2000-01 Annual Report: Emergency Permits and Credential Waivers



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2000-01 Annual Report: Emergency Permits and Credential Waivers Executive Summary

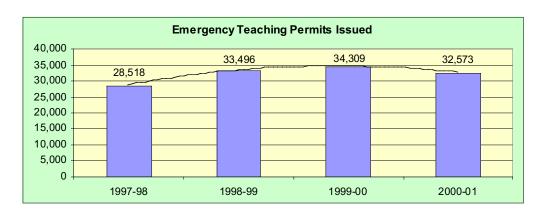
Purpose of the Report

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. Many emergency permits (excluding the 30-day emergency permit) are issued to persons who have completed most of their credential program. Some persons hold a full credential in another area (e.g. some special education credentials maybe issued to teachers who already hold 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 2000-01 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, 336,751 certificated staff (full-time equivalent) were employed in public schools during 2000-01. Of this, 292,977 were employed in teaching positions, which was a 2.8% increase over the previous school year. During this time period, the number of emergency permits issued decreased by 1,860, or 5.3%, an indication that California is meeting the demand for non-emergency teachers. This was the first time since class size reduction was implemented in California, in 1996, that the total number of emergency teaching permits decreased over the previous year.

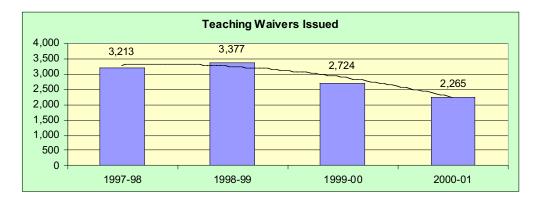
Of the 33,565 total emergency permits issued during fiscal year 2000-01, 32,573 permits were issued for teaching assignments (multiple, single, and special education). As the following chart indicates, this was a 5.1% decrease over the previous fiscal year 1999-00.



The following is a breakdown of emergency teaching permits issued for public schools during fiscal year 2000-01 (see Table 3, page 5 for a breakdown of all types of permits):

- 15,505 multiple subject emergency permits
- 10,819 single subject emergency permits
- 6,249 special education emergency permits

During fiscal year 2000-01, 3,238 credential waivers were issued to public schools in all areas of certification (excluding day-to-day substitutes). This represents 1% of the total certificated staff. Of these, 2,265 were issued for teaching assignments. This was a 16.9% decrease over the previous fiscal year.



The following is a breakdown of teaching waivers issued for public schools during fiscal year 2000-01 (see Table 8, page 11, for a breakdown of all types of waivers).

- 234 multiple subject waivers
- 607 single subject waivers
- 1,424 special education waivers

Permits and Credential Waivers Issued to Charter Schools:

532 emergency permits and credential waivers were issued for charter schools during 2000-01. This was a 39.6% increase over the previous fiscal year. The increase is a direct result of 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), as well as an increase in the number of new charter schools.

The following is a breakdown of emergency permits and credential waivers issued for charter schools during fiscal year 2000-01 (see Tables 10, 11, 12 – pages 14-15 for further data):

- 498 emergency permits
- 34 credential waivers

Permits and Waivers Issued to Non-Public Schools:

1,285 emergency permits and credential waivers were issued for Non-public schools and agencies during 2000-01. Non-public schools and agencies are licensed by the Department of Education to mainly serve Special Education students, consequently over 97% 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 2000-01 (see Tables 13, 14 and 15 – pages 16-18 for further data):

- 620 emergency permits were issued in Special Education
- 8 other emergency permits
- 635 credential waivers were issued in Special Education
- 22 other credential waivers

Emergency Substitute Teaching Permits and Waivers:

During the 2000-01 school year, the Commission issued 48,883 emergency substitute permits. These include 46,928 for the 30-Day Substitute Emergency Permits, 1,822 Prospective Substitute Permits and 133 Career Substitute Permits (see Table 16–page 19).

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SECTION I:

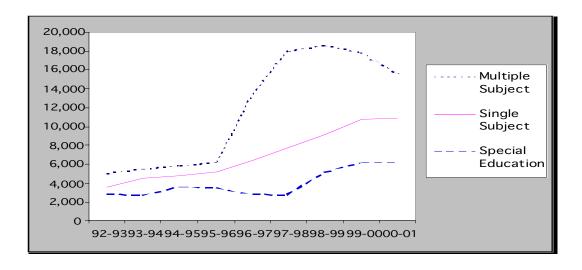
Public School Statistical Data

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 2000-01 marked the first time in over ten years that the total number of emergency permits decreased over the previous fiscal year. While single subject and special education permits increased slightly (.8% and 1.5% respectively), multiple subject permits have decreased substantially (11%). This confirms the Commission's efforts to reduce the number of emergency permits.

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 1992-93 through 2000-01



Distribution of Emergency Permits and Credential Waivers

During the 2000-01 fiscal year, the Commission issued a total of 33,565 emergency permits and 3,238 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 2000-01. 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 11.5% of the certificated staff served on emergency permits and 1% on credential waivers. The numbers in Table 1 do not include data for non-public schools and agencies.

Table 1
Total Number of Emergency Permits and Credential Waivers as
Compared to Certificated Staff 2000-01

Total Certificated Staff	Total Emergency Permits	% of Permits	Total Credential Waivers	% of Waivers	Percentage of Staff on Emergency Permits and Credential Waivers
336,751			3,238	1.0 %	10.9 %
*292,977	33,565	11.5 %			

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 (22,769) and services staff (21,005), who were employed in California during 2000-01.

New Issuances and Reissuances of Emergency Permits and Waivers

Table 2 displays the number of first time issuances (individuals who have never held a previous document), new type issuances (individuals who hold/held a different type of document), and reissuances. The numbers in this table show that 42.4% of the permits and 72.2% of the waivers in 2000-01 were issued to individuals new to education. There was a decrease of 3% in the reissuance of permits and waivers over the previous fiscal year.

Table 2
New Issuances and Reissuances of Emergency Permits and Waivers 2000-01

	First Time	New Type	Reissuance	Total
Permits	4,484	9,737	19,344	33,565
Waivers	2,148	189	901	3,238

<u>Types of Emergency Permits</u>

Table 3 reports the total number of emergency permits issued in 2000-01. Overall, there was a 5.3% decrease in the issuance of emergency permits over the 1999-00 fiscal year.

Table 3 Emergency Permits Issued, 1996-97 through 2000-01

С	1996-97	1997-98	1998-99	1999-00	2000-01	% Change from 99-00
Special Education	2,852	2,758	5,653	6,158	6,249	1.5%
Total Multiple Subject	13,423	17,981	18,676	17,421	15,505	- 11.0%
Multiple Subject	12,435	16,285	16,871	15,279	12,964	- 15.2%
CLAD Emphasis*	323	896	1,221	1,654	2,129	28.72%
BCLAD Emphasis**	665	742	584	488	412	- 15.6%
Total Single Subject	6,430	7,779	9,167	10,730	10,819	.8%
Single Subject	6,280	7,408	8,739	10,014	9,654	- 3.6%
Permit Type	1996-97	1997-98	1998-99	1999-00	2000-01	% Change from 99-00
CLAD Emphasis*	86	179	376	677	1,126	66.3%
BCLAD Emphasis**	64	63	52	39	39	0%
Library Media	147	148	195	239	239	0%
Clinical Rehabilitative	153	164	185	210	86	- 59.1%
Resource Specialist	1,419	1,458	869	463	263	- 43.2%
BCLAD**	9	9	9	7	28	300.0%
CLAD*	70	118	145	197	376	90.9%
Total	24,503	30,415	34,899	35,425	33,565	- 5.3%

^{*}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 1999-00 and 2000-01. The figures show that the total number of permits decreased by 1,860. The distribution of the types of permits show a 4% decrease in multiple subject permits, and a 2% increase in both single subject and special education permits over the previous fiscal year.

Figure 2
Types of 1999-00 Emergency Permits by Percentage
Total Emergency Permits – 35,425

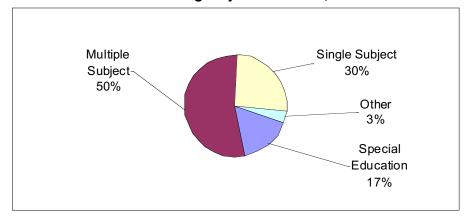
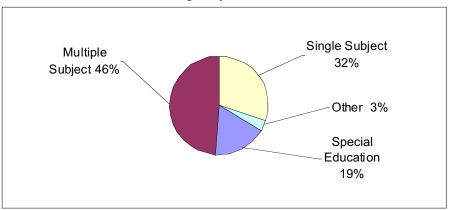


Figure 3
Types of 2000-01 Emergency Permits by Percentage
Total Emergency Permits – 33,565



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 1996-97 through 2000-01 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 since more than one subject may be listed on a document.

Table 4
Single Subject Authorizations on Emergency Permits

Subject	1996-97	1997-98	1998-99	1999-00	2000-01	% of 2000-2001 Total
Agriculture	11	25	22	33	23	0.2%
Art	127	155	228	261	273	2.2%
Business	155	199	205	264	296	2.4%
English	1,249	1,577	1,958	2,349	2,428	19.5%
Foreign Language Total (Table 4B)	548	663	727	845	851	6.8%
Government	0	0	0	0	0	0
History	6	4	4	3	3	0.0%
Health Science	59	116	120	131	145	1.2%
Home Economics	46	62	63	66	81	0.6%
Industrial Technology Ed.	55	76	74	79	67	0.5%
Mathematics	1,381	1,580	1,815	2,018	1,885	15.1%
Music	280	361	453	534	535	4.3%
Physical Education	582	756	837	1041	1,173	9.4%
Science Total (Table 4A)	1,716	2,070	2,407	2,728	2,734	21.9%
Social Science	1,033	1,289	1,573	1,914	1,975	15.8%
Total	7,248	8,933	10,486	12,267	12,469	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. Slightly over half of the science permits were issued for biological sciences.

able 4A Science Emergency Permits

Subject	1996-97	1997-98	1998-99	1999-00	2000-01	% of 2000-2001 Total
Life Science	187	113	74	49	34	1.2%
Physical Science	180	106	86	64	45	1.6%
Science: Biological Science	716	1,015	1,247	1,530	1,518	55.6%
Science: Chemistry	356	498	616	666	690	25.3%
Science: Geosciences	69	94	111	135	152	5.6%
Science: Physics	208	244	273	284	292	10.7%
Science Total	1,716	2,070	2,407	2,728	2,731	100.0

Permits for foreign languages accounted for 6.8% of the subjects. Table 4B provides information on the languages for which those permits were issued. The numbers show that permits for teaching Spanish accounted for 81.3% of the foreign language permits while French constituted 11.4% of those documents and 7.3% was divided among the nine remaining languages.

