER LAKE UNION HIGH	2	2	23	27		0.00%		0.00%
LAKE Total		51	41	516	608	0	0.00%	0	0.00%
LASSEN	BIG VALLEY JOINT UNIFIED	2	1	19	22		0.00%		0.00%
LASSEN	FORT SAGE UNIFIED	1	0	22	23		0.00%		0.00%
LASSEN	JANESVILLE UNION ELEMENTARY	1	0	23	24	1	4.35%		4.17%
LASSEN	JOHNSTONVILLE ELEMENTARY	1	0	13	14		0.00%		0.00%
LASSEN	LASSEN CO. OFFICE OF EDUCATION	7	14	32	53	9	28.13%	1	18.87%
LASSEN	LASSEN UNION HIGH	4	4	50	58	5	10.00%	1	10.34%
LASSEN	RAVENDALE-TERMO ELEMENTARY	0	0	1	1		0.00%		0.00%
LASSEN	RICHMOND ELEMENTARY	1	0	9	10		0.00%		0.00%
LASSEN	SHAFFER UNION ELEMENTARY	1	0	17	18		0.00%		0.00%
LASSEN	SUSANVILLE ELEMENTARY	5	1	67	73		0.00%		0.00%
LASSEN	WESTWOOD UNIFIED	3	0	67	70		0.00%		0.00%
LASSEN Total		26	20	320	366	15	4.69%	2	4.64%
LOS ANGELES	ABC UNIFIED	71	74	993	1,138	24	2.42%	2	2.28%
LOS ANGELES	ACTON-AGUA DULCE UNIFIED	7	7	89	103	4	4.49%	1	4.85%
LOS ANGELES	ALHAMBRA CITY ELEMENTARY	27	41	504	572	13	2.58%	1	2.45%
LOS ANGELES	ALHAMBRA CITY HIGH	29	31	341	401		0.00%		0.00%
LOS ANGELES	ANTELOPE VALLEY UNION HIGH	64	108	842	1,014	50	5.94%		4.93%
LOS ANGELES	ARCADIA UNIFIED	30	30	436	496	24	5.50%	3	5.44%
LOS ANGELES	AZUSA UNIFIED	43	50	560	653	9	1.61%	2	1.68%
LOS ANGELES	BALDWIN PARK UNIFIED	50	19	780	849	2	0.26%	5	0.82%
LOS ANGELES	BASSETT UNIFIED	25	16	275	316	19	6.91%	2	6.65%
LOS ANGELES	BELLFLOWER UNIFIED	44	34	690	768	20	2.90%	4	3.13%
LOS ANGELES	BEVERLY HILLS UNIFIED	20	21	279	320	7	2.51%		2.19%
LOS ANGELES	BONITA UNIFIED	34	33	445	512	10	2.25%	1	2.15%
LOS ANGELES	BURBANK UNIFIED	40	62	785	887	44	5.61%	5	5.52%
LOS ANGELES	CASTAIC UNION ELEMENTARY	9	10	166	185	8	4.82%	1	4.86%
LOS ANGELES	CENTINELA VALLEY UNION HIGH	29	30	326	385	5	1.53%		1.30%
LOS ANGELES	CHARTER OAK UNIFIED	25	14	288	327	4	1.39%		1.22%
LOS ANGELES	CLAREMONT UNIFIED	22	28	309	359	11	3.56%		3.06%
LOS ANGELES	COMPTON UNIFIED	100	81	1,373	1,554	100	7.28%	6	6.82%
LOS ANGELES	COVINA-VALLEY UNIFIED	57	60	663	780	55	8.30%	3	7.44%
LOS ANGELES	CULVER CITY UNIFIED	20	23	317	360	17	5.36%		4.72%
LOS ANGELES	DOWNEY UNIFIED	56	62	983	1,101	68	6.92%	2	6.36%
LOS ANGELES	DUARTE UNIFIED	17	8	217	242	12	5.53%	2	5.79%
LOS ANGELES	EAST WHITTIER CITY ELEMENTARY	24	24	450	498	26	5.78%	4	6.02%
LOS ANGELES	EASTSIDE UNION ELEMENTARY	10	6	120	136	8	6.67%		5.88%
LOS ANGELES	EL MONTE CITY ELEMENTARY	35	25	569	629	1	0.18%	2	0.48%

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LOS ANGELES	EL MONTE UNION HIGH	33	45	400	478	16	4.00%		3.35%
LOS ANGELES	EL RANCHO UNIFIED	32	28	562	622	32	5.69%		5.14%
LOS ANGELES	EL SEGUNDO UNIFIED	11	9	147	167	7	4.76%		4.19%
LOS ANGELES	GARVEY ELEMENTARY	27	19	317	363	28	8.83%	3	8.54%
LOS ANGELES	GLENDALE UNIFIED	89	89	1,349	1,527	46	3.41%	12	3.80%
LOS ANGELES	GLENDORA UNIFIED	21	17	339	377	2	0.59%		0.53%
LOS ANGELES	GORMAN ELEMENTARY	3	4	65	72	4	6.15%		5.56%
LOS ANGELES	HACIENDA LA PUENTE UNIFIED	72	84	1,167	1,323	74	6.34%	8	6.20%
LOS ANGELES	HAWTHORNE ELEMENTARY	32	23	454	509	36	7.93%	2	7.47%
LOS ANGELES	HERMOSA BEACH CITY ELEMENTARY	1	0	52	53		0.00%		0.00%
LOS ANGELES	HUGHES-ELIZABETH LAKES UNION ELEM	1	1	20	22	1	5.00%		4.55%
LOS ANGELES	INGLEWOOD UNIFIED	66	42	858	966	30	3.50%	7	3.83%
LOS ANGELES	KEPPEL UNION ELEMENTARY	9	6	137	152	4	2.92%	3	4.61%
LOS ANGELES	LA CANADA UNIFIED	13	16	187	216	5	2.67%	1	2.78%
LOS ANGELES	LANCASTER ELEMENTARY	32	33	728	793	57	7.83%	3	7.57%
LOS ANGELES	LAS VIRGENES UNIFIED	35	39	516	590	12	2.33%	2	2.37%
LOS ANGELES	LAWNDALE ELEMENTARY	26	21	299	346	8	2.68%		2.31%
LOS ANGELES	LENNOX ELEMENTARY	28	28	345	401	14	4.06%	6	4.99%
LOS ANGELES	LITTLE LAKE CITY ELEMENTARY	15	16	237	268	16	6.75%	1	6.34%
LOS ANGELES	LONG BEACH UNIFIED	281	630	4,469	5,380	292	6.53%	58	6.51%
LOS ANGELES	LOS ANGELES CO CYA DIST	2	5	33	40		0.00%		0.00%
LOS ANGELES	LOS ANGELES CO. OFFICE OF EDUC	227	271	1,010	1,508	71	7.03%	31	6.76%
LOS ANGELES	LOS ANGELES UNIFIED	3,493	2,813	35,542	41,848	1,352	3.80%	123	3.52%
LOS ANGELES	LOS NIETOS ELEMENTARY	9	4	111	124	5	4.50%	1	4.84%
LOS ANGELES	LOWELL JOINT	13	9	145	167	10	6.90%		5.99%
LOS ANGELES	LYNWOOD UNIFIED	49	32	732	813	52	7.10%	4	6.89%
LOS ANGELES	MANHATTAN BEACH UNIFIED	16	37	317	370	13	4.10%		3.51%
LOS ANGELES	MONROVIA UNIFIED	23	20	311	354	32	10.29%	1	9.32%
LOS ANGELES	MONTEBELLO UNIFIED	115	135	1,508	1,758	131	8.69%	2	7.57%
LOS ANGELES	MOUNTAIN VIEW ELEMENTARY	33	21	487	541	3	0.62%		0.55%
LOS ANGELES	NEWHALL ELEMENTARY	21	24	292	337	8	2.74%		2.37%
LOS ANGELES	NORWALK-LA MIRADA UNIFIED	64	55	1,066	1,185	82	7.69%	13	8.02%
LOS ANGELES	PALMDALE ELEMENTARY	59	51	927	1,037	39	4.21%	7	4.44%
LOS ANGELES	PALOS VERDES PENINSULA UNIFIED	30	47	531	608	5	0.94%	1	0.99%
LOS ANGELES	PARAMOUNT UNIFIED	52	49	787	888	64	8.13%	3	7.55%
LOS ANGELES	PASADENA UNIFIED	81	82	1,080	1,243	119	11.02%	9	10.30%
LOS ANGELES	POMONA UNIFIED	103	126	1,550	1,779	32	2.06%		1.80%
LOS ANGELES	REDONDO BEACH UNIFIED	24	33	383	440	7	1.83%		1.59%
LOS ANGELES	ROSEMEAD ELEMENTARY	13	7	156	176		0.00%		0.00%
LOS ANGELES	ROWLAND UNIFIED	68	59	827	954	68	8.22%	14	8.60%
LOS ANGELES	SAN GABRIEL UNIFIED	25	20	289	334	19	6.57%	1	5.99%
LOS ANGELES	SAN MARINO UNIFIED	12	11	152	175	6	3.95%		3.43%
LOS ANGELES	SANTA MONICA-MALIBU UNIFIED	60	59	613	732	31	5.06%	3	4.64%
LOS ANGELES	SAUGUS UNION ELEMENTARY	30	25	480	535	22	4.58%	1	4.30%
LOS ANGELES	SOUTH PASADENA UNIFIED	13	19	175	207	4	2.29%	1	2.42%
LOS ANGELES	SOUTH WHITTIER ELEMENTARY	19	4	205	228		0.00%		0.00%
LOS ANGELES	STATE BOARD OF EDUCATION	1	1	12	14		0.00%		0.00%
LOS ANGELES	STATE BOARD OF EDUCATION CHARTER	3	0	17	20		0.00%		0.00%
LOS ANGELES	SULPHUR SPRINGS UNION ELEMENTARY	17	12	259	288	8	3.09%		2.78%
LOS ANGELES	TEMPLE CITY UNIFIED	18	13	256	287	17	6.64%		5.92%
LOS ANGELES	TORRANCE UNIFIED	68	92	1,189	1,349	68	5.72%	2	5.19%
LOS ANGELES	VALLE LINDO ELEMENTARY	6	2	58	66	4	6.90%		6.06%
LOS ANGELES	WALNUT VALLEY UNIFIED	34	53	681	768	24	3.52%		3.13%

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on P/W
LOS ANGELES	WEST COVINA UNIFIED	33	20	458	511	8	1.75%	1	1.76%
LOS ANGELES	WESTSIDE UNION ELEMENTARY	17	17	348	382	19	5.46%	4	6.02%
LOS ANGELES	WHITTIER CITY ELEMENTARY	24	18	356	398	8	2.25%	4	3.02%
LOS ANGELES	WHITTIER UNION HIGH	42	48	490	580	35	7.14%	1	6.21%
LOS ANGELES	WILLIAM S. HART UNION HIGH	61	79	839	979	31	3.69%		3.17%
LOS ANGELES	WILSONA ELEMENTARY	4	7	102	113	14	13.73%	4	15.93%
LOS ANGELES	WISEBURN ELEMENTARY	7	2	98	107		0.00%		0.00%
LOS ANGELES Total		6,704	6,429	80,320	93,453	3,636	4.53%	383	4.30%
MADERA	ALVIEW-DAIRYLAND UNION ELEMENT	2	0	17	19		0.00%		0.00%
MADERA	BASS LAKE JOINT ELEMENTARY	5	1	67	73	1	1.49%		1.37%
MADERA	CHAWANAKEE JOINT UNIFIED	0	0	5	5		0.00%		0.00%
MADERA	CHAWANAKEE JT. UNIFIED	7	1	64	72	1	1.56%		1.39%
MADERA	CHOWCHILLA ELEMENTARY	10	1	84	95	2	2.38%		2.11%
MADERA	CHOWCHILLA UNION HIGH	9	1	39	49	1	2.56%		2.04%
MADERA	COARSEGOLD UNION ELEMENTARY	3	0	50	53	2	4.00%		3.77%
MADERA	GOLDEN VALLEY UNIFIED SCHOOL D	6	2	61	69	2	3.28%		2.90%
MADERA	MADERA CO. OFFICE OF EDUCATION	23	27	51	101	18	35.29%	1	18.81%
MADERA	MADERA UNIFIED	60	31	828	919	24	2.90%		2.61%
MADERA	RAYMOND-KNOWLES UNION ELEMENTA	1	0	6	7	1	16.67%		14.29%
MADERA	YOSEMITE JOINT UNION HIGH	6	3	60	69	2	3.33%	1	4.35%
MADERA Total		132	67	1,332	1,531	54	4.05%	2	3.66%
MARIN	BOLINAS-STINSON UNION ELEMENTA	1	0	9	10		0.00%		0.00%
MARIN	DIXIE ELEMENTARY	8	5	96	109		0.00%		0.00%
MARIN	KENTFIELD ELEMENTARY	6	2	60	68		0.00%		0.00%
MARIN	LAGUNA JOINT ELEMENTARY	0	0	3	3		0.00%		0.00%
MARIN	LAGUNITAS ELEMENTARY	0	0	14	14		0.00%		0.00%
MARIN	LARKSPUR ELEMENTARY	5	1	55	61		0.00%		0.00%
MARIN	LINCOLN ELEMENTARY	0	0	1	1		0.00%		0.00%
MARIN	MARIN CO. OFFICE OF EDUCATION	15	12	55	82	6	10.91%		7.32%
MARIN	MILL VALLEY ELEMENTARY	10	13	125	148	2	1.60%		1.35%
MARIN	NICASIO ELEMENTARY	0	0	4	4		0.00%		0.00%
MARIN	NOVATO UNIFIED	25	28	383	436	5	1.31%		1.15%
MARIN	REED UNION ELEMENTARY	6	3	70	79	2	2.86%		2.53%
MARIN	ROSS ELEMENTARY	2	1	27	30		0.00%		0.00%
MARIN	ROSS VALLEY ELEMENTARY	9	8	96	113	2	2.08%		1.77%
MARIN	SAN RAFAEL CITY ELEMENTARY	15	7	201	223	2	1.00%		0.90%
MARIN	SAN RAFAEL CITY HIGH	13	7	101	121		0.00%		0.00%
MARIN	SAUSALITO MARIN CITY SCHOOL	2	1	17	20		0.00%		0.00%
MARIN	SHORELINE UNIFIED	5	5	48	58		0.00%		0.00%
MARIN	TAMALPAIS UNION HIGH	15	17	211	243	4	1.90%		1.65%
MARIN	UNION JOINT ELEMENTARY	0	0	2	2		0.00%		0.00%
MARIN Total		137	110	1,578	1,825	23	1.46%	0	1.26%
MARIPOSA	MARIPOSA CO CYA DIST	0	0	1	1		0.00%		0.00%
MARIPOSA	MARIPOSA CO. OFFICE OF ED	3	0	12	15	4	33.33%	1	33.33%
MARIPOSA	MARIPOSA COUNTY UNIFIED	9	11	132	152		0.00%		0.00%
MARIPOSA Total		12	11	145	168	4	2.76%	1	2.98%
MENDOCINO	ANDERSON VALLEY UNIFIED	4	2	41	47		0.00%		0.00%
MENDOCINO	ARENA UNION ELEMENTARY	1	0	18	19	1	5.56%		5.26%
MENDOCINO	FORT BRAGG UNIFIED	13	9	121	143		0.00%		0.00%
MENDOCINO	LAYTONVILLE UNIFIED	3	0	33	36		0.00%		0.00%
MENDOCINO	LEGGETT VALLEY UNIFIED	2	0	18	20		0.00%		0.00%
MENDOCINO	MANCHESTER UNION ELEMENTARY	1	0	6	7		0.00%		0.00%
MENDOCINO	MENDOCINO CO. OFFICE OF ED	10	13	23	46		0.00%		0.00%

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MENDOCINO	MENDOCINO UNIFIED	3	1	44	48		0.00%		0.00%
MENDOCINO	POINT ARENA JOINT UNION HIGH	0	1	16	17	1	6.25%		5.88%
MENDOCINO	POTTER VALLEY COMMUNITY UNIFIED	2	1	25	28		0.00%		0.00%
MENDOCINO	ROUND VALLEY UNIFIED	3	0	31	34		0.00%		0.00%
MENDOCINO	UKIAH UNIFIED	26	24	353	403	2	0.57%		0.50%
MENDOCINO	WILLITS UNIFIED	11	9	126	146		0.00%		0.00%
MENDOCINO Total		79	60	855	994	4	0.47%	0	0.40%
MERCED	ATWATER ELEMENTARY	18	11	230	259	4	1.74%	1	1.93%
MERCED	BALLICO-CRESSEY ELEMENTARY	1	0	17	18		0.00%		0.00%
MERCED	DELHI UNIFIED	12	2	117	131	8	6.84%		6.11%
MERCED	DOS PALOS ORO LOMA JT. UNIFIED	12	12	138	162	8	5.80%		4.94%
MERCED	EL NIDO ELEMENTARY	1	0	12	13	3	25.00%		23.08%
MERCED	GUSTINE UNIFIED	7	3	99	109	12	12.12%	2	12.84%
MERCED	HILMAR UNIFIED	5	9	120	134	5	4.17%		3.73%
MERCED	LE GRAND UNION ELEMENTARY	2	3	18	23	4	22.22%		17.39%
MERCED	LE GRAND UNION HIGH	1	1	28	30		0.00%		0.00%
MERCED	LIVINGSTON UNION ELEMENTARY	8	7	122	137	3	2.46%		2.19%
MERCED	LOS BANOS UNIFIED	32	13	382	427	22	5.76%	1	5.39%
MERCED	MCSWAIN UNION ELEMENTARY	3	3	39	45	4	10.26%		8.89%
MERCED	MERCED CITY ELEMENTARY	40	47	525	612	34	6.48%		5.56%
MERCED	MERCED CO. OFFICE OF EDUCATION	31	24	112	167	38	33.93%	10	28.74%
MERCED	MERCED RIVER UNION ELEMENTARY	1	0	13	14		0.00%	1	7.14%
MERCED	MERCED UNION HIGH	43	37	412	492	44	10.68%	8	10.57%
MERCED	PLAINSBURG UNION ELEMENTARY	0	0	5	5		0.00%		0.00%
MERCED	PLANADA ELEMENTARY	3	2	42	47	3	7.14%	1	8.51%
MERCED	SNELLING-MERCED FALLS UNION ELEM	0	0	5	5	1	20.00%		20.00%
MERCED	WEAVER UNION ELEMENTARY	7	6	93	106	8	8.60%		7.55%
MERCED	WINTON ELEMENTARY	9	3	93	105	11	11.83%		10.48%
MERCED Total		236	183	2,622	3,041	212	8.09%	24	7.76%
MODOC	MODOC CO. OFFICE OF EDUCATION	3	5	17	25	2	11.76%		8.00%
MODOC	MODOC JOINT UNIFIED	6	1	72	79		0.00%	3	3.80%
MODOC	SURPRISE VALLEY JOINT UNIFIED	2	0	16	18		0.00%		0.00%
MODOC	TULELAKE BASIN JOINT UNIFIED	3	1	32	36	1	3.13%		2.78%
MODOC Total		14	7	137	158	3	2.19%	3	3.80%
MONO	EASTERN SIERRA UNIFIED	8	4	66	78		0.00%		0.00%
MONO	MAMMOTH UNIFIED	4	2	63	69		0.00%		0.00%
MONO	MONO CO. OFFICE OF EDUCATION	5	7	19	31	1	5.26%		3.23%
MONO Total		17	13	148	178	1	0.68%	0	0.56%
MONTEREY	ALISAL UNION ELEMENTARY	25	14	334	373	4	1.20%		1.07%
MONTEREY	BRADLEY UNION ELEMENTARY	0	0	3	3		0.00%		0.00%
MONTEREY	CARMEL UNIFIED	12	14	130	156	3	2.31%		1.92%
MONTEREY	CHUALAR UNION ELEMENTARY	2	0	18	20	5	27.78%		25.00%
MONTEREY	GONZALES UNIFIED	9	9	125	143	12	9.60%	1	9.09%
MONTEREY	GRAVES ELEMENTARY	1	0	2	3	1	50.00%		33.33%
MONTEREY	GREENFIELD UNION ELEMENTARY	11	5	81	97	10	12.35%		10.31%
MONTEREY	KING CITY JOINT UNION HIGH	7	4	91	102	7	7.69%		6.86%
MONTEREY	KING CITY UNION ELEMENTARY	8	6	133	147	4	3.01%		2.72%
MONTEREY	LAGUNITA ELEMENTARY	0	0	6	6		0.00%		0.00%
MONTEREY	MISSION UNION ELEMENTARY	0	0	5	5		0.00%		0.00%
MONTEREY	MONTEREY CO. OFFICE OF ED	26	44	155	225	23	14.84%	1	10.67%
MONTEREY	MONTEREY PENINSULA UNIFIED	41	46	602	689	25	4.15%	3	4.06%
MONTEREY	NORTH MONTEREY COUNTY UNIFIED	27	20	272	319	17	6.25%	3	6.27%
MONTEREY	PACIFIC GROVE UNIFIED	7	13	92	112		0.00%		0.00%