Table 4B Foreign Language Emergency Permits

Subject	1996-97	1997-98	1998-99	1999-00	2000-01	% of 2000- 2001 Total
Foreign Language: Cantonese	0	0	0	0	5	0.6%
Foreign Language: Chinese	4	7	5	6	3	0.4%
Foreign Language: French	46	57	79	98	97	11.4%
Foreign Language: German	6	10	18	15	15	1.8%
Foreign Language: Italian	0	0	3	4	3	0.4%
Foreign Language: Japanese	13	11	12	15	17	2.0%
Foreign Language: Korean	4	3	0	1	2	0.2%
Foreign Language: Latin	3	4	7	12	9	1.1%
Foreign Language: Mandarin	0	1	2	0	1	0.1%
Foreign Language: Pilipino	0	0	0	0	2	0.2%
Foreign Language: Russian	1	1	2	2	2	0.2%
Foreign Language: Spanish	471	567	595	689	692	81.3%
Foreign Language: Vietnamese	0	2	4	3	3	0.4%
Foreign Language Total	548	663	727	845	851	100.0

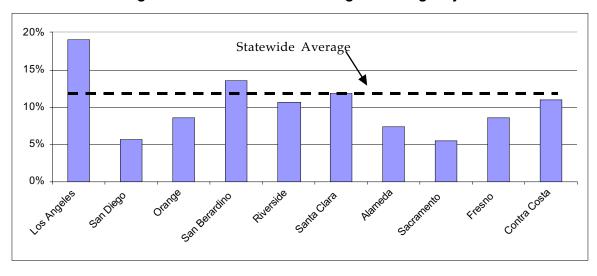
Table 5 includes the ten largest counties based on total certificated staff. Certificated staff consists of teachers, administrators, and services personnel (counselors, librarians, nurses, etc.). The percentages for emergency permits and waivers allows the reader to make comparisons between the counties, even though their sizes may vary. The table shows that Los Angeles County, which has the largest number of certificated staff of any county, employed 19.2% of those individuals on emergency permits. In contrast, San Diego County, which has the second largest number of certificated staff, was among the counties on this chart that used the lowest percentages of emergency permits. None of these ten counties utilized waivers for more than 2% of their 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	79,824	15,290	19.2%	91,820	1,145	1.3%
San Diego	23,860	1,351	5.7%	27,503	49	0.2%
Orange	22,447	1,941	8.7%	25,419	128	0.5%
San Bernardino	17,610	2,470	14.0%	20,028	201	1.0%
Riverside	15,010	1,579	10.5%	17,078	143	0.8%
Santa Clara	12,496	1,499	12.0%	14,238	176	1.2%
Alameda	11,069	832	7.5%	12,725	130	1.0%
Sacramento	10,906	597	5.5%	12,550	63	0.5%
Fresno	8,965	769	8.6%	10,635	74	0.7%
Contra Costa	7,827	872	11.1%	8,924	169	1.9%

The statewide average usage of emergency permits decreased from 12.5% in 1999-00 to 11.5% in 2000-2001. Figure 4 compares the ten largest counties to the statewide average of certificated staff employed on emergency permits. Seven 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
The number of emergency permits requested by subject area and county for 2000-01

Name of County	Science	Math	English	Social Science	Physical Education
Alameda	76	50	52	64	48
Alpine	0	0	0	0	0
Amador	0	1	0	1	0
Butte	2	3	5	3	4
Calaveras	5	1	2	3	1
Colusa	0	2	1	0	2
Contra Costa	64	63	58	56	40
Del Norte	1	0	0	0	0
El Dorado	2	6	6	2	4
Fresno	39	37	58	39	29
Glenn	1	0	1	1	0
Humboldt	0	0	0	1	1
Imperial	8	5	17	26	9
Inyo	1	0	3	4	1
Kern	64	62	85	39	20
Kings	7	7	11	18	12
Lake	2	1	1	0	2
Lassen	2	2	1	2	0
Los Angeles	1529	828	1080	850	530
Madera	3	5	5	5	2
Marin	11	3	3	2	3
Mariposa	0	1	1	0	1
Mendocino	3	1	1	1	1
Merced	12	9	14	14	6
Modoc	3	0	1	0	0
Mono	0	0	0	0	0
Monterey	19	14	17	25	11
Napa	12	10	8	9	7
Nevada	0	1	3	0	0
Orange	147	104	126	107	44
Placer	6	6	10	5	2
Plumas	0	2	0	1	2
Riverside	96	89	136	109	50
Sacramento	51	46	54	48	31
San Benito	6	6	4	4	2

Name of County	Science	Math	English	Social Science	Physical Education
San Bernardino	150	152	198	107	73
San Diego	74	74	64	58	37
San Francisco	14	14	20	21	9
San Joaquin	22	25	39	28	23
San Luis Obispo	1	4	2	2	0
San Mateo	18	25	24	28	15
Santa Barbara	11	9	8	6	13
Santa Clara	131	92	109	101	54
Santa Cruz	6	5	10	25	7
Shasta	4	3	10	3	0
Sierra	2	1	1	0	0
Siskiyou	0	0	1	1	0
Solano	38	26	35	34	18
Sonoma	11	16	16	3	3
Stanislaus	6	11	17	13	3
Sutter	1	1	1	4	2
Tehama	1	0	0	0	1
Trinity	1	0	0	0	1
Tulare	36	28	42	46	25
Tuolumne	0	0	0	1	0
Ventura	20	27	52	44	19
Yolo	11	6	11	8	5
Yuba	1	1	4	3	0
Total	2,731	1,885	2,428	1,975	1,173

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 2000-01 there were 336,751 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 four years despite a steady increase in the number of certificated employees over this time period.

The 3,238 waivers issued during 2000-01 do not include waiver requests from non-public schools and agencies. Please see section II and III for the non-public and charter school waiver data.

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%

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

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. There was a 5.4% increase in the number of credential waivers issued in 2000-01 compared to 1999-00. This compares to an 11% decrease in 1999-00 over the previous year. The increase is mainly due to a 35.2% increase in the issuance of 30-day substitutes. Decreases were experienced in several other types of waivers issued by the Commission.

Table 8
Credential Waivers Issued, 1996-97 through 2000-01

Permit/Credential Type	1996- 97	1997- 98	1998- 99	1999- 00	2000-01	% Change from 99-00
30-Day Substitute	2,584	1,806	2,067	2,134	2,886	35.2%
Multiple Subject	898	613	579	300	234	- 22.0%
Single Subject	416	363	513	525	607	15.6%
Special Education	2,313	2,237	2,285	1,899	1,424	- 25.0%
Resource Specialist	500	578	4	0	0	0%
Reading Specialist	469	464	438	340	269	- 20.9%
Adapted PE	92	85	108	125	131	4.8%
Clinical or Rehabilitative	165	223	281	245	314	28.2%
Administrative Services	18	18	23	17	31	82.4%
Pupil Personnel Services	72	89	82	67	67	0%
Library Media	34	37	45	47	63	34.0%
Other	63	61	119	113	98	- 13.3%
Total	7,624	6,574	6,544	5,812	6,124	5.4%

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Figure 5 and 6 illustrate, by percentage, the types of credential waivers issued in 1999-00 and 2000-01. The overall numbers of waivers increased by 312, or an increase of 5.4%. This was primarily due to a 35% increase in the number of 30-day substitute waivers. If factoring out the 30-day substitute waivers, waivers actually decreased by almost 12%.

Figure 5
Types of 1999-00 Credential Waivers by Percentage 5,812 Waivers

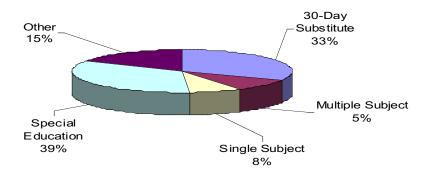
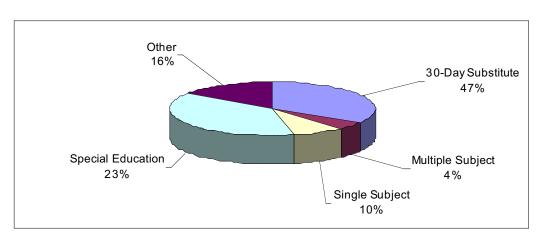


Figure 6
Types of 2000-01 Credential Waivers by Percentage 6,124 Waivers



<u>Subject Authorizations on Single Subject Credential Waivers</u>
Table 9 is a breakdown of the specific teaching subject authorizations of single subject credential waivers issued for fiscal years 1999-00 and 2000-01.

Table 9 Single Subject Authorizations on Credential Waivers

Subject	1999-00	2000-01	% of 2000-01 Total
Agriculture	1	1	0.2%
Art	8	7	1.1%
Business	3	10	1.5%
English	35	69	10.5%
*Foreign Language Total	46	65	9.9%
Health Science	10	3	0.5%
Home Economics	2	3	0.5%
Industrial Technology Education	9	1	0.2%
Mathematics	227	290	44.1%
Music	31	27	4.1%
Physical Education	53	62	9.4%
**Science Total	84	97	14.7%
Social Science	16	23	3.5%
Total:	525	658	100%

* Foreign Language Subject Areas:	1999-00	2000-01	% of 2000-01 Total
Foreign Language: French	3	10	15.4%
Foreign Language: German	0	2	3.1%
Foreign Language: Japanese	3	5	7.7%
Foreign Language: Latin	0	1	1.5%
Foreign Language: Mandarin	2	1	1.5%
Foreign Language: Spanish	37	45	69.2%
Foreign Language: Vietnamese	1	1	1.5%
Foreign Language total:	46	65	100%

** Science Subject Areas:	1999-00	2000-01	% of 2000-01 Total
Science: Biological Science	51	62	63.9%
Science: Chemistry	14	20	20.6%
Science: Geosciences	11	6	6.2%
Science: Physics	8	9	9.3%
Science total:	84	97	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 usually are 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 two 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 2000-01.

Table 10
The Number of Emergency Permits and Credential Waivers
Issued to Charter Schools by County from 1998-99 through 2000-01

County	Permits 1998- 99	Waivers 1998- 99	Total 1998- 99	Permits 1999- 00	Waivers 1999-00	Total 1999- 00	Permits 2000- 01	Waivers 2000- 01	Total 2000- 01
Alameda	0	4	4	24	6	30	14	8	22
El Dorado	0	0	0	0	0	0	1	0	1
Humboldt	0	0	0	0	0	0	2	0	2
Kings	0	0	0	0	0	0	5	0	5
Fresno	3	0	3	12	3	15	29	4	33
Los Angeles	72	10	82	151	12	163	220	10	230
Marin	0	2	2	2	0	2	2	0	2
Mendocino	0	3	3	1	1	2	8	0	8
Mono	0	0	0	1	0	1	0	0	0
Monterey	0	0	0	3	0	3	3	0	3
Nevada	0	0	0	8	0	8	7	0	7
Orange	0	0	0	0	0	0	2	0	2
Placer	2	0	2	11	0	11	4	0	4
Riverside	1	0	1	3	0	3	12	1	13
Sacramento	0	2	2	21	0	21	26	0	26
San Bern.	16	15	31	37	3	40	46	1	47
San Diego	5	38	43	31	2	33	61	6	67

County	Permits 1998- 99	Waivers 1998- 99	Total 1998- 99	Permits 1999- 00	Waivers 1999-00	Total 1999- 00	Permits 2000- 01	Waivers 2000- 01	Total 2000- 01
San Francisco	0	0	0	7	0	7	13	0	13
San Joaquin	0	0	0	4	0	4	0	0	0
San Mateo	10	9	19	19	1	20	21	3	24
Santa Barbara	0	0	0	1	0	1	0	0	0
Santa Clara	0	0	0	1	0	1	0	0	0
Santa Cruz	1	2	3	5	2	7	4	0	4
Shasta	0	0	0	1	0	1	3	0	3
Sierra	0	0	0	0	0	0	1	0	1
Siskiyou	1	0	1	0	0	0	0	0	0
Solano	0	7	7	0	0	0	3	0	3
Sonoma	1	6	7	5	2	7	8	1	9
Sutter	0	0	0	0	0	0	2	0	2
Tulare	0	0	0	1	0	1	0	0	0
Yuba	0	0	0	1	0	1	1	0	1
Total	112	98	210	349	32	381	498	34	532
% Change						81.4%			39.6%

Table 11
Types of Emergency Permits Issued to Charter Schools in 2000-01

Types of Emergency Permits	Number	%
Single Subject	158	31.7
Multiple Subject	331	66.5
Education Specialist	9	1.8
Total	498	100.0

Table 12
Types of Credential Waivers Issued to Charter Schools in 2000-01

Types of Credential Waivers	Number	%
Single Subject	8	23.5
Multiple Subject	26	76.5
Total	34	100.0

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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 2000-01.