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MONTEREY	PACIFIC UNIFIED	1	0	7	8		0.00%		0.00%
MONTEREY	SALINAS CITY ELEMENTARY	24	17	441	482	1	0.23%		0.21%
MONTEREY	SALINAS UNION HIGH	47	41	595	683	62	10.42%	20	12.01%
MONTEREY	SAN ANTONIO UNION ELEMENTARY	1	0	12	13	1	8.33%		7.69%
MONTEREY	SAN ARDO UNION ELEMENTARY	1	0	8	9		0.00%		0.00%
MONTEREY	SAN LUCAS UNION ELEMENTARY	0	0	8	8	1	12.50%		12.50%
MONTEREY	SANTA RITA UNION ELEMENTARY	9	3	134	146	6	4.48%		4.11%
MONTEREY	SOLEDAD UNIFIED	13	8	176	197	13	7.39%	3	8.12%
MONTEREY	SPRECKELS UNION ELEMENTARY	3	2	45	50	1	2.22%		2.00%
MONTEREY	WASHINGTON UNION ELEMENTARY	4	1	47	52	1	2.13%		1.92%
MONTEREY Total		279	247	3,522	4,048	197	5.59%	31	5.63%
NAPA	CALISTOGA JOINT UNIFIED	5	2	47	54	2	4.26%		3.70%
NAPA	HOWELL MOUNTAIN ELEMENTARY	1	0	4	5		0.00%		0.00%
NAPA	NAPA CO. OFFICE OF EDUCATION	6	7	22	35	8	36.36%	1	25.71%
NAPA	NAPA VALLEY UNIFIED	61	61	838	960	100	11.93%	4	10.83%
NAPA	POPE VALLEY UNION ELEMENTARY	1	0	3	4		0.00%		0.00%
NAPA	ST. HELENA UNIFIED	8	4	81	93	24	29.63%		25.81%
NAPA Total		82	74	995	1,151	134	13.47%	5	12.08%
NEVADA	CHICAGO PARK ELEMENTARY	1	0	7	8	1	14.29%		12.50%
NEVADA	CLEAR CREEK ELEMENTARY	1	1	6	8		0.00%		0.00%
NEVADA	GRASS VALLEY ELEMENTARY	9	10	98	117	1	1.02%		0.85%
NEVADA	NEVADA CITY ELEMENTARY	5	5	70	80		0.00%		0.00%
NEVADA	NEVADA CO. OFFICE OF EDUCATION	9	8	47	64	8	17.02%		12.50%
NEVADA	NEVADA JOINT UNION HIGH	12	17	196	225	2	1.02%	1	1.33%
NEVADA	PLEASANT RIDGE UNION ELEMENTARY	7	4	100	111	1	1.00%		0.90%
NEVADA	PLEASANT VALLEY ELEMENTARY	3	3	35	41	1	2.86%		2.44%
NEVADA	READY SPRINGS UNION ELEMENTARY	1	3	20	24		0.00%		0.00%
NEVADA	TWIN RIDGES ELEMENTARY	8	4	117	129	3	2.56%		2.33%
NEVADA	UNION HILL ELEMENTARY	3	3	40	46		0.00%		0.00%
NEVADA Total		59	58	736	853	17	2.31%	1	2.11%
ORANGE	ANAHEIM ELEMENTARY	65	56	1,032	1,153	5	0.48%	1	0.52%
ORANGE	ANAHEIM UNION HIGH	87	110	1,294	1,491	72	5.56%	3	5.03%
ORANGE	BREA-OLINDA UNIFIED	24	17	278	319	8	2.88%		2.51%
ORANGE	BUENA PARK ELEMENTARY	19	14	280	313	3	1.07%	1	1.28%
ORANGE	CAPISTRANO UNIFIED	129	47	2,160	2,336	24	1.11%	2	1.11%
ORANGE	CENTRALIA ELEMENTARY	18	26	248	292	8	3.23%		2.74%
ORANGE	CYPRESS ELEMENTARY	16	14	226	256	4	1.77%		1.56%
ORANGE	FOUNTAIN VALLEY ELEMENTARY	23	17	263	303	2	0.76%		0.66%
ORANGE	FULLERTON ELEMENTARY	45	41	595	681	13	2.18%	3	2.35%
ORANGE	FULLERTON JOINT UNION HIGH	48	49	566	663	52	9.19%		7.84%
ORANGE	GARDEN GROVE UNIFIED	177	132	2,136	2,445	33	1.54%	5	1.55%
ORANGE	HUNTINGTON BEACH CITY ELEMENTARY	17	18	284	319	6	2.11%	1	2.19%
ORANGE	HUNTINGTON BEACH UNION HIGH	48	34	574	656	17	2.96%	6	3.51%
ORANGE	IRVINE UNIFIED	60	52	1,077	1,189	34	3.16%	6	3.36%
ORANGE	LA HABRA CITY ELEMENTARY	20	11	303	334	1	0.33%	1	0.60%
ORANGE	LAGUNA BEACH UNIFIED	10	8	125	143	1	0.80%		0.70%
ORANGE	LOS ALAMITOS UNIFIED	24	41	394	459	8	2.03%		1.74%
ORANGE	MAGNOLIA ELEMENTARY	22	16	348	386	10	2.87%		2.59%
ORANGE	NEWPORT-MESA UNIFIED	80	84	1,043	1,207	20	1.92%	2	1.82%
ORANGE	OCEAN VIEW ELEMENTARY	28	25	487	540	8	1.64%	2	1.85%
ORANGE	ORANGE CO. OFFICE OF EDUCATION	105	53	489	647	50	10.22%	1	7.88%
ORANGE	ORANGE UNIFIED	99	123	1,524	1,746	76	4.99%	18	5.38%
ORANGE	PLACENTIA-YORBA LINDA UNIFIED	76	94	1,180	1,350	16	1.36%		1.19%

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ORANGE	SADDLEBACK VALLEY UNIFIED	87	74	1,457	1,618	16	1.10%	2	1.11%
ORANGE	SANTA ANA UNIFIED	173	199	2,827	3,199	65	2.30%	3	2.13%
ORANGE	SAVANNA ELEMENTARY	5	7	113	125		0.00%		0.00%
ORANGE	TUSTIN UNIFIED	53	55	808	916	20	2.48%		2.18%
ORANGE	WESTMINSTER ELEMENTARY	26	31	487	544	10	2.05%		1.84%
ORANGE Total		1,584	1,448	22,598	25,630	582	2.58%	57	2.49%
PLACER	ACKERMAN ELEMENTARY	1	1	19	21	1	5.26%		4.76%
PLACER	ALTA-DUTCH FLAT UNION ELEM	1	0	10	11		0.00%		0.00%
PLACER	AUBURN UNION ELEMENTARY	9	12	120	141		0.00%		0.00%
PLACER	COLFAX ELEMENTARY	2	2	30	34		0.00%		0.00%
PLACER	DRY CREEK JOINT ELEMENTARY	23	33	324	380	3	0.93%		0.79%
PLACER	EUREKA UNION ELEMENTARY	14	9	199	222	2	1.01%		0.90%
PLACER	FORESTHILL UNION ELEMENTARY	2	2	27	31		0.00%		0.00%
PLACER	LOOMIS UNION ELEMENTARY	8	4	92	104	1	1.09%		0.96%
PLACER	NEWCASTLE ELEMENTARY	1	0	14	15		0.00%		0.00%
PLACER	OPHIR ELEMENTARY	1	0	11	12		0.00%		0.00%
PLACER	PENRYN ELEMENTARY	1	0	14	15		0.00%		0.00%
PLACER	PLACER CO. OFFICE OF EDUCATION	16	24	64	104	11	17.19%		10.58%
PLACER	PLACER HILLS UNION ELEMENTARY	5	2	67	74		0.00%		0.00%
PLACER	PLACER UNION HIGH	18	16	204	238	7	3.43%		2.94%
PLACER	ROCKLIN UNIFIED	29	34	444	507	4	0.90%	1	0.99%
PLACER	ROSEVILLE CITY ELEMENTARY	30	20	367	417	1	0.27%		0.24%
PLACER	ROSEVILLE JOINT UNION HIGH	34	31	358	423	3	0.84%		0.71%
PLACER	TAHOE-TRUCKEE JOINT UNIFIED	20	22	246	288	7	2.85%	1	2.78%
PLACER	WESTERN PLACER UNIFIED	19	28	364	411	3	0.82%		0.73%
PLACER Total		234	240	2,974	3,448	43	1.45%	2	1.31%
PLUMAS	PLUMAS CO. OFFICE OF EDUCATION	2	0	5	7		0.00%		0.00%
PLUMAS	PLUMAS UNIFIED	15	13	171	199	1	0.58%		0.50%
PLUMAS Total		17	13	176	206	1	0.57%	0	0.49%
RIVERSIDE	ALVORD UNIFIED	72	57	855	984		0.00%		0.00%
RIVERSIDE	BANNING UNIFIED	13	8	188	209	2	1.06%		0.96%
RIVERSIDE	BEAUMONT UNIFIED	18	14	222	254	12	5.41%		4.72%
RIVERSIDE	CALIF. SCHOOL FOR THE DEAF	21	19	92	132		0.00%		0.00%
RIVERSIDE	COACHELLA VALLEY UNIFIED	78	30	665	773	5	0.75%	2	0.91%
RIVERSIDE	CORONA-NORCO UNIFIED	122	121	2,084	2,327	131	6.29%	5	5.84%
RIVERSIDE	DESERT CENTER UNIFIED	1	0	2	3		0.00%		0.00%
RIVERSIDE	DESERT SANDS UNIFIED	58	81	1,191	1,330	18	1.51%		1.35%
RIVERSIDE	HEMET UNIFIED	61	57	902	1,020	38	4.21%	1	3.82%
RIVERSIDE	JURUPA UNIFIED	49	57	891	997	38	4.26%	1	3.91%
RIVERSIDE	LAKE ELSINORE UNIFIED	47	67	876	990	39	4.45%	1	4.04%
RIVERSIDE	MENIFEE UNION ELEMENTARY	19	13	262	294	3	1.15%	1	1.36%
RIVERSIDE	MORENO VALLEY UNIFIED	85	109	1,541	1,735	47	3.05%	4	2.94%
RIVERSIDE	MURRIETA VALLEY UNIFIED	55	46	774	875	14	1.81%		1.60%
RIVERSIDE	NUVIEW UNION ELEMENTARY	6	2	69	77	1	1.45%		1.30%
RIVERSIDE	PALM SPRINGS UNIFIED	67	59	1,067	1,193	21	1.97%	2	1.93%
RIVERSIDE	PALO VERDE UNIFIED	11	5	162	178	6	3.70%		3.37%
RIVERSIDE	PERRIS ELEMENTARY	14	11	254	279	5	1.97%		1.79%
RIVERSIDE	PERRIS UNION HIGH	18	28	298	344	14	4.70%		4.07%
RIVERSIDE	RIVERSIDE CO. OFFICE OF ED	70	39	292	401	37	12.67%	5	10.47%
RIVERSIDE	RIVERSIDE UNIFIED	164	122	1,807	2,093	63	3.49%	3	3.15%
RIVERSIDE	ROMOLAND ELEMENTARY	10	3	75	88	1	1.33%		1.14%
RIVERSIDE	SAN JACINTO UNIFIED	28	20	311	359	15	4.82%	6	5.85%
RIVERSIDE	TEMECULA VALLEY UNIFIED	54	81	1,102	1,237	29	2.63%		2.34%

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RIVERSIDE	VAL VERDE UNIFIED	33	36	548	617	14	2.55%		2.27%
RIVERSIDE Total		1,174	1,085	16,530	18,789	553	3.35%	31	3.11%
SACRAMENTO	ARCOHE UNION ELEMENTARY	2	1	29	32	1	3.45%		3.13%
SACRAMENTO	CALIFORNIA EDUCATION AUTHORITY	2	4	11	17		0.00%		0.00%
SACRAMENTO	CENTER JOINT UNIFIED	19	15	272	306	18	6.62%		5.88%
SACRAMENTO	DEL PASO HEIGHTS ELEMENTARY	10	8	99	117	1	1.01%	1	1.71%
SACRAMENTO	ELK GROVE UNIFIED	187	160	2,687	3,034	22	0.82%	1	0.76%
SACRAMENTO	ELVERTA JOINT ELEMENTARY	2	0	18	20		0.00%		0.00%
SACRAMENTO	FOLSOM-CORDOVA UNIFIED	58	64	835	957	24	2.87%		2.51%
SACRAMENTO	GALT JOINT UNION ELEMENTARY	17	13	245	275	2	0.82%		0.73%
SACRAMENTO	GALT JOINT UNION HIGH	10	6	100	116	2	2.00%		1.72%
SACRAMENTO	GRANT JOINT UNION HIGH	52	56	573	681	13	2.27%		1.91%
SACRAMENTO	NATOMAS UNIFIED	33	26	404	463	12	2.97%		2.59%
SACRAMENTO	NORTH SACRAMENTO ELEMENTARY	27	35	300	362	2	0.67%		0.55%
SACRAMENTO	RIO LINDA UNION ELEMENTARY	31	30	524	585	1	0.19%		0.17%
SACRAMENTO	RIVER DELTA JOINT UNIFIED	10	10	122	142	11	9.02%	1	8.45%
SACRAMENTO	ROBLA ELEMENTARY	11	6	125	142	3	2.40%		2.11%
SACRAMENTO	SACRAMENTO CITY UNIFIED	176	161	2,670	3,007	103	3.86%	12	3.82%
SACRAMENTO	SACRAMENTO CO. OFFICE OF ED	83	17	106	206	11	10.38%	1	5.83%
SACRAMENTO	SAN JUAN UNIFIED	181	159	2,421	2,761	60	2.48%		2.17%
SACRAMENTO Total		911	771	11,541	13,223	286	2.48%	16	2.28%
SAN BENITO	AROMAS/SAN JUAN UNIFIED	5	3	69	77	4	5.80%		5.19%
SAN BENITO	BITTERWATER-TULLY UNION ELEM	0	0	2	2		0.00%		0.00%
SAN BENITO	CIENEGA UNION ELEMENTARY	0	0	3	3		0.00%		0.00%
SAN BENITO	HOLLISTER SCHOOL DISTRICT	25	15	310	350	1	0.32%		0.29%
SAN BENITO	JEFFERSON ELEMENTARY	0	0	1	1		0.00%		0.00%
SAN BENITO	NORTH COUNTY JOINT UNION ELEM	2	0	28	30	1	3.57%		3.33%
SAN BENITO	PANOCHÉ ELEMENTARY	0	0	1	1		0.00%		0.00%
SAN BENITO	SAN BENITO CO. OFFICE OF ED	6	1	10	17	10	100.00%		58.82%
SAN BENITO	SAN BENITO HIGH	7	13	117	137	19	16.24%	1	14.60%
SAN BENITO	SOUTHSIDE ELEMENTARY	1	0	11	12		0.00%		0.00%
SAN BENITO	TRES PINOS UNION ELEMENTARY	1	0	6	7		0.00%		0.00%
SAN BENITO	WILLOW GROVE UNION ELEMENTARY	0	0	2	2		0.00%		0.00%
SAN BENITO Total		47	32	560	639	35	6.25%	1	5.63%
SAN BERNARDINO	ADELANTO ELEMENTARY	16	8	254	278	21	8.27%	1	7.91%
SAN BERNARDINO	ALTA LOMA ELEMENTARY	20	18	315	353	9	2.86%		2.55%
SAN BERNARDINO	APPLE VALLEY UNIFIED	44	37	626	707	25	3.99%	6	4.38%
SAN BERNARDINO	BAKER VALLEY UNIFIED	2	0	16	18	3	18.75%	1	22.22%
SAN BERNARDINO	BARSTOW UNIFIED	25	15	325	365	17	5.23%	5	6.03%
SAN BERNARDINO	BEAR VALLEY UNIFIED	12	9	156	177		0.00%		0.00%
SAN BERNARDINO	CENTRAL ELEMENTARY	16	12	227	255	1	0.44%		0.39%
SAN BERNARDINO	CHAFFEY JOINT UNION HIGH	59	88	943	1,090	15	1.59%	4	1.74%
SAN BERNARDINO	CHINO VALLEY UNIFIED	96	144	1,381	1,621	38	2.75%		2.34%
SAN BERNARDINO	COLTON JOINT UNIFIED	66	72	1,103	1,241	38	3.45%		3.06%
SAN BERNARDINO	CUCAMONGA ELEMENTARY	10	4	133	147		0.00%		0.00%
SAN BERNARDINO	ETIWANDA ELEMENTARY	27	25	510	562	15	2.94%	1	2.85%
SAN BERNARDINO	FONTANA UNIFIED	139	113	1,772	2,024	17	0.96%	9	1.28%
SAN BERNARDINO	HELENDALE ELEMENTARY	3	0	29	32	1	3.45%		3.13%
SAN BERNARDINO	HESPERIA UNIFIED	56	26	711	793	19	2.67%	1	2.52%
SAN BERNARDINO	LUCERNE VALLEY UNIFIED	5	3	59	67	5	8.47%		7.46%
SAN BERNARDINO	MORONGO UNIFIED	33	24	446	503	4	0.90%		0.80%
SAN BERNARDINO	MOUNTAIN VIEW ELEMENTARY	11	6	162	179	1	0.62%		0.56%
SAN BERNARDINO	MT. BALDY JOINT ELEMENTARY	1	0	5	6		0.00%		0.00%

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on PW
SAN BERNARDINO	NEEDLES UNIFIED	6	1	63	70	1	1.59%		1.43%
SAN BERNARDINO	ONTARIO-MONTCLAIR ELEMENTARY	109	66	1,238	1,413	59	4.77%	1	4.25%
SAN BERNARDINO	ORO GRANDE ELEMENTARY	12	0	139	151	1	0.72%		0.66%
SAN BERNARDINO	REDLANDS UNIFIED	55	64	916	1,035	38	4.15%		3.67%
SAN BERNARDINO	RIALTO UNIFIED	90	73	1,325	1,488	45	3.40%	1	3.09%
SAN BERNARDINO	RIM OF THE WORLD UNIFIED	19	14	236	269	1	0.42%		0.37%
SAN BERNARDINO	SAN BERNARDINO CITY UNIFIED	227	194	2,695	3,116	150	5.57%	15	5.30%
SAN BERNARDINO	SAN BERNARDINO CO CYA	6	7	40	53		0.00%		0.00%
SAN BERNARDINO	SAN BERNARDINO CO. OFFICE OF ELEM	76	77	308	461	55	17.86%	13	14.75%
SAN BERNARDINO	SILVER VALLEY UNIFIED	12	8	138	158	3	2.17%	1	2.53%
SAN BERNARDINO	SNOWLINE JOINT UNIFIED	39	29	460	528	22	4.78%	1	4.36%
SAN BERNARDINO	TRONA JOINT UNIFIED	2	1	19	22		0.00%		0.00%
SAN BERNARDINO	UPLAND UNIFIED	42	32	595	669	14	2.35%	2	2.39%
SAN BERNARDINO	VICTOR ELEMENTARY	18	13	408	439	15	3.68%		3.42%
SAN BERNARDINO	VICTOR VALLEY UNION HIGH	38	23	426	487	27	6.34%	9	7.39%
SAN BERNARDINO	YUCAIPA-CALIMESA JT. UNIFIED	29	18	409	456	2	0.49%		0.44%
SAN BERNARDINO Total		1,421	1,224	18,588	21,233	662	3.56%	71	3.45%
SAN DIEGO	ALPINE UNION ELEMENTARY	10	6	112	128		0.00%	1	0.78%
SAN DIEGO	BONSALL UNION ELEMENTARY	7	6	93	106	1	1.08%		0.94%
SAN DIEGO	BORREGO SPRINGS UNIFIED	8	1	28	37	3	10.71%		8.11%
SAN DIEGO	CAJON VALLEY UNION ELEMENTARY	45	60	819	924	20	2.44%		2.16%
SAN DIEGO	CARDIFF ELEMENTARY	3	2	43	48		0.00%		0.00%
SAN DIEGO	CARLSBAD UNIFIED	23	30	459	512	13	2.83%		2.54%
SAN DIEGO	CHULA VISTA ELEMENTARY	65	106	1,296	1,467	20	1.54%	6	1.77%
SAN DIEGO	CORONADO UNIFIED	13	13	136	162	3	2.21%	1	2.47%
SAN DIEGO	DEHESA ELEMENTARY	2	2	39	43	2	5.13%		4.65%
SAN DIEGO	DEL MAR UNION ELEMENTARY	12	10	200	222	3	1.50%	1	1.80%
SAN DIEGO	ENCINITAS UNION ELEMENTARY	18	21	277	316	3	1.08%	2	1.58%
SAN DIEGO	ESCONDIDO UNION ELEMENTARY	63	61	1,001	1,125	25	2.50%	5	2.67%
SAN DIEGO	ESCONDIDO UNION HIGH	29	23	367	419	10	2.72%		2.39%
SAN DIEGO	FALLBROOK UNION ELEMENTARY	20	18	282	320	3	1.06%		0.94%
SAN DIEGO	FALLBROOK UNION HIGH	11	7	139	157	10	7.19%		6.37%
SAN DIEGO	GROSSMONT UNION HIGH	58	45	1,182	1,285	44	3.72%		3.42%
SAN DIEGO	JAMUL-DULZURA UNION ELEMENTARY	6	8	77	91	2	2.60%		2.20%
SAN DIEGO	JULIAN UNION ELEMENTARY	6	3	82	91		0.00%		0.00%
SAN DIEGO	JULIAN UNION HIGH	8	4	112	124	3	2.68%		2.42%
SAN DIEGO	LA MESA-SPRING VALLEY	37	82	678	797	8	1.18%		1.00%
SAN DIEGO	LAKESIDE UNION ELEMENTARY	15	15	224	254	3	1.34%		1.18%
SAN DIEGO	LEMON GROVE ELEMENTARY	16	15	214	245	6	2.80%		2.45%
SAN DIEGO	MOUNTAIN EMPIRE UNIFIED	14	7	93	114	3	3.23%	2	4.39%
SAN DIEGO	NATIONAL ELEMENTARY	24	43	296	363	5	1.69%		1.38%
SAN DIEGO	OCEANSIDE UNIFIED	49	71	1,088	1,208	8	0.74%		0.66%
SAN DIEGO	POWAY UNIFIED	81	172	1,479	1,732	13	0.88%	3	0.92%
SAN DIEGO	RAMONA CITY UNIFIED	19	19	307	345	5	1.63%		1.45%
SAN DIEGO	RANCHO SANTA FE ELEMENTARY	4	2	50	56	1	2.00%		1.79%
SAN DIEGO	SAN DIEGO CITY UNIFIED	152	424	319	895	74	23.20%		8.27%
SAN DIEGO	SAN DIEGO CITY UNIFIED	446	324	7,141	7,911		0.00%		0.00%
SAN DIEGO	SAN DIEGO CO. OFFICE OF ED	105	33	233	371	31	13.30%	2	8.89%
SAN DIEGO	SAN DIEGO UNIFIED	2	0	18	20		0.00%		0.00%
SAN DIEGO	SAN DIEGUITO UNION HIGH	30	57	495	582	13	2.63%		2.23%
SAN DIEGO	SAN MARCOS UNIFIED	46	40	632	718	8	1.27%	1	1.25%
SAN DIEGO	SAN PASQUAL UNION ELEMENTARY	3	1	30	34		0.00%		0.00%
SAN DIEGO	SAN YSIDRO ELEMENTARY	14	13	240	267	3	1.25%	1	1.50%