Table 13
The Number of Emergency Permits and Credential Waivers
Issued to Non-Public Schools by County from 1998-99 through 2000-01

County	Permits 1998- 99	Waivers 1998- 99	Total 1998- 99	Permits 1999- 00	Waivers 1999- 00	Total 1999- 00	Permits 2000- 01	Waivers 2000- 01	Total 2000- 01
Alameda	25	8	33	29	25	54	22	19	41
Butte	1	0	1	1	0	1	0	0	0
Contra Costa	18	9	27	14	33	47	19	30	49
El Dorado	2	0	2	3	0	3	4	0	4
Fresno	0	0	0	0	0	0	0	0	0
Kern	0	0	0	1	1	2	0	0	0
Los Angeles	210	303	513	250	326	576	299	392	691
Marin	4	0	4	7	2	9	7	1	8
Mendocino	1	0	1	0	0	0	1	0	1
Monterey	2	0	2	0	0	0	1	0	1
Napa	4	1	5	5	2	7	2	2	4
Nevada	2	2	4	2	3	5	3	5	8
Orange	38	20	58	42	21	63	41	27	68
Placer	0	0	0	1	0	1	1	0	1
Riverside	28	47	75	22	48	70	23	44	67
Sacramento	45	17	62	47	25	72	39	39	78
San Benito	0	0	0	0	0	0	0	1	1
San Bern.	31	57	88	24	56	80	20	50	70

County (cont.)	Permits 1998- 99	Waivers 1998- 99	Total 1998- 99	Permits 1999- 00	Waivers 1999- 00	Total 1999- 00	Permits 2000- 01	Waivers 2000- 01	Total 2000- 01
San Diego	50	6	56	64	16	80	68	6	74
San Francisco	11	7	18	11	10	21	16	7	23
San Joaquin	5	1	6	6	0	6	7	1	8
San Mateo	8	7	15	4	4	8	1	0	1
Santa Barbara	5	8	13	8	9	17	6	5	11
Santa Clara	8	7	15	11	10	21	16	9	25
Santa Cruz	0	0	0	3	0	3	3	0	3
Solano	3	1	4	4	4	8	4	5	9
Sonoma	9	2	11	14	1	15	15	2	17
Stanislaus	4	8	12	8	5	13	3	7	10
Tulare	1	0	1	0	1	1	0	0	0
Ventura	6	1	7	8	2	10	6	1	7
Yolo	3	5	8	0	1	1	1	4	5
Totals	525	517	1,042	589	605	1,194	628	657	1,285
% Change						14.6%			7.6%

Table 14
Types of Emergency Permits Issued to Non-Public Schools and Agencies in 2000-01

Types of Emergency Permits	Number	%
Clinical & Rehabilitative Services	3	0.5
Single Subject	2	0.3
Multiple Subject	3	0.5
Special Education	620	98.7
Total	628	100.0

Table 15
Types of Credential Waivers Issued to Non-Public Schools and Agencies in 2000-01

Types of Emergency Waivers	Number	%
Designated Subjects/Special Subjects	1	0.2
Adaptive Physical Education	13	2.0
Clinical & Rehabilitative Services	7	1.1
Special Education	635	96.7
Multiple Subject	0	0
Pupil Personnel Services	1	0.2
Total	657	100.0

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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 2000-01 school year, the Commission issued 48,883 emergency substitute permits. Of these, 46,928 were for the 30-Day Substitute Emergency Permits, 1,822 were for the Prospective Substitute Permit, and 133 were for the Career Substitute Permit. Districts also requested 2,886 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 1995-96 through 2000-01

30-Day Substitute Permits	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	% Change from 1999-00
Total Permits	24,860	32,859	43,076	41,699	45,022	48,883	8.6%
30-Day	*	*	*	41,208	43,701	46,928	7.4%
Prosp.Teach.	*	*	*	424	1211	1,822	50.5%
Career Subs.	*	*	*	67	110	133	20.9%
Waivers	560	2,584	1,806	2,067	2,134	2,886	35.2%

^{*}The breakdown of 30-Day Substitute Type permit is not available for years prior to 1998.

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

For almost 30 years the Commission has issued emergency permits. Recent developments in California have focused attention on public education and, in particular, the need for credentialed teachers. This sixth-annual report on the subject has been prepared to provide information on the utilization of emergency permits and credential waivers by California employers in 2000-01, and does not attempt to explain why counties and districts experience difficulty recruiting credentialed teachers.

The main findings of this report are:

- 33,565 emergency permits, and 6,124 credential waivers (3,238 excluding day-to-day substitute permits) were issued to public schools in 2000-01. Of these, 32,573 were issued strictly for teaching purposes (elementary, secondary, and special education).
- 15,505 multiple subject emergency permits were issued during 2000-01. This was a decrease of 1,916, or 11%, over 1999-00. This 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.
- 10,819 single subject emergency permits were issued during 2000-01. This was an increase of just 89, or .8%, over 1999-00. This was significantly less than last year's increase of 17.1%.
- 6,249 education specialist emergency permits were issued during 2000-01. This was an increase of just 91, or a 1.5%, over 1999-00. This increase was also much less than the 9% increase experienced in 1999-00. Emergency permits for employment as a resource specialist decreased by 43.2% during 2000-01. The resource specialist continues to decrease, since the authorization is now incorporated under the Education Specialist emergency permit. Additionally, there were no credential waivers issued for the resource specialist permit during the 2000-01 year.
- 532 emergency permits and waivers were issued to Charter Schools during 2000-01. This was a 39.6% increase over 1999-00. This increase was still lower than the 81.4% increase experienced in 1999-00. The increases were a direct result of Assembly Bill 544 (Lempert) (Statutes of 1998, Chapter 34), which, since its implementation in 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, as well as an overall increase in the number of new charter schools.
- 6,124 waivers were issued during 2000-01. This was a 5.4% increase over the previous year. The increase was primarily due to the 35.2% increase in 30-day substitute waivers issued. If factoring out the 30-day substitutes, waivers would actually show a decrease of 440, or 12%. Increases in adapted physical education waivers and library media waivers can be attributed to increased state funding.

The Governor, Legislature, and the Commission are working together to help recruit credentialed teachers from out-of-state, provide systematic support for pre-interns, provide additional funding for internship programs and BTSA, encourage individuals through CAL TEACH to become teachers, encourage individuals to become mathematics teachers by providing monetary awards, and encourage credentialed teachers to teach in low-performing schools by providing monetary incentives. Together, these initiatives constitute a multi-pronged approach toward meeting California's need for additional teachers for the future.

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 10unit 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,
 - (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 25 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.

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 maybe higher due to part-time employees.

Legend

County Name (CBEDS data)

District School District or County Offices of Education (CBEDS)

Admin Number of Administrators (CBEDS)

Pupil Svcs 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	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert. Staff on Waivers	% of Total Cert. Staff on P/W
Alameda	Alameda City Unified	40	62	534	636	39	7.30%	3		6.60%
Alameda	Alameda Co. Office of Education	33	0	46	79	20	43.48%	2	2.53%	27.85%
Alameda	Albany City Unified	11	18	162	190	2	1.24%		0.00%	1.05%
Alameda	Berkeley Unified	43	25	551	620	17	3.08%	5	0.81%	3.55%
Alameda	Calif. School for the Blind	6	20	28	54		0.00%		0.00%	0.00%
Alameda	Calif. School for the Deaf	19	32	87	138		0.00%		0.00%	0.00%
Alameda	Castro Valley Unified	32	30	371	433	23	6.20%	1	0.23%	5.54%
Alameda	Dublin Unified	17	12	209	238	12	5.74%		0.00%	5.04%
Alameda	Emery Unified	4	3	57	63	5	8.85%		0.00%	7.94%
Alameda	Fremont Unified	102	104	1,447	1,654	144	9.95%	12	0.73%	9.43%
Alameda	Hayward Unified	80	71	1,202	1,353	126	10.48%	20	1.48%	10.79%
Alameda	Livermore Valley Joint Unified	32	39	645	715	37	5.74%		0.00%	5.17%
Alameda	Mountain House Elementary	0	0	3	3		0.00%		0.00%	0.00%
Alameda	New Haven Unified	46	51	690	787	45	6.52%	10	1.27%	6.99%
Alameda	Newark Unified	31	21	395	448	39	9.87%	17	3.80%	12.50%
Alameda	Oakland Unified	214	186	2,834	3,234	183	6.46%	48		7.14%
Alameda	Piedmont City Unified	13	16	156	185	12		2		7.58%
Alameda	Pleasanton Unified	52	46	630	728	18	2.86%	2		2.75%
Alameda	San Leandro Unified	34	27	425	486	49	11.52%	2		10.50%
Alameda	San Lorenzo Unified	45	39	587	671	61	10.39%	6		9.99%
Alameda	Sunol Glen Unified	1	0	10	11	0.	0.00%	, and the second	0.00%	0.00%
Alameda Total	Carron Cron Crimica	853	802	11,069	12,725	832	7.52%	130		7.56%
Alpine	Alpine Co. Office of Education	2	0	1	3		0.00%	1		40.00%
Alpine	Alpine County Unified	1	1	17	19	4	24.07%		0.00%	21.25%
Alpine Total	7 upino county crimou	3	1	18	21	4		1		23.45%
Amador	Amador Co Cya District	2	9	44	54	-	0.00%		0.00%	0.00%
Amador	Amador Co. Office of Education	2	20	20	41	9			0.00%	21.74%
Amador	Amador County Unified	20	11	213	244	3			0.00%	1.23%
Amador Total	7 amader deathly dimined	24	39	276	339	12	4.34%	0		3.54%
Butte	Bangor Union Elementary	1	0	7	8		0.00%	•	0.00%	0.00%
Butte	Biggs Unified	5	1	47	53	3		1	1.90%	7.62%
Butte	Butte Co. Office of Education	23	51	102	175	15		2		9.69%
Butte	Chico Unified	50	39	677	766	13	1.92%	1		1.83%
Butte	Durham Unified	6	2	72	79	10	0.00%		0.00%	0.00%
Butte	Feather Falls Union Elementary	0	1	3	4		0.00%		0.00%	0.00%
Butte	Golden Feather Union Elementary	1	0	13	14	1	7.69%		0.00%	7.14%
Butte	Gridley Unified	8	7	110	125	6		1	0.80%	5.62%
Butte	Manzanita Elementary	1	0	13	14	3			0.00%	21.90%
Butte	Oroville City Elementary	11	7	174	192		0.00%	1		0.52%
Butte	Oroville Union High	11	11	130	151	3		5		5.29%
Butte	Palermo Union Elementary	6	2	73	80	3	0.00%	1		1.24%
Butte	Paradise Unified	22	15	279	315	8		3		3.49%
Butte	Pioneer Union Elementary	1	0	12	13	0	0.00%	J	0.93%	0.00%
Butte	Thermalito Union Elementary	7	5	88	100	1	1.13%		0.00%	1.00%
Butte Total	Thermalito Officin Elementary	151	139	1,800	2.089	53		15		3.25%
Calaveras	Bret Harte Union High	4	5	48	2,069 56	3		15	0.72%	5.34%
Calaveras	Calaveras Co. Office of Education	5	0	48 18	22	6			0.00%	27.08%
	Calaveras Co. Office of Education Calaveras Unified	17	7	192	216	11		4	0.00%	
Calaveras		3	3	40	46	3	5.72% 7.50%	1	0.46%	5.56% 6.54%
Calaveras	Mark Twain Union Elementary Vallecito Union Elementary	5	2	50 50	46 57	3	7.50% 0.00%		0.00%	0.00%
Calaveras	vallectio Union Elementary	32	2 17	348	397	23	6.60%	1		6.04%
Calaveras Total Colusa	Colusa Co. Office of Education	5	17	3 48 26	397 41	3		2		12.29%
		. 5	1()	761	41	. 3	1 11 41%	. ')	/ / u1%	17.74%