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SAN DIEGO	SANTEE ELEMENTARY	20	53	311	384	9	2.89%	1	2.60%
SAN DIEGO	SOLANA BEACH ELEMENTARY	10	11	148	169		0.00%		0.00%
SAN DIEGO	SOUTH BAY UNION ELEMENTARY	24	40	442	506	15	3.39%	1	3.16%
SAN DIEGO	SPENCER VALLEY ELEMENTARY	0	0	16	16		0.00%		0.00%
SAN DIEGO	SWEETWATER UNION HIGH	109	190	1,761	2,060	59	3.35%		2.86%
SAN DIEGO	VALLECITOS ELEMENTARY	1	1	14	16		0.00%		0.00%
SAN DIEGO	VALLEY CENTER-PAUMA UNIFIED	19	17	240	276	4	1.67%	1	1.81%
SAN DIEGO	VISTA UNIFIED	96	83	1,196	1,375	29	2.42%		2.11%
SAN DIEGO	WARNER UNIFIED	2	1	20	23	1	5.00%		4.35%
SAN DIEGO Total		1,745	2,140	24,429	28,314	463	1.90%	28	1.73%
SAN FRANCISCO	SAN FRANCISCO CO. OFFICE OF ED	14	96	76	186	0	0.00%	0	0.00%
SAN FRANCISCO	SAN FRANCISCO UNIFIED	228	192	3,148	3,568	135	4.29%	5	3.92%
SAN FRANCISCO	STATE BOARD OF EDUCATION CHARTER	2	0	23	25		0.00%		0.00%
SAN FRANCISCO Total		244	288	3,247	3,779	135	4.16%	5	3.70%
SAN JOAQUIN	BANTA ELEMENTARY	2	0	14	16	1	7.14%		6.25%
SAN JOAQUIN	ESCALON UNIFIED	11	10	143	164	7	4.90%	1	4.88%
SAN JOAQUIN	HOLT UNION ELEMENTARY	1	0	10	11		0.00%		0.00%
SAN JOAQUIN	JEFFERSON ELEMENTARY	5	2	93	100	10	10.75%	1	11.00%
SAN JOAQUIN	LAMMERSVILLE ELEMENTARY	2	0	21	23	1	4.76%		4.35%
SAN JOAQUIN	LINCOLN UNIFIED	33	35	442	510	17	3.85%		3.33%
SAN JOAQUIN	LINDEN UNIFIED	12	5	126	143	4	3.17%		2.80%
SAN JOAQUIN	LODI UNIFIED	95	126	1,439	1,660	48	3.34%	4	3.13%
SAN JOAQUIN	MANTECA UNIFIED	82	65	1,014	1,161	16	1.58%	3	1.64%
SAN JOAQUIN	NEW HOPE ELEMENTARY	1	0	15	16		0.00%		0.00%
SAN JOAQUIN	NEW JERUSALEM ELEMENTARY	1	0	24	25		0.00%		0.00%
SAN JOAQUIN	OAK VIEW UNION ELEMENTARY	2	0	21	23		0.00%		0.00%
SAN JOAQUIN	RIPON UNIFIED	11	7	139	157	3	2.16%		1.91%
SAN JOAQUIN	SAN JOAQUIN CO CYA DIST	8	17	80	105		0.00%		0.00%
SAN JOAQUIN	SAN JOAQUIN CO. OFFICE OF EDUC	64	27	155	246	31	20.00%	2	13.41%
SAN JOAQUIN	STOCKTON CITY UNIFIED	143	206	2,006	2,355	59	2.94%	3	2.63%
SAN JOAQUIN	TRACY JOINT UNIFIED	40	52	751	843	28	3.73%		3.32%
SAN JOAQUIN Total		513	552	6,493	7,558	225	3.47%	14	3.16%
SAN LUIS OBISPO	ATASCADERO UNIFIED	24	19	274	317	1	0.36%		0.32%
SAN LUIS OBISPO	CAYUCOS ELEMENTARY	1	0	12	13		0.00%		0.00%
SAN LUIS OBISPO	COAST UNIFIED	4	3	52	59		0.00%		0.00%
SAN LUIS OBISPO	LUCIA MAR UNIFIED	40	33	527	600	1	0.19%		0.17%
SAN LUIS OBISPO	PASO ROBLES JOINT UNIFIED	30	23	331	384		0.00%		0.00%
SAN LUIS OBISPO	PLEASANT VALLEY JOINT UNION ELEM	1	0	7	8		0.00%		0.00%
SAN LUIS OBISPO	SAN LUIS COASTAL UNIFIED	23	23	375	421	1	0.27%		0.24%
SAN LUIS OBISPO	SAN LUIS OBISPO CO CYA DIST	3	7	32	42		0.00%		0.00%
SAN LUIS OBISPO	SAN LUIS OBISPO CO. OFFICE OF ED	22	19	65	106	4	6.15%		3.77%
SAN LUIS OBISPO	SAN MIGUEL JOINT UNION ELEMENT	2	0	22	24		0.00%		0.00%
SAN LUIS OBISPO	SHANDON JOINT UNIFIED	2	1	23	26		0.00%		0.00%
SAN LUIS OBISPO	TEMPLETON UNIFIED	6	6	124	136		0.00%		0.00%
SAN LUIS OBISPO Total		158	134	1,844	2,136	7	0.38%	0	0.33%
SAN MATEO	BAYSHORE ELEMENTARY	2	0	20	22	1	5.00%		4.55%
SAN MATEO	BELMONT-REDWOOD SHORES ELEM	10	7	125	142	3	2.40%	1	2.82%
SAN MATEO	BRISBANE ELEMENTARY	4	0	38	42		0.00%		0.00%
SAN MATEO	BURLINGAME ELEMENTARY	12	12	126	150	3	2.38%		2.00%
SAN MATEO	CABRILLO UNIFIED	13	12	169	194	9	5.33%	3	6.19%
SAN MATEO	HILLSBOROUGH CITY ELEMENTARY	8	10	87	105	2	2.30%		1.90%
SAN MATEO	JEFFERSON ELEMENTARY	27	13	302	342	4	1.32%		1.17%
SAN MATEO	JEFFERSON UNION HIGH	18	27	238	283	5	2.10%		1.77%

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SAN MATEO	LA HONDA-PESCADERO UNIFIED	4	1	25	30	1	4.00%		3.33%
SAN MATEO	LAGUNA SALADA UNION ELEMENTARY	11	15	144	170		0.00%		0.00%
SAN MATEO	LAS LOMITAS ELEMENTARY	4	5	63	72		0.00%		0.00%
SAN MATEO	MENLO PARK CITY ELEMENTARY	10	10	122	142		0.00%		0.00%
SAN MATEO	MILLBRAE ELEMENTARY	10	6	103	119	2	1.94%		1.68%
SAN MATEO	PORTOLA VALLEY ELEMENTARY	6	2	48	56	1	2.08%	2	5.36%
SAN MATEO	RAVENSWOOD CITY ELEMENTARY	32	24	254	310	7	2.76%	19	8.39%
SAN MATEO	REDWOOD CITY ELEMENTARY	33	24	522	579	14	2.68%	1	2.59%
SAN MATEO	SAN BRUNO PARK ELEMENTARY	13	12	124	149	3	2.42%	1	2.68%
SAN MATEO	SAN CARLOS ELEMENTARY	12	5	130	147	3	2.31%		2.04%
SAN MATEO	SAN MATEO CO. OFFICE OF ED	35	54	161	250	16	9.94%	5	8.40%
SAN MATEO	SAN MATEO UNION HIGH	22	49	396	467	18	4.55%	1	4.07%
SAN MATEO	SAN MATEO-FOSTER CITY ELEM	35	41	504	580	7	1.39%		1.21%
SAN MATEO	SEQUOIA UNION HIGH	25	42	372	439	34	9.14%	5	8.88%
SAN MATEO	SOUTH SAN FRANCISCO UNIFIED	31	25	431	487	21	4.87%		4.31%
SAN MATEO	WOODSIDE ELEMENTARY	2	3	35	40		0.00%		0.00%
SAN MATEO Total		379	399	4,539	5,317	154	3.39%	38	3.61%
SANTA BARBARA	BALLARD ELEMENTARY	1	0	7	8		0.00%		0.00%
SANTA BARBARA	BLOCHMAN UNION ELEMENTARY	1	0	5	6		0.00%		0.00%
SANTA BARBARA	BUELLTON UNION ELEMENTARY	2	0	32	34		0.00%		0.00%
SANTA BARBARA	CARPINTERIA UNIFIED	10	10	142	162	3	2.11%	1	2.47%
SANTA BARBARA	CASMALIA ELEMENTARY	0	0	2	2		0.00%		0.00%
SANTA BARBARA	COLD SPRING ELEMENTARY	0	1	12	13		0.00%		0.00%
SANTA BARBARA	COLLEGE ELEMENTARY	3	0	26	29		0.00%		0.00%
SANTA BARBARA	CUYAMA JOINT UNIFIED	2	0	23	25	1	4.35%		4.00%
SANTA BARBARA	GOLETA UNION ELEMENTARY	14	16	199	229		0.00%	1	0.44%
SANTA BARBARA	GUADALUPE UNION ELEMENTARY	4	3	64	71	1	1.56%		1.41%
SANTA BARBARA	HOPE ELEMENTARY	4	4	69	77		0.00%		0.00%
SANTA BARBARA	LOMPOC UNIFIED	41	34	576	651	11	1.91%	2	2.00%
SANTA BARBARA	LOS ALAMOS ELEMENTARY	1	0	13	14		0.00%		0.00%
SANTA BARBARA	LOS OLIVOS ELEMENTARY	1	1	21	23		0.00%		0.00%
SANTA BARBARA	MONTECITO UNION ELEMENTARY	2	0	31	33	1	3.23%		3.03%
SANTA BARBARA	ORCUTT UNION ELEMENTARY	17	7	220	244		0.00%		0.00%
SANTA BARBARA	SANTA BARBARA CO. OFFICE OF ED	25	51	95	171	16	16.84%	7	13.45%
SANTA BARBARA	SANTA BARBARA ELEMENTARY	15	26	305	346	10	3.28%		2.89%
SANTA BARBARA	SANTA BARBARA HIGH	27	50	463	540	11	2.38%		2.04%
SANTA BARBARA	SANTA MARIA JOINT UNION HIGH	21	10	267	298	11	4.12%		3.69%
SANTA BARBARA	SANTA MARIA-BONITA ELEMENTARY	43	24	583	650		0.00%	1	0.15%
SANTA BARBARA	SANTA YNEZ VALLEY UNION HIGH	5	4	44	53		0.00%	1	1.89%
SANTA BARBARA	SOLVANG ELEMENTARY	2	0	31	33	1	3.23%		3.03%
SANTA BARBARA	VISTA DEL MAR UNION ELEMENTARY	2	0	10	12		0.00%		0.00%
SANTA BARBARA Total		243	241	3,240	3,724	66	2.04%	13	2.12%
SANTA CLARA	ALUM ROCK UNION ELEMENTARY	48	32	702	782	76	10.83%	5	10.36%
SANTA CLARA	BERRYESSA UNION ELEMENTARY	24	20	400	444	9	2.25%		2.03%
SANTA CLARA	CAMBRIAN ELEMENTARY	11	6	137	154	6	4.38%		3.90%
SANTA CLARA	CAMPBELL UNION ELEMENTARY	25	17	368	410	7	1.90%		1.71%
SANTA CLARA	CAMPBELL UNION HIGH	32	23	299	354	6	2.01%		1.69%
SANTA CLARA	CUPERTINO UNION ELEMENTARY	40	26	746	812	22	2.95%	1	2.83%
SANTA CLARA	EAST SIDE UNION HIGH	94	108	1,143	1,345	55	4.81%	12	4.98%
SANTA CLARA	EVERGREEN ELEMENTARY	40	36	597	673	28	4.69%	5	4.90%
SANTA CLARA	FRANKLIN-MCKINLEY ELEMENTARY	29	17	502	548	7	1.39%	2	1.64%
SANTA CLARA	FREMONT UNION HIGH	34	31	398	463	34	8.54%		7.34%
SANTA CLARA	GILROY UNIFIED	30	33	476	539	19	3.99%		3.53%

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on P/W
SANTA CLARA	LAKESIDE JOINT ELEMENTARY	1	0	7	8		0.00%		0.00%
SANTA CLARA	LOMA PRIETA JOINT UNION ELEM	3	1	34	38		0.00%		0.00%
SANTA CLARA	LOS ALTOS ELEMENTARY	11	14	204	229	8	3.92%	1	3.93%
SANTA CLARA	LOS GATOS UNION ELEMENTARY	12	11	135	158	3	2.22%		1.90%
SANTA CLARA	LOS GATOS-SARATOGA JOINT UNION	12	11	128	151	4	3.13%		2.65%
SANTA CLARA	LUTHER BURBANK ELEMENTARY	2	0	22	24		0.00%		0.00%
SANTA CLARA	MILPITAS UNIFIED	30	37	434	501	8	1.84%		1.60%
SANTA CLARA	MONTEBELLO ELEMENTARY	0	0	4	4	2	50.00%		50.00%
SANTA CLARA	MORELAND ELEMENTARY	13	8	218	239	9	4.13%	1	4.18%
SANTA CLARA	MORGAN HILL UNIFIED	36	26	411	473	20	4.87%	2	4.65%
SANTA CLARA	MOUNTAIN VIEW -WHISEMAN ELEM	17	10	220	247	8	3.64%		3.24%
SANTA CLARA	MOUNTAIN VIEW-LOS ALTOS UNION	18	14	168	200	7	4.17%		3.50%
SANTA CLARA	MT. PLEASANT ELEMENTARY	11	6	141	158	9	6.38%	3	7.59%
SANTA CLARA	OAK GROVE ELEMENTARY	39	33	565	637	38	6.73%		5.97%
SANTA CLARA	ORCHARD ELEMENTARY	2	0	39	41	1	2.56%		2.44%
SANTA CLARA	PALO ALTO UNIFIED	52	54	613	719	18	2.94%		2.50%
SANTA CLARA	SAN JOSE UNIFIED	138	73	1,632	1,843	106	6.50%	40	7.92%
SANTA CLARA	SANTA CLARA CO. OFFICE OF EDUC	39	41	238	318	68	28.57%	12	25.16%
SANTA CLARA	SANTA CLARA UNIFIED	54	63	655	772	28	4.27%		3.63%
SANTA CLARA	SARATOGA UNION ELEMENTARY	7	9	119	135	3	2.52%		2.22%
SANTA CLARA	SUNNYVALE ELEMENTARY	23	14	304	341	16	5.26%		4.69%
SANTA CLARA	UNION ELEMENTARY	17	12	218	247	12	5.50%		4.86%
SANTA CLARA Total		944	786	12,277	14,007	637	5.19%	84	5.15%
SANTA CRUZ	BONNY DOON UNION ELEMENTARY	1	0	8	9		0.00%		0.00%
SANTA CRUZ	HAPPY VALLEY ELEMENTARY	1	0	9	10	2	22.22%		20.00%
SANTA CRUZ	LIVE OAK ELEMENTARY	12	8	104	124	4	3.85%		3.23%
SANTA CRUZ	MOUNTAIN ELEMENTARY	1	0	8	9	2	25.00%		22.22%
SANTA CRUZ	PACIFIC ELEMENTARY	1	0	7	8		0.00%		0.00%
SANTA CRUZ	PAJARO VALLEY UNIFIED SCHOOL	85	86	998	1,169	125	12.53%	3	10.95%
SANTA CRUZ	SAN LORENZO VALLEY UNIFIED	14	13	166	193	4	2.41%	1	2.59%
SANTA CRUZ	SANTA CRUZ CITY ELEMENTARY	10	21	123	154	1	0.81%		0.65%
SANTA CRUZ	SANTA CRUZ CITY HIGH	23	22	217	262	12	5.53%	1	4.96%
SANTA CRUZ	SANTA CRUZ CO CYA DIST	0	0	1	1		0.00%		0.00%
SANTA CRUZ	SANTA CRUZ CO. OFFICE OF ED	25	10	63	98	10	15.87%		10.20%
SANTA CRUZ	SCOTTS VALLEY UNIFIED	8	10	129	147	1	0.78%		0.68%
SANTA CRUZ	SOQUEL UNION ELEMENTARY	8	6	103	117	3	2.91%		2.56%
SANTA CRUZ Total		189	176	1,936	2,301	164	8.47%	5	7.34%
SHASTA	ANDERSON UNION HIGH	10	10	98	118		0.00%	8	6.78%
SHASTA	BELLA VISTA ELEMENTARY	1	1	24	26		0.00%		0.00%
SHASTA	BLACK BUTTE UNION ELEMENTARY	1	0	18	19		0.00%		0.00%
SHASTA	CASCADE UNION ELEMENTARY	8	10	80	98	2	2.50%	1	3.06%
SHASTA	CASTLE ROCK UNION ELEMENTARY	1	0	5	6		0.00%		0.00%
SHASTA	COLUMBIA ELEMENTARY	3	3	45	51		0.00%		0.00%
SHASTA	COTTONWOOD UNION ELEMENTARY	5	2	64	71		0.00%		0.00%
SHASTA	ENTERPRISE ELEMENTARY	18	9	191	218	2	1.05%	1	1.38%
SHASTA	FALL RIVER JOINT UNIFIED	8	3	78	89		0.00%		0.00%
SHASTA	FRENCH GULCH-WHISKEYTOWN ELEM	0	0	2	2		0.00%		0.00%
SHASTA	GATEWAY UNIFIED	16	14	196	226	3	1.53%		1.33%
SHASTA	GRANT ELEMENTARY	2	1	24	27		0.00%		0.00%
SHASTA	HAPPY VALLEY UNION ELEMENTARY	2	2	31	35		0.00%		0.00%
SHASTA	IGO, ONO, PLATINA UNION ELEM	1	0	6	7		0.00%		0.00%
SHASTA	INDIAN SPRINGS ELEMENTARY	0	0	2	2		0.00%		0.00%
SHASTA	JUNCTION ELEMENTARY	1	3	26	30	1	3.85%		3.33%

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SHASTA	MILLVILLE ELEMENTARY	1	0	10	11		0.00%		0.00%
SHASTA	MOUNTAIN UNION ELEMENTARY	1	1	8	10		0.00%		0.00%
SHASTA	NORTH COW CREEK ELEMENTARY	1	0	18	19		0.00%		0.00%
SHASTA	OAK RUN ELEMENTARY	1	0	3	4		0.00%		0.00%
SHASTA	PACHECO UNION ELEMENTARY	2	3	36	41		0.00%		0.00%
SHASTA	REDDING ELEMENTARY	16	10	196	222	5	2.55%		2.25%
SHASTA	SHASTA CO. OFFICE OF EDUCATION	14	12	57	83	11	19.30%	1	14.46%
SHASTA	SHASTA UNION ELEMENTARY	0	0	9	9	2	22.22%		22.22%
SHASTA	SHASTA UNION HIGH	27	29	244	300	3	1.23%		1.00%
SHASTA	WHITMORE UNION ELEMENTARY	1	0	2	3		0.00%		0.00%
SHASTA Total		141	113	1,473	1,727	29	1.97%	11	2.32%
SIERRA	SIERRA CO. OFFICE OF EDUCATION	2	4	7	13		0.00%		0.00%
SIERRA	SIERRA-PLUMAS JOINT UNIFIED	6	0	43	49		0.00%		0.00%
SIERRA Total		8	4	50	62	0	0.00%	0	0.00%
SISKIYOU	BIG SPRINGS UNION ELEMENTARY	0	0	11	11		0.00%		0.00%
SISKIYOU	BOGUS ELEMENTARY	0	0	1	1		0.00%		0.00%
SISKIYOU	BUTTE VALLEY UNIFIED	3	0	28	31		0.00%		0.00%
SISKIYOU	BUTTEVILLE UNION ELEMENTARY	1	0	8	9		0.00%		0.00%
SISKIYOU	DELPHIC ELEMENTARY	1	0	2	3		0.00%		0.00%
SISKIYOU	DUNSMUIR ELEMENTARY	1	1	12	14		0.00%		0.00%
SISKIYOU	DUNSMUIR JOINT UNION HIGH	1	1	11	13		0.00%		0.00%
SISKIYOU	ETNA UNION ELEMENTARY	1	0	17	18		0.00%		0.00%
SISKIYOU	ETNA UNION HIGH	2	0	25	27		0.00%		0.00%
SISKIYOU	FORKS OF SALMON ELEMENTARY	0	0	1	1		0.00%		0.00%
SISKIYOU	FORT JONES UNION ELEMENTARY	1	0	9	10		0.00%		0.00%
SISKIYOU	GAZELLE UNION ELEMENTARY	1	0	3	4		0.00%		0.00%
SISKIYOU	GRENADA ELEMENTARY	1	0	10	11		0.00%		0.00%
SISKIYOU	HAPPY CAMP UNION ELEMENTARY	1	0	8	9		0.00%		0.00%
SISKIYOU	HORN BROOK ELEMENTARY	1	0	2	3		0.00%		0.00%
SISKIYOU	JUNCTION ELEMENTARY	0	0	2	2		0.00%		0.00%
SISKIYOU	KLAMATH RIVER UNION ELEMENTARY	0	0	3	3		0.00%		0.00%
SISKIYOU	LITTLE SHASTA ELEMENTARY	0	0	2	2		0.00%		0.00%
SISKIYOU	MCCLOUD UNION ELEMENTARY	1	0	10	11		0.00%		0.00%
SISKIYOU	MONTAGUE ELEMENTARY	1	0	13	14		0.00%		0.00%
SISKIYOU	MT. SHASTA UNION ELEMENTARY	4	0	47	51		0.00%		0.00%
SISKIYOU	QUARTZ VALLEY ELEMENTARY	0	0	3	3		0.00%		0.00%
SISKIYOU	SEIAD ELEMENTARY	0	0	2	2		0.00%		0.00%
SISKIYOU	SISKIYOU CO. OFFICE OF ED	13	21	12	46	1	8.33%		2.17%
SISKIYOU	SISKIYOU UNION HIGH	7	1	59	67		0.00%		0.00%
SISKIYOU	WEED UNION ELEMENTARY	1	1	23	25		0.00%		0.00%
SISKIYOU	WILLOW CREEK ELEMENTARY	1	0	4	5		0.00%		0.00%
SISKIYOU	YREKA UNION ELEMENTARY	5	3	60	68		0.00%		0.00%
SISKIYOU	YREKA UNION HIGH	3	4	42	49		0.00%		0.00%
SISKIYOU Total		51	32	430	513	1	0.23%	0	0.19%
SOLANO	BENICIA UNIFIED	11	11	261	283	8	3.07%	1	3.18%
SOLANO	DIXON UNIFIED	14	11	186	211	18	9.68%		8.53%
SOLANO	FAIRFIELD-SUISUN UNIFIED	94	66	1,115	1,275	45	4.04%	4	3.84%
SOLANO	SOLANO CO. OFFICE OF EDUCATION	11	19	60	90	10	16.67%	1	12.22%
SOLANO	TRAVIS UNIFIED	19	24	283	326	4	1.41%		1.23%
SOLANO	VACAVILLE UNIFIED	42	49	678	769	39	5.75%	7	5.98%
SOLANO	VALLEJO CITY UNIFIED	71	79	923	1,073	33	3.58%	1	3.17%
SOLANO Total		262	259	3,506	4,027	157	4.48%	14	4.25%
SONOMA	ALEXANDER VALLEY UNION ELEM	1	0	7	8		0.00%		0.00%