County	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers	Waivers	% of Total Cert. Staff on Waivers	% of Total Cert. Staff on P/W
Colusa	Maxwell Unified	2	1	29	32	2		2		12.32%
Colusa	Pierce Joint Unified	6	1	64	71	1		2		4.23%
Colusa	Williams Unified	4	2	51	57	5		2		12.24%
Colusa Total	Williamo Offinoa	24	18	256	299	12		14		8.70%
Contra Costa	Acalanes Union High	16	23	251	291	21	8.36%		0.00%	7.23%
Contra Costa	Antioch Unified	70	37	963	1.070	133	13.81%	18		14.11%
Contra Costa	Brentwood Union Elementary	17	15	222	254	9		2		4.33%
Contra Costa	Byron Union Elementary	5	8	54	67	8		1		13.44%
Contra Costa	Canyon Elementary	1	0		5		0.00%		0.00%	0.00%
Contra Costa	Contra Costa Co. Off. of Education	23	38	115	176	33		7		22.77%
Contra Costa	John Swett Unified	7	8	95	110	18		7	6.38%	22.80%
Contra Costa	Knightsen Elementary	2	1	34	37	8			0.00%	21.62%
Contra Costa	Lafayette Elementary	13	10	186	208	10		1	0.48%	5.28%
Contra Costa	Liberty Union High	22	11	161	193	26		4	2.07%	15.53%
Contra Costa	Martinez Unified	18	14	220	252	17	7.74%	2	0.79%	7.54%
Contra Costa	Moraga Elementary	7	5	95	107		0.00%		0.00%	0.00%
Contra Costa	Mt. Diablo Unified	115	102	1,742	1,959	208	11.94%	43	2.20%	12.81%
Contra Costa	Oakley Union Elementary	19	12	207	238	16	7.73%		0.00%	6.72%
Contra Costa	Orinda Union Elementary	11	10	129	149	9	6.98%	1	0.67%	6.70%
Contra Costa	Pittsburg Unified	31	23	461	516	85	18.44%	28	5.43%	21.92%
Contra Costa	San Ramon Valley Unified	75	89	996	1,160	91	9.13%	13	1.12%	8.96%
Contra Costa	Walnut Creek Elementary	12	9	163	184	5	3.07%		0.00%	2.72%
Contra Costa	West Contra Costa Unified	114	103	1,731	1,949	175	10.11%	42	2.16%	11.14%
Contra Costa Total		579	518	7,827	8,924	872	11.14%	169	1.89%	11.67%
Del Norte	Del Norte Co. Office of Education	9	10	14	33		0.00%		0.00%	0.00%
Del Norte	Del Norte County Unified	16	3	238	257	1	0.42%	1	0.39%	0.78%
Del Norte Total		25	13	251	290	1	0.40%	1	0.34%	0.69%
El Dorado	Black Oak Mine Unified	8	4	104	116	3	2.88%		0.00%	2.59%
El Dorado	Buckeye Union Elementary	13	8	191	212	7	3.67%		0.00%	3.31%
El Dorado	Camino Union Elementary	2	0		33	1	3.26%		0.00%	3.06%
El Dorado	El Dorado Co. Office of Education	18	28	62	108	26		3		26.91%
El Dorado	El Dorado Union High	30	28	296	354	8		1	0.28%	2.54%
El Dorado	Gold Oak Union Elementary	3	2	40	44	1	2.0070		0.00%	2.26%
El Dorado	Gold Trail Union Elementary	3	1	33	37		0.00%		0.00%	0.00%
El Dorado	Indian Diggings Elementary	0	0		2		0.00%		0.00%	0.00%
El Dorado	Lake Tahoe Unified	16	24	268	308	16		1		5.52%
El Dorado	Latrobe Elementary	1	0	10	11		0.00%		0.00%	0.00%
El Dorado	Mother Lode Union Elementary	5	4	87	96	3			0.00%	3.12%
El Dorado	Pioneer Union Elementary	3	0		32	3			0.00%	9.50%
El Dorado	Placerville Union Elementary	6	2		73	4			0.00%	5.48%
El Dorado	Pollock Pines Elementary	3	2	47	53	2			0.00%	3.76%
El Dorado	Rescue Union Elementary	10	4	159	173	3			0.00%	1.73%
El Dorado	Silver Fork Elementary	0	0	1	1		0.00%		0.00%	0.00%
El Dorado Total		121	106	1,425	1,652	77		5		4.96%
Fresno	Alvina Elementary	1	0		10	1	10.75%		0.00%	9.71%
Fresno	American Union Elementary	1	0		23	2			0.00%	8.55%
Fresno	Big Creek Elementary	1	0		5		0.00%		0.00%	0.00%
Fresno	Burrel Union Elementary	1	0		9		0.00%		0.00%	0.00%
Fresno	Caruthers Unified	7	5	71	83	13			0.00%	15.74%
Fresno	Central Unified	45	46	516	607	42		1	0.16%	7.08%
Fresno	Clay Joint Elementary	1	0	10	11	1			0.00%	8.77%
Fresno	Clovis Unified	133	169	1,478	1,779	93		4		5.45%
Fresno	Coalinga/Huron Joint Unified	16	7	191	214	24	12.54%	10	4.67%	15.88%

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Fresno	Firebaugh-Las Deltas Joint Unified	10	8	117	135	26	22.27%	3	2.23%	21.56%
Fresno	Fowler Unified	11	4	106	121	16	15.03%	1	0.83%	14.06%
Fresno	Fresno Co. Office of Education	57	59	222	338	71	31.99%	8		23.36%
Fresno	Fresno Unified	327	394	3,867	4,588	173	4.47%	22	0.48%	4.25%
Fresno	Golden Plains Unified	13	5	106	123	19	17.89%	2		17.01%
Fresno	Kerman Unified	12	15	181	208	22	12.17%	5		12.97%
Fresno	Kings Canyon Joint Unified	47	33	419	499	55		7	1.40%	12.42%
Fresno	Kingsburg Joint Union Elementary	9	4	102	115	6			0.00%	5.24%
Fresno	Kingsburg Joint Union High	4	2	51	58	4			0.00%	6.96%
Fresno	Laton Joint Unified	6	1	48	55	8		1	1.83%	16.44%
Fresno	Mendota Unified	8	3	103	114	24	23.30%	3	2.63%	23.68%
Fresno	Monroe Elementary	1	0	11	12		0.00%		0.00%	0.00%
Fresno	Orange Center Elementary	2	1	21	24	1	4.76%		0.00%	4.21%
Fresno	Pacific Union Elementary	2	1	24	26	2			0.00%	7.78%
Fresno	Parlier Unified	10	11	166	187	47	28.31%		0.00%	25.15%
Fresno	Pine Ridge Elementary	1	1	8	10		0.00%		0.00%	0.00%
Fresno	Raisin City Elementary	1	0	15	16			1	6.45%	45.16%
Fresno	Riverdale Joint Unified	8	3	79	89	22	28.03%	1	1.13%	25.98%
Fresno	Sanger Unified	46	30	400	475	39		1	0.21%	8.42%
Fresno	Selma Unified	29	18	287	334	12			0.00%	3.59%
Fresno	Sierra Unified	12	11	130	153	6		1	0.65%	4.57%
Fresno	Washington Colony Elementary	2	0	23	25	2			0.00%	8.08%
Fresno	Washington Union High	7	3	64	74	10		1	1.35%	14.83%
Fresno	West Fresno Elementary	4	3	62	69	6		2	2.90%	11.59%
Fresno	West Park Elementary	2	0	26	27	15			0.00%	55.41%
Fresno	Westside Elementary	2	0	17	19	1	5.88%		0.00%	5.26%
Fresno Total		837	833	8,965	10,635	769	8.58%	74		7.93%
Glenn	Capay Joint Union Elementary	1	0	8	9		0.00%		0.00%	0.00%
Glenn	Glenn Co. Office of Education	7	8	35	50	8			0.00%	15.96%
Glenn	Hamilton Union Elementary	2	1	22	25		0.00%		0.00%	0.00%
Glenn	Hamilton Union High	1	2	14	17		0.00%		0.00%	0.00%
Glenn	Lake Elementary	0	0	6	6		0.00%		0.00%	0.00%
Glenn	Orland Joint Unified	9	9	124	143		0.00%		0.00%	0.00%
Glenn	Plaza Elementary	1 1	0	6	7		0.00%		0.00%	0.00%
Glenn	Princeton Joint Unified		0	18	19		0.00%		0.00%	0.00%
Glenn Glenn	Stony Creek Joint Unified	2 8	0	14 92	17 104		0.00%		0.00%	0.00%
	Willows Unified	33	24	340	398	8		0	0.00%	0.00,0
Glenn Total	Arcata Elementary	33		340 44	398 54	8	2.35% 0.00%	2	3.73%	2.01% 3.73%
Humboldt Humboldt	Big Lagoon Union Elementary	4	5 0	6	5 <u>4</u> 6		0.00%		0.00%	0.00%
Humboldt	<u> </u>	2	1	12	15		0.00%		0.00%	0.00%
Humboldt	Blue Lake Union Elementary Bridgeville Elementary	2	0	6	7		0.00%	2	28.78%	28.78%
		1	1	8	9				0.00%	
Humboldt Humboldt	Cuddeback Union Elementary Cutten Elementary	2	2	27	<u>9</u> 31	4	0.00% 3.77%		0.00%	0.00% 3.27%
Humboldt	Eureka City Unified	22	22	315	359	1	0.00%		0.00%	0.00%
Humboldt	Ferndale Unified	3	22	30	359		0.00%		0.00%	0.00%
Humboldt	Fieldbrook Elementary	3	0	7			0.00%		0.00%	0.00%
Humboldt	Fortuna Union Elementary	4	2	39	45		0.00%		0.00%	0.00%
Humboldt	Fortuna Union High	3	5	60	67	1	1.68%		0.00%	1.49%
Humboldt	Freshwater Elementary	3	0	19	20		0.00%		0.00%	0.00%
Humboldt	Garfield Elementary	0	0	3	3		0.00%		0.00%	0.00%
Humboldt	Green Point Elementary	0	0	2	2		0.00%		0.00%	0.00%