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SONOMA	BELLEVUE UNION ELEMENTARY	6	0	91	97		0.00%		0.00%
SONOMA	BENNETT VALLEY UNION ELEMENTAR	3	0	44	47		0.00%		0.00%
SONOMA	CINNABAR ELEMENTARY	1	0	13	14		0.00%		0.00%
SONOMA	CLOVERDALE UNIFIED	6	4	80	90		0.00%		0.00%
SONOMA	COTATI-ROHNERT PARK UNIFIED	23	40	330	393	4	1.21%		1.02%
SONOMA	DUNHAM ELEMENTARY	1	1	10	12		0.00%		0.00%
SONOMA	FORESTVILLE UNION ELEMENTARY	2	1	32	35		0.00%		0.00%
SONOMA	FORT ROSS ELEMENTARY	1	0	5	6		0.00%		0.00%
SONOMA	GEYSERVILLE UNIFIED	1	1	19	21		0.00%		0.00%
SONOMA	GRAVENSTEIN UNION ELEMENTARY	2	0	27	29		0.00%		0.00%
SONOMA	GUERNEVILLE ELEMENTARY	1	0	19	20		0.00%		0.00%
SONOMA	HARMONY UNION ELEMENTARY	5	0	58	63		0.00%		0.00%
SONOMA	HEALDSBURG UNIFIED	10	11	124	145		0.00%		0.00%
SONOMA	HORICON ELEMENTARY	1	1	5	7		0.00%		0.00%
SONOMA	KASHIA ELEMENTARY	0	0	1	1		0.00%		0.00%
SONOMA	KENWOOD ELEMENTARY	1	0	10	11		0.00%		0.00%
SONOMA	LIBERTY ELEMENTARY	1	0	10	11		0.00%		0.00%
SONOMA	MARK WEST UNION ELEMENTARY	4	4	83	91		0.00%		0.00%
SONOMA	MONTE RIO UNION ELEMENTARY	1	0	7	8		0.00%		0.00%
SONOMA	MONTGOMERY ELEMENTARY	1	0	5	6		0.00%		0.00%
SONOMA	OAK GROVE UNION ELEMENTARY	3	0	29	32		0.00%		0.00%
SONOMA	OLD ADOBE UNION ELEMENTARY	7	5	97	109		0.00%		0.00%
SONOMA	PETALUMA CITY ELEMENTARY	10	4	116	130	8	6.90%		6.15%
SONOMA	PETALUMA JOINT UNION HIGH	18	28	261	307	15	5.75%		4.89%
SONOMA	PINER-OLIVET UNION ELEMENTARY	7	4	85	96		0.00%		0.00%
SONOMA	RINCON VALLEY UNION ELEMENTARY	10	7	142	159	1	0.70%		0.63%
SONOMA	ROSELAND ELEMENTARY	7	4	71	82		0.00%		0.00%
SONOMA	SANTA ROSA ELEMENTARY	13	18	275	306	1	0.36%		0.33%
SONOMA	SANTA ROSA HIGH	42	44	563	649	4	0.71%		0.62%
SONOMA	SEBASTOPOL UNION ELEMENTARY	5	4	61	70	1	1.64%		1.43%
SONOMA	SONOMA CO. OFFICE OF EDUCATION	34	38	136	208	8	5.88%	1	4.33%
SONOMA	SONOMA VALLEY UNIFIED	20	23	237	280		0.00%		0.00%
SONOMA	TWIN HILLS UNION ELEMENTARY	4	0	56	60		0.00%		0.00%
SONOMA	TWO ROCK UNION ELEMENTARY	1	2	12	15		0.00%		0.00%
SONOMA	WAUGH ELEMENTARY	2	4	42	48		0.00%		0.00%
SONOMA	WEST SIDE UNION ELEMENTARY	1	0	8	9		0.00%		0.00%
SONOMA	WEST SONOMA COUNTY UNION HIGH	8	18	123	149		0.00%		0.00%
SONOMA	WILMAR UNION ELEMENTARY	1	1	12	14		0.00%		0.00%
SONOMA	WINDSOR UNIFIED	14	13	229	256	2	0.87%		0.78%
SONOMA	WRIGHT ELEMENTARY	5	3	69	77		0.00%		0.00%
SONOMA Total		284	283	3,604	4,171	44	1.22%	1	1.08%
STANISLAUS	CERES UNIFIED	37	25	474	536	18	3.80%	1	3.54%
STANISLAUS	CHATOM UNION ELEMENTARY	4	0	34	38		0.00%		0.00%
STANISLAUS	DENAIR UNIFIED	7	2	64	73	3	4.69%		4.11%
STANISLAUS	EMPIRE UNION ELEMENTARY	13	13	200	226	2	1.00%		0.88%
STANISLAUS	GRATTON ELEMENTARY	0	0	5	5		0.00%		0.00%
STANISLAUS	HART-RANSOM UNION ELEMENTARY	3	1	45	49	3	6.67%		6.12%
STANISLAUS	HICKMAN COMMUNITY CHARTER	2	2	43	47		0.00%		0.00%
STANISLAUS	HUGHSON UNIFIED	6	6	99	111	4	4.04%		3.60%
STANISLAUS	KEYES UNION ELEMENTARY	8	0	91	99	1	1.10%		1.01%
STANISLAUS	KNIGHTS FERRY ELEMENTARY	1	0	7	8		0.00%		0.00%
STANISLAUS	LA GRANGE ELEMENTARY	0	0	3	3		0.00%		0.00%
STANISLAUS	MODESTO CITY ELEMENTARY	69	59	927	1,055	11	1.19%	1	1.14%

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STANISLAUS	MODESTO CITY HIGH	34	69	625	728	11	1.76%		1.51%
STANISLAUS	NEWMAN-CROWS LANDING UNIFIED	10	7	120	137	8	6.67%	2	7.30%
STANISLAUS	OAKDALE JOINT UNIFIED	16	13	229	258	1	0.44%		0.39%
STANISLAUS	PARADISE ELEMENTARY	1	0	8	9		0.00%		0.00%
STANISLAUS	PATTERSON JOINT UNIFIED	15	12	210	237	6	2.86%	1	2.95%
STANISLAUS	RIVERBANK UNIFIED	13	10	154	177	3	1.95%		1.69%
STANISLAUS	ROBERTS FERRY UNION ELEMENTARY	1	0	5	6	1	20.00%		16.67%
STANISLAUS	SALIDA UNION ELEMENTARY	14	9	174	197	1	0.57%		0.51%
STANISLAUS	SHILOH ELEMENTARY	1	0	6	7		0.00%		0.00%
STANISLAUS	STANISLAUS CO. OFFICE OF ED	28	28	118	174	28	23.73%	1	16.67%
STANISLAUS	STANISLAUS UNION ELEMENTARY	10	5	154	169	1	0.65%		0.59%
STANISLAUS	SYLVAN UNION ELEMENTARY	19	25	382	426	4	1.05%		0.94%
STANISLAUS	TURLOCK JOINT ELEMENTARY	25	23	437	485	9	2.06%	3	2.47%
STANISLAUS	TURLOCK JOINT UNION HIGH	13	15	201	229	7	3.48%	1	3.49%
STANISLAUS	VALLEY HOME JOINT ELEMENTARY	1	0	8	9	1	12.50%		11.11%
STANISLAUS	WATERFORD UNIFIED	12	2	158	172	8	5.06%	1	5.23%
STANISLAUS Total		363	326	4,981	5,670	131	2.63%	11	2.50%
SUTTER	BRITTAN ELEMENTARY	0	0	29	29	1	3.45%		3.45%
SUTTER	BROWNS ELEMENTARY	1	0	8	9		0.00%		0.00%
SUTTER	EAST NICOLAUS JOINT UNION HIGH	2	0	17	19		0.00%		0.00%
SUTTER	FRANKLIN ELEMENTARY	1	0	20	21		0.00%		0.00%
SUTTER	LIVE OAK UNIFIED	9	2	90	101		0.00%		0.00%
SUTTER	MARCUM-ILLINOIS UNION ELEM	1	0	9	10		0.00%		0.00%
SUTTER	MERIDIAN ELEMENTARY	1	0	3	4		0.00%		0.00%
SUTTER	NUESTRO ELEMENTARY	1	0	5	6		0.00%		0.00%
SUTTER	PLEASANT GROVE JOINT UNION ELEM	1	0	9	10		0.00%		0.00%
SUTTER	SUTTER CO. OFFICE OF EDUCATION	11	27	42	80	7	16.67%		8.75%
SUTTER	SUTTER UNION HIGH	1	3	35	39	1	2.86%		2.56%
SUTTER	WINSHIP ELEMENTARY	1	0	3	4		0.00%		0.00%
SUTTER	YUBA CITY UNIFIED	41	42	573	656	10	1.75%		1.52%
SUTTER Total		71	74	843	988	19	2.25%	0	1.92%
TEHAMA	ANTELOPE ELEMENTARY	3	0	37	40		0.00%		0.00%
TEHAMA	BEND ELEMENTARY	0	0	5	5		0.00%		0.00%
TEHAMA	CORNING UNION ELEMENTARY	5	4	95	104		0.00%		0.00%
TEHAMA	CORNING UNION HIGH	4	5	52	61		0.00%		0.00%
TEHAMA	ELKINS ELEMENTARY	0	0	2	2		0.00%		0.00%
TEHAMA	EVERGREEN UNION ELEMENTARY	2	0	47	49		0.00%		0.00%
TEHAMA	FLOURNOY UNION ELEMENTARY	0	0	2	2		0.00%		0.00%
TEHAMA	GERBER UNION ELEMENTARY	2	0	27	29		0.00%		0.00%
TEHAMA	KIRKWOOD ELEMENTARY	0	0	2	2		0.00%		0.00%
TEHAMA	LASSEN VIEW UNION ELEMENTARY	1	0	17	18		0.00%		0.00%
TEHAMA	LOS MOLINOS UNIFIED	3	2	39	44		0.00%		0.00%
TEHAMA	MANTON JOINT UNION ELEMENTARY	0	0	2	2		0.00%		0.00%
TEHAMA	MINERAL ELEMENTARY	0	0	5	5		0.00%		0.00%
TEHAMA	PLUM VALLEY ELEMENTARY	1	0	2	3		0.00%		0.00%
TEHAMA	RED BLUFF JOINT UNION HIGH	6	5	94	105	2	2.13%		1.90%
TEHAMA	RED BLUFF UNION ELEMENTARY	7	6	111	124	2	1.80%		1.61%
TEHAMA	REEDS CREEK ELEMENTARY	1	0	7	8		0.00%		0.00%
TEHAMA	RICHFIELD ELEMENTARY	1	0	10	11		0.00%		0.00%
TEHAMA	TEHAMA CO. OFFICE OF EDUCATION	17	32	17	66	3	17.65%		4.55%
TEHAMA Total		53	54	573	680	7	1.22%	0	1.03%
TRINITY	BURNT RANCH ELEMENTARY	0	0	5	5		0.00%		0.00%
TRINITY	COFFEE CREEK ELEMENTARY	1	0	2	3		0.00%		0.00%

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TRINITY	COX BAR ELEMENTARY	0	0	2	2		0.00%		0.00%
TRINITY	DOUGLAS CITY ELEMENTARY	0	0	8	8		0.00%		0.00%
TRINITY	JUNCTION CITY ELEMENTARY	0	0	4	4		0.00%		0.00%
TRINITY	LEWISTON ELEMENTARY	1	0	8	9		0.00%		0.00%
TRINITY	MOUNTAIN VALLEY UNIFIED	3	0	29	32		0.00%		0.00%
TRINITY	SOUTHERN TRINITY JOINT UNIFIED	1	0	14	15		0.00%		0.00%
TRINITY	TRINITY CENTER ELEMENTARY	0	0	2	2		0.00%		0.00%
TRINITY	TRINITY CO. OFFICE OF EDUCATION	5	9	16	30	1	6.25%		3.33%
TRINITY	TRINITY UNION HIGH	3	1	27	31		0.00%		0.00%
TRINITY	WEAVERVILLE ELEMENTARY	2	0	26	28		0.00%		0.00%
TRINITY Total		16	10	143	169	1	0.70%	0	0.59%
TULARE	ALLENSWORTH ELEMENTARY	1	0	4	5		0.00%		0.00%
TULARE	ALPAUGH UNIFIED	2	0	14	16		0.00%		0.00%
TULARE	ALTA VISTA ELEMENTARY	3	0	24	27		0.00%		0.00%
TULARE	BUENA VISTA ELEMENTARY	1	0	9	10		0.00%		0.00%
TULARE	BURTON ELEMENTARY	11	5	139	155	7	5.04%		4.52%
TULARE	CITRUS SOUTH TULE ELEMENTARY	0	0	3	3	1	33.33%		33.33%
TULARE	COLUMBINE ELEMENTARY	1	0	11	12	1	9.09%		8.33%
TULARE	CUTLER-OROSI JOINT UNIFIED	14	12	195	221	6	3.08%	1	3.17%
TULARE	DINUBA UNIFIED	22	18	261	301	11	4.21%		3.65%
TULARE	DUCOR UNION ELEMENTARY	1	0	7	8		0.00%		0.00%
TULARE	EARLIMART ELEMENTARY	10	0	85	95	12	14.12%		12.63%
TULARE	EXETER UNION ELEMENTARY	8	2	94	104	2	2.13%		1.92%
TULARE	EXETER UNION HIGH	7	0	47	54	3	6.38%		5.56%
TULARE	FARMERSVILLE UNIFIED	12	8	125	145		0.00%		0.00%
TULARE	HOPE ELEMENTARY	0	0	5	5		0.00%		0.00%
TULARE	HOT SPRINGS ELEMENTARY	0	0	2	2		0.00%		0.00%
TULARE	KINGS RIVER UNION ELEMENTARY	2	1	27	30		0.00%		0.00%
TULARE	LIBERTY ELEMENTARY	3	0	22	25		0.00%		0.00%
TULARE	LINDSAY UNIFIED	20	11	181	212	9	4.97%		4.25%
TULARE	MONSON-SULTANA JOINT UNION ELE	2	1	21	24		0.00%		0.00%
TULARE	OAK VALLEY UNION ELEMENTARY	1	0	20	21		0.00%		0.00%
TULARE	OUTSIDE CREEK ELEMENTARY	1	0	5	6		0.00%		0.00%
TULARE	PALO VERDE UNION ELEMENTARY	2	0	20	22	1	5.00%		4.55%
TULARE	PIXLEY UNION ELEMENTARY	5	0	52	57	9	17.31%		15.79%
TULARE	PLEASANT VIEW ELEMENTARY	1	0	23	24	2	8.70%		8.33%
TULARE	PORTERVILLE UNIFIED	40	35	588	663	25	4.25%	1	3.92%
TULARE	RICHGROVE ELEMENTARY	4	2	38	44	7	18.42%		15.91%
TULARE	ROCKFORD ELEMENTARY	1	0	19	20	1	5.26%		5.00%
TULARE	SAUCELITO ELEMENTARY	1	0	6	7		0.00%		0.00%
TULARE	SEQUOIA UNION ELEMENTARY	0	0	16	16		0.00%		0.00%
TULARE	SPRINGVILLE UNION ELEMENTARY	1	0	21	22		0.00%		0.00%
TULARE	STONE CORRAL ELEMENTARY	1	0	6	7		0.00%		0.00%
TULARE	STRATHMORE UNION ELEMENTARY	3	0	41	44	1	2.44%		2.27%
TULARE	STRATHMORE UNION HIGH	3	1	19	23	3	15.79%	1	17.39%
TULARE	SUNDALE UNION ELEMENTARY	2	0	29	31	2	6.90%		6.45%
TULARE	SUNNYSIDE UNION ELEMENTARY	2	0	23	25		0.00%		0.00%
TULARE	TERRA BELLA UNION ELEMENTARY	4	1	47	52	5	10.64%		9.62%
TULARE	THREE RIVERS UNION ELEMENTARY	1	0	10	11	1	10.00%		9.09%
TULARE	TIPTON ELEMENTARY	2	0	25	27		0.00%		0.00%
TULARE	TRAVER JOINT ELEMENTARY	1	0	13	14	1	7.69%		7.14%
TULARE	TULARE CITY ELEMENTARY	24	19	389	432	4	1.03%		0.93%
TULARE	TULARE CO. OFFICE OF EDUCATION	62	47	133	242	11	8.27%	3	5.79%

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on P/W
TULARE	TULARE JOINT UNION HIGH	13	17	176	206	4	2.27%		1.94%
TULARE	VISALIA UNIFIED	90	95	1,151	1,336	17	1.48%	1	1.35%
TULARE	WAUKENA JOINT UNION ELEMENTARY	1	0	9	10		0.00%		0.00%
TULARE	WOODLAKE UNION ELEMENTARY	6	0	82	88	2	2.44%		2.27%
TULARE	WOODLAKE UNION HIGH	6	1	33	40	3	9.09%		7.50%
TULARE	WOODVILLE ELEMENTARY	2	0	38	40	5	13.16%		12.50%
TULARE Total		400	276	4,308	4,984	156	3.62%	7	3.27%
TUOLUMNE	BELLEVIEW ELEMENTARY	1	0	11	12		0.00%		0.00%
TUOLUMNE	BIG OAK FLAT-GROVELAND UNIFIED	4	0	35	39	2	5.71%		5.13%
TUOLUMNE	CHINESE CAMP ELEMENTARY	0	0	2	2		0.00%		0.00%
TUOLUMNE	COLUMBIA UNION ELEMENTARY	2	1	29	32		0.00%		0.00%
TUOLUMNE	CURTIS CREEK ELEMENTARY	3	0	38	41	1	2.63%		2.44%
TUOLUMNE	JAMESTOWN ELEMENTARY	2	0	33	35		0.00%		0.00%
TUOLUMNE	SONORA ELEMENTARY	3	1	48	52		0.00%		0.00%
TUOLUMNE	SONORA UNION HIGH	7	4	73	84	3	4.11%		3.57%
TUOLUMNE	SOULSBYVILLE ELEMENTARY	4	1	39	44		0.00%		0.00%
TUOLUMNE	SUMMERSVILLE ELEMENTARY	2	0	26	28		0.00%		0.00%
TUOLUMNE	SUMMERSVILLE UNION HIGH	6	2	45	53	2	4.44%		3.77%
TUOLUMNE	TUOLUMNE CO. OFFICE OF ED	6	17	12	35		0.00%	1	2.86%
TUOLUMNE	TWAIN HARTE-LONG BARN UNION ELEM	2	0	28	30	1	3.57%		3.33%
TUOLUMNE Total		42	26	419	487	9	2.15%	1	2.05%
VENTURA	BRIGGS ELEMENTARY	3	0	23	26	1	4.35%		3.85%
VENTURA	CONEJO VALLEY UNIFIED	66	71	991	1,128	17	1.72%		1.51%
VENTURA	FILLMORE UNIFIED	13	10	183	206	5	2.73%		2.43%
VENTURA	HUENEME ELEMENTARY	26	23	400	449	6	1.50%	1	1.56%
VENTURA	MESA UNION ELEMENTARY	2	0	35	37		0.00%		0.00%
VENTURA	MOORPARK UNIFIED	31	28	367	426	15	4.09%	3	4.23%
VENTURA	MUPU ELEMENTARY	1	0	6	7		0.00%		0.00%
VENTURA	OAK PARK UNIFIED	14	14	177	205	2	1.13%	1	1.46%
VENTURA	OCEAN VIEW ELEMENTARY	9	7	128	144	2	1.56%	1	2.08%
VENTURA	OJAI UNIFIED	13	13	175	201	4	2.29%	2	2.99%
VENTURA	OXNARD ELEMENTARY	51	35	786	872	30	3.82%	1	3.56%
VENTURA	OXNARD UNION HIGH	54	68	601	723	18	3.00%	2	2.77%
VENTURA	PLEASANT VALLEY ELEMENTARY	19	21	252	292	2	0.79%		0.68%
VENTURA	PLEASANT VALLEY SCHOOL	3	4	89	96		0.00%		0.00%
VENTURA	RIO ELEMENTARY	12	15	186	213	3	1.61%		1.41%
VENTURA	SANTA CLARA ELEMENTARY	0	0	3	3	1	33.33%		33.33%
VENTURA	SANTA PAULA ELEMENTARY	14	16	169	199		0.00%	2	1.01%
VENTURA	SANTA PAULA UNION HIGH	7	9	63	79	9	14.29%		11.39%
VENTURA	SIMI VALLEY UNIFIED	53	69	966	1,088	13	1.35%	1	1.29%
VENTURA	SOMIS UNION ELEMENTARY	1	0	28	29	2	7.14%	2	13.79%
VENTURA	VENTURA CO CYA DIST	2	6	29	37		0.00%		0.00%
VENTURA	VENTURA CO. OFFICE OF EDUCATION	25	34	82	141	8	9.76%	3	7.80%
VENTURA	VENTURA UNIFIED	68	87	789	944	8	1.01%	3	1.17%
VENTURA Total		487	530	6,528	7,545	146	2.24%	22	2.23%
YOLO	DAVIS JOINT UNIFIED	32	37	427	496	3	0.70%		0.60%
YOLO	ESPARTO UNIFIED	8	3	51	62	2	3.92%		3.23%
YOLO	WASHINGTON UNIFIED	29	24	367	420	12	3.27%		2.86%
YOLO	WINTERS JOINT UNIFIED	10	12	106	128	4	3.77%		3.13%
YOLO	WOODLAND JOINT UNIFIED	43	42	516	601	27	5.23%	4	5.16%
YOLO	YOLO CO. OFFICE OF EDUCATION	12	7	21	40	6	28.57%		15.00%
YOLO Total		134	125	1,488	1,747	54	3.63%	4	3.32%
YUBA	CAMPTONVILLE ELEMENTARY	3	1	34	38		0.00%		0.00%

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YUBA	MARYSVILLE JOINT UNIFIED	33	17	479	529	4	0.84%		0.76%
YUBA	PLUMAS ELEMENTARY	1	0	10	11		0.00%		0.00%
YUBA	WHEATLAND ELEMENTARY	13	0	129	142	4	3.10%		2.82%
YUBA	WHEATLAND UNION HIGH	2	1	39	42	1	2.56%		2.38%
YUBA	YUBA CO. OFFICE OF EDUCATION	10	27	36	73	4	11.11%		5.48%
YUBA Total		62	46	727	835	13	1.79%	0	1.56%
Totals 2003-04		23,427	22,204	297,434	343,065	10,967	3.69%	1,078	3.51%
Totals 2002-03		23,674	22,499	301,020	347,193	21,574	7.17%	2,004	6.79%
Variance		-247	-295	-3,586	-4,128	-10,607	-3.48%	-926	-3.28%