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Humboldt	Hydesville Elementary	1	0	8	10		0.00%		0.00%	0.00%
Humboldt	Jacoby Creek Elementary	1	2	21	23		0.00%		0.00%	0.00%
Humboldt	Klamath-Trinity Joint Unified	6	5	71	82		0.00%		0.00%	0.00%
Humboldt	Kneeland Elementary	1	0		3		0.00%		0.00%	0.00%
Humboldt	Loleta Union Elementary	3	0		21		0.00%	2		9.53%
Humboldt	Maple Creek Elementary	0	0		2		0.00%	_	0.00%	0.00%
Humboldt	Mattole Unified	2	0		33		0.00%		0.00%	0.00%
Humboldt	McKinleyville Union Elementary	5	6	76	86	1	1.32%	1	1.16%	2.31%
Humboldt	Northern Humboldt Union High	6	13	99	118	1		1	0.85%	1.69%
Humboldt	Orick Elementary	1	0		6		0.00%		0.00%	0.00%
Humboldt	Pacific Union Elementary	4	1	32	36		0.00%	1	2.77%	2.77%
Humboldt	Peninsula Union Elementary	1	0	6	7		0.00%	ı	0.00%	0.00%
Humboldt	Rio Dell Elementary	1	1	20	21		0.00%		0.00%	0.00%
	,		2	34						
Humboldt	Rohnerville Elementary	2			38		0.00%		0.00%	0.00%
Humboldt	Scotia Union Elementary	2	0		23		0.00%		0.00%	0.00%
Humboldt	South Bay Union Elementary	5	2	31	38		0.00%		0.00%	0.00%
Humboldt	Southern Humboldt Joint Unified	7	5		86		0.00%		0.00%	0.00%
Humboldt	Trinidad Union Elementary	1	0		8		0.00%		0.00%	0.00%
Humboldt Total		101	89	1,176	1,365	9		9		1.32%
Imperial	Brawley Elementary	14	13	189	216	6		1		3.24%
Imperial	Brawley Union High	8	9	78	94	10		5		15.89%
Imperial	Calexico Unified	26	26	403	456	46		11	,	12.51%
Imperial	Calipatria Unified	7	3	71	81	14	19.78%	2	2.48%	19.81%
Imperial	Central Union High	17	11	176	203	10	5.69%	5	2.46%	7.39%
Imperial	El Centro Elementary	23	11	297	331	12	4.04%	2	0.60%	4.23%
Imperial	Heber Elementary	3	0	33	36	3	9.09%		0.00%	8.28%
Imperial	Holtville Unified	13	12	94	119	9	9.57%	4	3.36%	10.92%
Imperial	Imperial Co. Office of Education	25	19	48	92	11	22.85%	5	5.44%	17.42%
Imperial	Imperial Unified	9	4	129	142	16	12.44%	4		14.12%
Imperial	Magnolia Union Elementary	0	0	5	5		0.00%		0.00%	0.00%
Imperial	McCabe Union Elementary	2	0	22	25		0.00%	1	4.08%	4.08%
Imperial	Meadows Union Elementary	2	0		24	1	4.47%		0.00%	4.11%
Imperial	Mulberry Elementary Total	1	0		6	1			0.00%	18.18%
Imperial	San Pasqual Valley Unified	8	3		69	5		1	1.45%	8.70%
Imperial	Seeley Union Elementary	2	2	30	34	3			0.00%	8.96%
Imperial	Westmorland Union Elementary	2	1	35	38	J	0.00%	2		5.26%
Imperial Total	Westinonand Onion Elementary	161	113	1,695	1,969	147		43		9.65%
Inyo	Big Pine Unified	101	0	15	1,909	147	0.00%	40	0.00%	0.00%
		3	3	42	47	7		4		23.21%
Inyo	Bishop Joint Union High Bishop Union Elementary	5	<u> </u>	75	84	- /	0.00%	4	0.00%	0.00%
Inyo		5								
Inyo	Death Valley Unified	- 1	0		10	1	10.64%	1	9.80%	19.61%
Inyo	Inyo Co. Office of Education	8	4		22	2		1	4.52%	13.57%
Inyo	Lone Pine Unified	3	1	30	33	_	0.00%		0.00%	0.00%
Inyo	Owens Valley Unified	1	0		14	2	, .		0.00%	14.80%
Inyo	Round Valley Joint Elementary	1	0		7		0.00%		0.00%	0.00%
Inyo Total		22	13	199	234	12		6		7.70%
Kern	Arvin Union Elementary	8	7	139	154	23			0.00%	14.94%
Kern	Bakersfield City Elementary	98	99	1,506	1,703	153	10.16%	22	1.29%	10.28%
Kern	Beardsley Elementary	9	4	87	100	8		1	1.01%	9.05%
Kern	Belridge Elementary	0	0		5		0.00%		0.00%	0.00%
Kern	Blake Elementary	0	0		1	1	100.00%		0.00%	100.00%
Kern	Buttonwillow Union Elementary	2	1	24	27	3	12.50%		0.00%	11.27%
Kern	Caliente Union Elementary	1	0	6	7	1	16.67%		0.00%	14.29%

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Kern	Delano Joint Union High	12	7	155	174	37	23.87%	2		22.39%
Kern	Delano Union Elementary	23	35	297	355	28	9.43%	2	0.56%	8.45%
Kern	Di Giorgio Elementary	1	0	11	12	2	18.18%		0.00%	16.67%
Kern	Edison Elementary	3	2	41	46	10	24.39%	1	2.20%	24.18%
Kern	El Tejon Unified	6	2	64	73	14	21.71%	1	1.37%	20.60%
Kern	Elk Hills Elementary	1	0	5	6		0.00%		0.00%	0.00%
Kern	Fairfax Elementary	7	2	64	73	10	15.63%		0.00%	13.70%
Kern	Fruitvale Elementary	10	5	146	161	12	8.20%	3	1.86%	9.30%
Kern	General Shafter Elementary	1	1	12	14	2	16.67%		0.00%	14.29%
Kern	Greenfield Union Elementary	32	14	317	363	31	9.79%		0.00%	8.55%
Kern	Kern Co. Office of Education	64	55	140	259	52	37.25%	10	3.86%	23.92%
Kern	Kern Union High	98	94	1,238	1,431	174	14.05%	13	0.91%	13.07%
Kern	Kernville Union Elementary	5	1	52	57	4	7.73%		0.00%	7.05%
Kern	Lakeside Union Elementary	3	3	49	55	7	14.37%		0.00%	12.79%
Kern	Lamont Elementary	13	5	140	158	32		3		22.15%
Kern	Linns Vallev-Poso Flat Union	0	0	6	6				0.00%	17.86%
Kern	Lost Hills Union Elementary	3	0	29	32	5	17.47%	1	3.12%	18.69%
Kern	Maple Elementary	1	0	10	11	3			0.00%	27.27%
Kern	Maricopa Unified	2	1	21	25	11		1		48.78%
Kern	McFarland Unified	12	8	152	172	21	13.83%	1		12.78%
Kern	McKittrick Elementary	1	0	4	5		0.00%		0.00%	0.00%
Kern	Midway Elementary	1	0	11	12		0.00%		0.00%	0.00%
Kern	Moiave Unified	9	3	114	125	5			0.00%	
Kern	Muroc Joint Unified	14	16	125	155	9		5		9.03%
Kern	Norris Elementary	5	7	80	92	6		1		7.65%
Kern	Panama Buena Vista Union Elem	47	27	648	723	24			0.00%	3.32%
Kern	Pond Union Elementary	1	0	10	11	2			0.00%	18.26%
Kern	Richland-Lerdo Union Elementary	8	8	127	143	16		3		13.31%
Kern	Rio Bravo-Greeley Union Elem	4	0	40	45	3		1		8.98%
Kern	Rosedale Union Elementary	19	8	185	212	9			0.00%	4.26%
Kern	Semitropic Elementary	1	0	10	11	3			0.00%	27.27%
Kern	Sierra Sands Unified	20	20	280	319	24		9		10.33%
Kern	South Fork Union Elementary	2	0	22	24	1	4.55%		0.00%	4.17%
Kern	Southern Kern Unified	12	4	152	167	14		2		9.56%
Kern	Standard Elementary	9	7	144	161	6			0.00%	3.74%
Kern	Taft City Elementary	8	5	108	121	12		4		13.22%
Kern	Taft Union High	6	6	57	69			1		8.70%
Kern	Tehachapi Unified	23	12	244	278	8		2	1.1070	3.60%
Kern	Vineland Elementary	3	4	46	52	13			0.00%	25.00%
Kern	Wasco Union Elementary	9	3	133	145	24		3		18.68%
Kern	Wasco Union High	7	3	60	70			3		18.64%
Kern Total	Wasco Officit Fight	624	477	7,314	8,416			95		11.10%
Kings	Armona Union Elementary	4	0	47	51	2		93	0.00%	3.92%
Kings	Central Union Elementary	9	5	103	117	10			0.00%	8.55%
	Corcoran Joint Unified	13	7	160	180	11	6.88%		0.00%	6.12%
Kings	Delta View Joint Union Elementary	13	0	5	6		0.00%		0.00%	0.00%
Kings	Hanford Elementary	25	7	244	276			2		13.79%
Kings			11	144	168	36		2		13.79% 22.06%
Kings	Hanford Joint Union High	13					0.00%	2		
Kings	Island Union Elementary		0	13	14			8	0.00%	0.00%
Kings	Kings Co. Office of Education	15	25	42	82	13		8	011 170	25.58%
Kings Kings	Kings River-Hardwick Union Elem Kit Carson Union Elementary	2	0	29 20	31 22	6			0.00%	19.35%
	IKIT Careon Linion Elementary	. 21	01	201	22	1	5.12%	ı	0.00%	4.65%

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Kings	Lemoore Union Elementary	12	9	154	175	17	11.07%		0.00%	9.74%
Kings	Lemoore Union High	7	10	105	121	16	15.30%	7	5.77%	18.96%
Kings	Pioneer Union Elementary	5	0	53	58		0.00%	1	1.72%	1.72%
Kings	Reef-Sunset Unified	11	8	130	149	22	16.98%	1	0.67%	15.44%
Kings Total		122	81	1.273	1.476	172	13.51%	21		13.07%
Lake	Kelseyville Unified	11	7	101	119	3	2.96%	1	0.84%	3.36%
Lake	Konocti Unified	14	11	173	199			3	1.51%	5.53%
Lake	Lake Co. Office of Education	7	4	6	17		0.00%	-	0.00%	0.00%
Lake	Lakeport Unified	8	5	94	107	4		1		4.68%
Lake	Lucerne Elementary	1	2	15	18		0.00%		0.00%	0.00%
Lake	Middletown Unified	7	6	86	98		2.33%		0.00%	2.03%
Lake	Upper Lake Union Elementary	2	3	33	38		3.06%	1	2.63%	5.25%
Lake	Upper Lake Union High	2	1	19	23		0.00%		0.00%	0.00%
Lake Total	opper Lake Official riight	52	40	527	619	18		6		3.88%
Lassen	Big Valley Joint Unified	2	0	20	22		0.00%		0.00%	0.00%
Lassen	Fort Sage Unified	2	0	22	25		0.00%		0.00%	0.00%
Lassen	Janesville Union Elementary	1	0	23	24				0.00%	8.33%
Lassen	Johnstonville Elementary	1	0	11	12		0.00%		0.00%	0.00%
Lassen	Lassen Co. Office of Education	6	11	27	44				0.00%	13.50%
Lassen	Lassen Union High	4	4	61	69			1		14.52%
Lassen	Ravendale-Termo Elementary	0	0	1	1		0.00%		0.00%	0.00%
Lassen	Richmond Elementary	1	0	9	10		0.00%		0.00%	0.00%
	Shaffer Union Elementary	2	1	20	22		0.00%		0.00%	0.00%
Lassen	Susanville Elementary		1	71	77	1	1.40%	1	1.30%	2.60%
Lassen	Westwood Unified	5 2	1	31	34	l l	0.00%	l	0.00%	0.00%
Lassen	Westwood Offilied	26	19	296	340		6.09%	2		
Lassen Total	ABC Unified	71	75	1.019	1.166		10.99%	15		5.88% 10.90%
Los Angeles		71	6	93	1,100	15	16.15%	2		
Los Angeles	Acton-Agua Dulce Unified	25	43	586	653	155	26.46%	3		16.11% 24.18%
Los Angeles Los Angeles	Alhambra City Elementary Alhambra City High	34	36	355	424	155	0.00%	3	0.46%	0.00%
	, ,	48	55	777	880	105	13.51%	26		14.88%
Los Angeles	Antelope Valley Union High	31	30	417	477	57				
Los Angeles	Arcadia Unified	39		587		73	13.67%	4		12.78%
Los Angeles	Azusa Unified		35		661		12.44%			12.72%
Los Angeles	Baldwin Park Unified	56	43	788	886	162	20.56%	14		19.86%
Los Angeles	Bassett Unified	17	14	284	315	90	31.72%	1	0.0270	28.90%
Los Angeles	Bellflower Unified	41	20	670	730		15.82%	6		15.34%
Los Angeles	Beverly Hills Unified	23	27	312	362	21	6.73%	5		7.17%
Los Angeles	Bonita Unified	37	36	458	530		10.70%	4		9.99%
Los Angeles	Burbank Unified	56	56	780	892	97	12.43%	15		12.55%
Los Angeles	Castaic Union Elementary	8	7	124	139		13.68%	_	0.00%	12.25%
Los Angeles	Centinela Valley Union High	28	24	283	335	69	24.37%	7	2.0070	22.69%
Los Angeles	Charter Oak Unified	25	18	295	338	23	7.79%	1	0.0070	7.09%
Los Angeles	Claremont Unified	22	28	305	356	29	9.50%		0.00%	8.15%
Los Angeles	Compton Unified	127	85	1,362	1,574	680	49.94%	101		49.61%
Los Angeles	Covina-Valley Unified	54	54	667	774	91	13.65%	10		13.05%
Los Angeles	Culver City Unified	24	22	308	353	24	7.80%	1	0.2070	7.08%
Los Angeles	Downey Unified	56	59	930	1,045		14.95%	4		13.69%
Los Angeles	Duarte Unified	17	8	214	239	54	25.28%	6		25.10%
Los Angeles	East Whittier City Elementary	27	21	445	492	82	18.44%	6		17.88%
Los Angeles	Eastside Union Elementary	8	8	121	137	10		2		8.79%
Los Angeles	El Monte City Elementary	32	26	566	623	119	21.02%	3		19.57%
Los Angeles	El Monte Union High	33	42	393	468	76		5		17.30%
Los Angeles	El Rancho Unified	34	27	580	641	29	5.00%	1	0.16%	4.68%

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Los Angeles	El Segundo Unified	11	8	144	163	13	9.02%	3	1.84%	9.81%
Los Angeles	Garvey Elementary	27	17	334	379	79	23.63%	3	0.79%	21.66%
Los Angeles	Glendale Unified	100	83	1,411	1,594	249	17.64%	31		17.57%
Los Angeles	Glendora Unified	23	20	353	396	40		11		12.87%
Los Angeles	Gorman Elementary	2	0	39	42		0.00%	1		2.38%
Los Angeles	Hacienda la Puente Unified	67	76	1.113	1,256	289	25.96%	26	2.07%	25.09%
Los Angeles	Hawthorne Elementary	35	23	467	525	121	25.94%	8	1.52%	24.59%
Los Angeles	Hermosa Beach City Elementary	4	0	51	55				0.00%	9.03%
Los Angeles	Hughes-Elizabeth Lakes Union Elem	2	0	23	25	2			0.00%	8.00%
Los Angeles	Inglewood Unified	66	42	778	886	274	35.23%	7		31.70%
Los Angeles	Keppel Union Elementary	12	1	134	147	8		3		7.48%
Los Angeles	La Canada Unified	13	15	194	222	24	12.40%	3		12.16%
Los Angeles	Lancaster Elementary	39	26	658	723	85	12.92%	8		12.86%
Los Angeles	Las Virgenes Unified	36	38	543	616	24	4.42%	2		4.22%
Los Angeles	Lawndale Elementary	21	21	289	332	35	12.11%	5		12.06%
Los Angeles	Lennox Elementary	23	21	343	387	71	20.70%	8		20.41%
Los Angeles	Little Lake City Elementary	17	14	253	284	71	28.05%	3		26.09%
Los Angeles	Long Beach Unified	309	545	4.466	5.320	874	19.57%	71		17.76%
Los Angeles	Los Angeles Co Cya Dist	4	5	52	5,320	074	0.00%	/ 1	0.00%	0.00%
Los Angeles	Los Angeles Co. Office of Educ	224	288	1,137	1,649	194	17.07%	83		16.80%
Los Angeles	Los Angeles Co. Office of Educ	2.616	2.801	35.150	40,567	7003	19.92%	473		18.43%
Los Angeles	Los Nietos Elementary	2,010	2,601	110	121	40	36.36%	4/3	0.00%	33.06%
Los Angeles	Lowell Joint Elementary	12	10	156	178	15	9.62%		0.00%	8.45%
		49		774	848	358	9.62% 46.24%	5		42.80%
Los Angeles Los Angeles	Lynwood Unified Manhattan Beach Unified	23	25 28	296	347	18		3	0.00%	5.19%
	Monrovia Unified	25	15	323	362	67	20.74%	2		19.32%
Los Angeles	Montebello Unified	105	99	1,495	1,699	293	19.59%	3	0.83%	17.30%
Los Angeles	Mountain View Elementary	32	21	494	1,699 547	293 58	19.59%	1	0.06%	10.61%
Los Angeles		23	25	293		38				
Los Angeles	Newhall Elementary	70			341	170	12.96%	24	0.00%	11.14%
Los Angeles	Norwalk-La Mirada Unified	68	58 48	1,094 999	1,222		15.54%	24		15.88% 18.38%
Los Angeles	Palmdale Elementary				1,115	193	19.31%	12		
Los Angeles	Palos Verdes Peninsula Unified	26	40	491	557	33	6.73%	4 10		6.65%
Los Angeles	Paramount Unified	51	38	777	867	261	33.60%			31.27%
Los Angeles	Pasadena Unified	75	92	1,149	1,317	266	23.14%	7		20.73%
Los Angeles	Pomona Unified	94	137	1,581	1,812	369	23.34%	2		20.47%
Los Angeles	Redondo Beach Unified	29	30	369	427	15	4.07%	1		3.75%
Los Angeles	Rosemead Elementary	14	7	158	179	45	28.41%	3		26.76%
Los Angeles	Rowland Unified	65	58	869	991	174	20.03%	17		19.28%
Los Angeles	San Gabriel Unified	23	16	279	318	71	25.41%	3		23.25%
Los Angeles	San Marino Unified	13	10	150	173	11	7.33%	3		8.11%
Los Angeles	Santa Monica-Malibu Unified	50	40	588	678	57	9.69%	6		9.29%
Los Angeles	Saugus Union Elementary	23	21	433	477	68	15.71%	1	0.2170	14.48%
Los Angeles	South Pasadena Unified	15	18	177	210	12	6.79%		0.00%	5.72%
Los Angeles	South Whittier Elementary	17	4	223	244	38		1	0.41%	15.98%
Los Angeles	Sulphur Springs Union Elementary	17	12	255	283	30			0.00%	10.59%
Los Angeles	Temple City Unified	18	13	259	289	29	11.20%	5		11.76%
Los Angeles	Torrance Unified	72	78	1,184	1,334	140	11.82%	14		11.54%
Los Angeles	Valle Lindo Elementary	6	2	59	67	20	33.90%		0.00%	29.85%
Los Angeles	Walnut Valley Unified	44	56	663	763	31	4.67%	1	0.13%	4.19%
Los Angeles	West Covina Unified	34	18	468	520	70		1	0.19%	13.64%
Los Angeles	Westside Union Elementary	15	14	301	331	50		11		18.45%
Los Angeles	Whittier City Elementary	24	18	349	391	82	23.50%	4		21.98%
Los Angeles	Whittier Union High	41	46	456	543	79	17.33%	2	0.37%	14.91%

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Los Angeles	William S. Hart Union High	51	70	723	843	116	16.04%	1	0.12%	13.88%
Los Angeles	Wilsona Elementary	5	6	93	104	20	21.51%	1	0.97%	20.29%
Los Angeles	Wiseburn Elementary	7	3	87	96	8	9.18%		0.00%	8.31%
Los Angeles Total		5,873	6,123	79,824	91,820	15290	19.15%	1145	1.25%	17.90%
Madera	Alview-Dairyland Union Elementary	2	0	17	19		0.00%		0.00%	0.00%
Madera	Bass Lake Joint Elementary	6	1	64	71	1	1.57%		0.00%	1.41%
Madera	Chawanakee Jt. Elementary	4	1	49	54	1	2.03%	1	1.86%	3.71%
Madera	Chowchilla Elementary	10	1	80	90	2	2.52%		0.00%	2.22%
Madera	Chowchilla Union High	6	3	41	49	6	14.72%	1	2.02%	14.17%
Madera	Coarsegold Union Elementary	4	0	55	59	5	9.16%	2	3.41%	11.95%
Madera	Golden Valley Unified School District	5	0	40	45	2	5.00%		0.00%	4.41%
Madera	Madera Co. Office of Education	21	25	61	108	36	58.82%	3	2.79%	36.22%
Madera	Madera Unified	58	34	735	827	74	10.07%		0.00%	8.95%
Madera	Minarets Jt. Union High	2	0	5	6		0.00%		0.00%	0.00%
Madera	Raymond-Knowles Union Elementary	1	0	5	6		0.00%		0.00%	0.00%
Madera	Yosemite Joint Union High	4	3	59	66	2	3.42%		0.00%	3.04%
Madera Total		121	69	1,209	1,399	129	10.67%	7	0.50%	9.72%
Marin	Bolinas-Stinson Union Elementary	1	0	10	11		0.00%		0.00%	0.00%
Marin	Dixie Elementary	7	4	103	114		0.00%		0.00%	0.00%
Marin	Kentfield Elementary	5	2	67	74		0.00%		0.00%	0.00%
Marin	Laguna Joint Elementary	0	0	2	2		0.00%		0.00%	0.00%
Marin	Lagunitas Elementary	1	0	19	20	2	10.47%		0.00%	9.95%
Marin	Larkspur Elementary	4	2	53	58		0.00%		0.00%	0.00%
Marin	Lincoln Elementary	0	0	1	1		0.00%		0.00%	0.00%
Marin	Marin Co. Office of Education	20	14	79	112	16	20.38%		0.00%	14.29%
Marin	Mill Valley Elementary	9	13	136	158	4			0.00%	2.53%
Marin	Nicasio Elementary	0	0	5	5		0.00%		0.00%	0.00%
Marin	Novato Unified	30	45	386	460	5			0.00%	1.09%
Marin	Reed Union Elementary	6	3	74	82	5			0.00%	6.07%
Marin	Ross Elementary	2	1	27	30		0.00%		0.00%	0.00%
Marin	Ross Valley Elementary	9	6	95	110		0.00%		0.00%	0.00%
Marin	San Rafael City Elementary	16	7	178	200	1	0.56%		0.00%	0.50%
Marin	San Rafael City High	8	11	96	116	8			0.00%	6.93%
Marin	Sausalito Elementary	3	0	17	20		0.00%		0.00%	0.00%
Marin	Shoreline Unified	4	4	51	59		0.00%		0.00%	0.00%
Marin	Tamalpais Union High	16	14	192	222	13			0.00%	5.85%
Marin	Union Joint Elementary	0	0	2	2		0.00%	_	0.00%	0.00%
Marin Total		140	125	1,591	1,856	54		0		
Mariposa	Mariposa Co Cya Dist	0	0	1	1		0.00%		0.00%	0.00%
Mariposa	Mariposa Co. Office of Education	2	1	16	19		0.00%		0.00%	0.00%
Mariposa	Mariposa County Unified	12	8	127	147	7	5.53%		0.00%	4.78%
Mariposa Total		14	9	144	167	7	4.88%	0		4.20%
Mendocino	Anderson Valley Unified	4	2	42	47		0.00%		0.00%	0.00%
Mendocino	Arena Union Elementary	0	0	19	19	_	0.00%		0.00%	0.00%
Mendocino	Fort Bragg Unified	10	9	137	156	5		1	0.64%	3.84%
Mendocino	Laytonville Unified	3	1	35	39	1	2.85%		0.00%	2.58%
Mendocino	Leggett Valley Unified	1	0	16	17		0.00%	1	5.83%	5.83%
Mendocino	Manchester Union Elementary	1	0	5	6		0.00%		0.00%	0.00%
Mendocino	Mendocino Co. Office of Education	9	8	19	36	2		1	2.75%	8.26%
Mendocino	Mendocino Unified		2	56	62		0.00%		0.00%	0.00%
Mendocino Mendocino	Point Arena Joint Union High Potter Valley Community Unified	0	1 2	14 24	15 28	3		4	0.00% 3.55%	13.18% 14.21%

County	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert. Staff on Waivers	% of Total Cert. Staff on P/W
Mendocino	Ukiah Unified	28	19	356	403	10	2.81%	2	0.50%	2.98%
Mendocino	Willits Unified	11	10	139	160		0.00%	<u> </u>	0.00%	0.00%
Mendocino Total		77	54	900	1,031	25	2.78%	6		3.01%
Merced	Atwater Elementary	17	13	222	252	9	4.05%	2		4.37%
Merced	Ballico-Cressev Elementary	1	1	14	16		0.00%	2		12.37%
Merced	Delhi Unified	9	4	117	130	15	12.82%	4		14.62%
Merced	Dos Palos Oro Loma Jt. Unified	11	9	132	153	18	13.61%	5		15.04%
Merced	El Nido Elementary	1	0		13	3	25.00%	1		30.77%
Merced	Gustine Unified	5	2		99	12	13.06%	1	1.01%	13.10%
Merced	Hilmar Unified	7	8	124	139	6	4.82%		0.00%	4.31%
Merced	Le Grand Union Elementary	2	1	22	24	1	4.65%		0.00%	4.17%
Merced	Le Grand Union High	2	2	30	34	7	23.14%	1	2.94%	23.53%
Merced	Livingston Union Elementary	8	4	112	124	5	4.46%	4		7.26%
Merced	Los Banos Unified	27	11	329	366	45	13.69%	1	0.27%	12.56%
Merced	McSwain Union Elementary	3	6	38	47	2	5.22%	<u> </u>	0.00%	4.26%
Merced	Merced City Elementary	38	48	542	628	38	7.01%	16		8.60%
Merced	Merced City Elementary Merced Co. Office of Education	26	22	95	142	42	44.15%	11		37.22%
Merced	Merced River Union Elementary	20	0		142	2	15.87%	- 11	0.00%	14.08%
Merced	Merced Union High	38	40	399	478	39	9.76%	2		8.58%
Merced	Plainsburg Union Elementary	0	0		5	1	20.00%		0.42%	20.00%
Merced	Planada Elementary	3	1	51	5 55	4	7.91%		0.00%	7.27%
		0	0			1	22.47%		0.00%	22.47%
Merced	Snelling-Merced Falls Union Elem				83					,
Merced	Weaver Union Elementary	5	2			5	6.56%		0.00%	6.01%
Merced	Winton Elementary	6	3	89	97	6	6.75%		2.05%	8.21%
Merced Total	N 1 0 00 (51)	211	175	2,519	2,905	261	10.36%	52		10.77%
Modoc	Modoc Co. Office of Education	4	<u>5</u>	21	30	5	23.81%		0.00%	16.67%
Modoc	Modoc Joint Unified	6		67	74		0.00%	1	1.35%	1.35%
Modoc	Surprise Valley Joint Unified	2	0	15	16		0.00%		0.00%	0.00%
Modoc	Tulelake Basin Joint Unified	3	2	36	40	1	2.81%		0.00%	2.52%
Modoc Total	England Other Halfard	14	8		160	6	4.34%	1	***-	4.37%
Mono	Eastern Sierra Unified	7	1	58	66	1	1.72%		0.00%	1.51%
Mono	Mammoth Unified	4	2		67		0.00%		0.00%	0.00%
Mono	Mono Co. Office of Education	4	6	15	25	1	6.67%		0.00%	3.94%
Mono Total		15	9		159	2	1.49%	0		1.26%
Monterey	Alisal Union Elementary	26	22	394	442	31	7.87%	1	0.2070	7.25%
Monterey	Bradley Union Elementary	0	0		3		0.00%		0.00%	0.00%
Monterey	Carmel Unified	13	12		161	3	2.22%		0.00%	1.87%
Monterey	Chualar Union Elementary	1	0		19	1	5.56%		0.00%	5.26%
Monterey	Gonzales Unified	12	8	118	138	14	11.82%	3	2::: ,0	12.30%
Monterey	Graves Elementary	0	0		2		0.00%		0.00%	0.00%
Monterey	Greenfield Union Elementary	11	6	136	153	15	11.04%	7	4.59%	14.43%
Monterey	King City Joint Union High	9	4	76	89	7	9.17%	2		10.09%
Monterey	King City Union Elementary	9	4	130	143	11	8.46%	1	0.70%	8.39%
Monterey	Lagunita Elementary	0	0	4	4		0.00%		0.00%	0.00%
Monterey	Mission Union Elementary	0	0		5		0.00%		0.00%	0.00%
Monterey	Monterey Co. Office of Education	29	47	136	212	24	17.68%	5		13.71%
Monterey	Monterey Peninsula Unified	44	57	626	727	20	3.19%	21		5.64%
Monterey	North Monterey County Unified	30	17	286	333	14	4.89%	7	,	6.31%
Monterey	Pacific Grove Unified	9	10	102	120		0.00%		0.00%	0.00%
Monterey	Pacific Unified	0	0		7	2	32.63%		0.00%	30.63%
Monterey	Salinas City Elementary	29	16	443	487	32	7.23%	1	0.21%	6.77%
Monterey	Salinas Union High	45	37	545	626	67	12.30%	28	4.47%	15.17%
Monterey	San Antonio Union Elementary	1	0	9	10	1	11.11%		0.00%	10.00%

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Monterey	San Ardo Union Elementary	1	0	8	9	1	12.50%		0.00%	11.11%
Monterey	San Lucas Union Elementary	1	0	12	13	1	8.62%	3	23.08%	30.77%
Monterey	Santa Rita Union Elementary	12	7	140	159	7	5.00%	3	1.89%	6.29%
Monterey	Soledad Unified	13	7	149	169	23	15.41%	6	3.55%	17.18%
Monterey	Spreckels Union Elementary	3	1	51	55	1	1.98%		0.00%	1.83%
Monterey	Washington Union Elementary	4	2	47	53		0.00%		0.00%	0.00%
Monterey Total	,	302	254	3,581	4,137	275	7.68%	88	2.13%	8.77%
Napa	Calistoga Joint Unified	4	1	48	53	6			0.00%	11.28%
Napa	Howell Mountain Elementary	1	0	5	6	2			0.00%	33.33%
Napa	Napa Co. Office of Education	6	8		39	10			0.00%	25.58%
Napa	Napa Valley Unified	56	60	820	936	88		13		10.79%
Napa	Pope Valley Union Elementary	1	0	4	5		0.00%		0.00%	0.00%
Napa	St. Helena Unified	7	4	81	92	8			0.00%	8.74%
Napa Total	on Fronting Orimina	75	73	983	1,130	114	11.60%	13		11.23%
Nevada	Chicago Park Elementary	1	0		10		0.00%		0.00%	0.00%
Nevada	Clear Creek Elementary	1	0		6		0.00%		0.00%	0.00%
Nevada	Grass Valley Elementary	7	7	_	118	3		1	0.85%	3.39%
Nevada	Nevada City Elementary	6	6	74	86	3	0.00%	<u> </u>	0.00%	0.00%
Nevada	Nevada Co. Office of Education	2	13	29	44	2			0.00%	4.56%
Nevada	Nevada Co. Office of Education Nevada Joint Union High	17	20	200	236	5			0.00%	2.12%
Nevada	Pleasant Ridge Union Elementary	7	4	102	113	2			0.00%	1.77%
Nevada	Pleasant Valley Elementary	2	2	33	37	2	6.06%		0.00%	5.48%
		2	2		30		0.00%	4	3.31%	
Nevada	Ready Springs Union Elementary					-		1		3.31%
Nevada	Twin Ridges Elementary	12	2	74 39	88 45	5		4	4.56% 0.00%	10.25%
Nevada	Union Hill Elementary	3	3			2				4.45%
Nevada Total	A l	60	59	694	813	21	3.02%	6		3.32%
Orange	Anaheim Elementary	76	57	1,009	1,142	108	10.70%	2		9.63%
Orange	Anaheim Union High	84	119	1,245	1,448	108	8.67%	8		8.01%
Orange	Brea-Olinda Unified	23	14	281	317	29	10.33%	1	0.32%	9.46%
Orange	Buena Park Elementary	20	11	287	318	32	11.17%		0.00%	10.08%
Orange	Capistrano Unified	134	50	2,067	2,251	75		6		3.60%
Orange	Centralia Elementary	15	17	245	277	5		4		3.25%
Orange	Cypress Elementary	13	11	248	272	5			0.00%	1.84%
Orange	Fountain Valley Elementary	21	19	286	326	2			0.00%	0.61%
Orange	Fullerton Elementary	50	40	562	652	32	5.69%	5		5.67%
Orange	Fullerton Joint Union High	49	38	532	620	92	17.29%		0.00%	14.85%
Orange	Garden Grove Unified	171	124	2,098	2,394	147	7.01%	10	***-7*	6.56%
Orange	Huntington Beach City Elementary	18	15	310	343	5			0.00%	1.46%
Orange	Huntington Beach Union High	53	37	563	653	32	5.68%	2		5.20%
Orange	Irvine Unified	70	98	1,079	1,247	47	4.36%	9		4.49%
Orange	La Habra City Elementary	18	14	304	337	12	3.94%	2		4.15%
Orange	Laguna Beach Unified	10	4	120	134	3			0.00%	2.25%
Orange	Los Alamitos Unified	24	39	397	459	9		1	0.22%	2.18%
Orange	Magnolia Elementary	17	12	356	385	25	7.02%	2	0.52%	7.00%
Orange	Newport-Mesa Unified	67	66	1,039	1,173	67	6.45%	11	0.94%	6.65%
Orange	Ocean View Elementary	30	24	489	543	12	2.45%	· · · · · · · · · · · · · · · · · · ·	0.00%	2.21%
Orange	Orange Co. Office of Education	102	59	384	545	116	30.20%	1	0.18%	21.46%
Orange	Orange Unified	85	107	1,477	1,669	234	15.84%	29	1.74%	15.76%
Orange	Placentia-Yorba Linda Unified	69	92	1,204	1,366	97	8.05%	3		7.32%
Orange	Saddleback Valley Unified	101	67	1,625	1,794	52	3.20%	4		3.12%
Orange	Santa Ana Unified	168	178	2,837	3,183	476		14		15.40%
Orange	Savanna Elementary	5	10	117	132		0.00%		0.00%	0.00%
Orange	Tustin Unified	53	45	772	870	77	9.97%	5		9.43%

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Orange	Westminster Elementary	30	27	513	570	42	8.19%	9	1.58%	8.94%
Orange Total		1,576	1,396	22,447	25,419	1941	8.65%	128	0.50%	8.14%
Placer	Ackerman Elementary	1	0	16	17		0.00%		0.00%	0.00%
Placer	Alta-Dutch Flat Union Elementary	1	0	10	11		0.00%		0.00%	0.00%
Placer	Auburn Union Elementary	11	8	129	148	1	0.77%		0.00%	0.68%
Placer	Colfax Elementary	2	0	26	27		0.00%		0.00%	0.00%
Placer	Dry Creek Joint Elementary	22	26	262	310	6	2.29%		0.00%	1.94%
Placer	Emigrant Gap Elementary	0	0	2	2		0.00%		0.00%	0.00%
Placer	Eureka Union Elementary	13	8	193	215	6	3.10%		0.00%	2.79%
Placer	Foresthill Union Elementary	3	0	33	36		0.00%		0.00%	0.00%
Placer	Loomis Union Elementary	7	3	93	103		0.00%		0.00%	0.00%
Placer	Newcastle Elementary	1	0	16	17		0.00%		0.00%	0.00%
Placer	Ophir Elementary	1	0	12	13		0.00%		0.00%	0.00%
Placer	Penryn Elementary	2	0	17	19		0.00%		0.00%	0.00%
Placer	Placer Co. Office of Education	14	28	61	103	22	35.87%	3	2.92%	24.32%
Placer	Placer Hills Union Elementary	6	3	70	79	1	1.42%		0.00%	1.26%
Placer	Placer Union High	20	15	219	253	7	3.20%	2		3.56%
Placer	Rocklin Unified	24	26	361	410		3.04%	6		4.14%
Placer	Roseville City Elementary	22	19	311	352	3			0.00%	0.85%
Placer	Roseville Joint Union High	28	29	320	377	13	4.06%		0.00%	3.45%
Placer	Tahoe-Truckee Joint Unified	22	20	287	328	9		2	0.0170	3.35%
Placer	Western Placer Unified	15	12	258	284	9			0.00%	3.17%
Placer Total		212	196	2,696	3,104	88		13		3.25%
Plumas	Plumas Co. Office of Education	1	0	3	4		0.00%		0.00%	0.00%
Plumas	Plumas Unified	17	12	182	211	10		7		8.07%
Plumas Total		18	12	185	215	10		7		7.92%
Riverside	Alvord Unified	65	41	786	892	101	12.85%	12		12.66%
Riverside	Banning Unified	19	9	217	245	34	15.64%	2		14.72%
Riverside	Beaumont Unified	15	10	182	208	25	13.72%	2		13.01%
Riverside	Calif. School for the Deaf	19	16	83	118		0.00%		0.00%	0.00%
Riverside	Coachella Valley Unified	46	29	552	627	80		11		14.52%
Riverside	Corona-Norco Unified	104	101	1,766	1,971	177	10.02%	9		9.44%
Riverside	Desert Center Unified	1	0	2	3		0.00%		0.00%	0.00%
Riverside	Desert Sands Unified	53	71	1,100	1,224	63	5.73%		0.00%	5.15%
Riverside	Hemet Unified	52	55	813	920	83	10.21%	11		10.22%
Riverside	Jurupa Unified	52	52	894	998	96	10.74%	14		11.02%
Riverside	Lake Elsinore Unified	44	64	759	867	95		3	,	11.30%
Riverside	Menifee Union Elementary	16	8	226	250	13	5.75%		0.00%	5.20%
Riverside	Moreno Valley Unified	93	109	1,593	1,795	168	10.55%	15		10.20%
Riverside	Murrieta Valley Unified	43	36	546	624	37	6.78%	1	0.16%	6.09%
Riverside	Nuview Union Elementary	6	2	57	65		0.00%		0.00%	0.00%
Riverside	Palm Springs Unified	67	52	1,017	1,136	102	10.03%	15		10.30%
Riverside	Palo Verde Unified	12	7	170	190	20		2		11.60%
Riverside	Perris Elementary	13	5	247	265	41	16.60%	2		16.23%
Riverside	Perris Union High	22	21	253	296	39	15.43%	2		13.85%
Riverside	Riverside Co. Office of Education	78	30	292	400	61	20.89%	14		18.74%
Riverside	Riverside Unified	155	156	1,698	2,010	169	9.95%	20		9.40%
Riverside	Romoland Elementary	6	2	71	79		5.63%		0.00%	5.08%
Riverside	San Jacinto Unified	20	15	261	296	54	20.69%	5		19.95%
Riverside	Temecula Valley Unified	54	58	932	1,044	40			0.00%	3.83%
Riverside	Val Verde Unified	35	29	494	558	77	15.60%	3		14.35%
Riverside Total		1,089	980	15,010	17,078	1579	10.52%	143		10.08%
Sacramento	Arcohe Union Elementary	2	1	27	30	1	0.00%	1	3.33%	3.33%

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Sacramento	California Education Authority	18	4	17	39		0.00%		0.00%	0.00%
Sacramento	Center Joint Unified	24	18	285	328	17	5.96%	2	0.61%	5.80%
Sacramento	Del Paso Heights Elementary	11	9	112	132		0.00%	6	4.54%	4.54%
Sacramento	Elk Grove Unified	203	151	2,290	2,643	81	3.54%	1	0.04%	3.10%
Sacramento	Elverta Joint Elementary	2	0		23	2	9.52%		0.00%	8.83%
Sacramento	Folsom-Cordova Unified	52	57	756	866	31	4.10%	1	0.12%	3.69%
Sacramento	Galt Joint Union Elementary	14	11	220	244	17	7.73%	2	0.82%	7.77%
Sacramento	Galt Joint Union High	6	7	90	103	5	5.56%	4		8.75%
Sacramento	Grant Joint Union High	52	57	598	707	93	15.54%	17	2.41%	15.57%
Sacramento	Natomas Unified	29	19		365	24	7.59%	1		6.85%
Sacramento	North Sacramento Elementary	27	37	302	366	20	6.63%	1		5.75%
Sacramento	Rio Linda Union Elementary	34	35	560	629	9	1.61%	2		1.75%
Sacramento	River Delta Joint Unified	8	10	125	144	8	6.39%	2		6.96%
Sacramento	Robla Elementary	9	14	122	145	3	2.46%	1	0.69%	2.76%
Sacramento	Sacramento City Unified	195	158	2,513	2,866	173	6.88%	19		6.70%
Sacramento	Sacramento Co. Office of Education	45	16	118	179	26	22.12%	3		16.22%
Sacramento	San Juan Unified	157	152	2,435	2,743	88	3.61%		0.00%	3.21%
Sacramento Total	San Juan Grilled	888	757	10.906	12.550	597	5.47%	63	0.50%	5.26%
San Benito	Aromas/San Juan Unified	5	4	.,	84	8	10.58%	6		16.58%
San Benito	Bitterwater-Tully Union Elemen	0	0		2	0	0.00%	0	0.00%	0.00%
San Benito	Cienega Union Elementary	0	0		3		0.00%		0.00%	0.00%
San Benito	Hollister School District	27	16		343	29	9.65%	3		9.33%
San Benito	Jefferson Elementary	0	0		343	29	0.00%	3	0.00%	0.00%
	North County Joint Union Elem	2	0		26	4				15.50%
San Benito San Benito	Panoche Elementary	0	0		1	4	16.73% 0.00%		0.00% 0.00%	0.00%
	,	5	1	9	15	40	179.78%		0.00%	
San Benito	San Benito Co. Office of Education	7	16		145	16 17	179.78%	13		105.26% 20.63%
San Benito	San Benito High	1	0			1/		13	8.94% 0.00%	
San Benito	Southside Elementary				10 7	1	10.71%			9.67%
San Benito	Tres Pinos Union Elementary	1	0				0.00%		0.00%	0.00%
San Benito	Willow Grove Union Elementary	0	0		2	7.	0.00%		0.00%	0.00%
San Benito Total	A	48	36		640	75	13.50%	22		15.16%
San Bernardino	Adelanto Elementary	15	5		254	49	20.99%	4		20.91%
San Bernardino	Alta Loma Elementary	20	10		362	21	6.32%	2		6.36%
San Bernardino	Apple Valley Unified	42	28	633	703	51	8.05%	12		8.96%
San Bernardino	Baker Valley Unified	2	0		17	3	19.87%	1		23.53%
San Bernardino	Barstow Unified	26	19		370	69	21.27%	16		22.98%
San Bernardino	Bear Valley Unified	14	6		179	8	5.05%		0.00%	4.48%
San Bernardino	Central Elementary	15	16	251	283	17	6.76%	1	0.35%	6.36%
San Bernardino	Chaffey Joint Union High	58	74	830	963	115	13.86%	13		13.30%
San Bernardino	Chino Valley Unified	88	74	,	1,574	192	13.60%		0.00%	12.20%
San Bernardino	Colton Joint Unified	61	57	1,037	1,154	187	18.04%	11	0.95%	17.15%
San Bernardino	Cucamonga Elementary	11	5	144	160	23	15.99%	1	0.63%	15.00%
San Bernardino	Etiwanda Elementary	18	18	370	405	42	11.34%	1	0.25%	10.60%
San Bernardino	Fontana Unified	155	110	1,708	1,973	197	11.53%	28		11.40%
San Bernardino	Helendale Elementary	3	0		31	3	10.71%		0.00%	9.68%
San Bernardino	Hesperia Unified	50	23	691	763	85	12.30%	5		11.79%
San Bernardino	Lucerne Valley Unified	5	2	54	61	2	3.74%		0.00%	3.29%
San Bernardino	Morongo Unified	34	25	481	539	22	4.58%	5	0.93%	5.01%
San Bernardino	Mountain View Elementary	12	5		174	16	10.16%		0.00%	9.19%
San Bernardino	Mt. Baldy Joint Elementary	1	0		6		0.00%		0.00%	0.00%
San Bernardino	Needles Unified	7	1	65	72	5	7.73%	2	2.76%	9.66%
San Bernardino	Ontario-Montclair Elementary	92	54	1,266	1,412	332	26.22%	12	0.85%	24.36%
San Bernardino	Oro Grande Elementary	1	0	5	6		0.00%		0.00%	0.00%

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San Bernardino	Redlands Unified	51	62	879	992	68	7.74%	2	0.20%	7.06%
San Bernardino	Rialto Unified	97	75	1,274	1,446	172	13.50%	6	0.41%	12.31%
San Bernardino	Rim of the World Unified	22	12	262	295	14	5.34%	1	0.34%	5.09%
San Bernardino	San Bernardino City Unified	213	187	2,396	2,796	441	18.41%	39	1.39%	17.16%
San Bernardino	San Bernardino Co Cya Dis	6	8	58	72		0.00%		0.00%	0.00%
San Bernardino	San Bernardino Co. Off. of Educ	67	69	293	428	93	31.76%	8	1.87%	23.58%
San Bernardino	Silver Valley Unified	13	6	145	164	10	6.91%	4	2.44%	8.54%
San Bernardino	Snowline Joint Unified	22	28	359	409	46		6	1.47%	12.70%
San Bernardino	Trona Joint Unified	3	1	25	29		0.00%		0.00%	0.00%
San Bernardino	Upland Unified	46	31	574	651	48		5		8.14%
San Bernardino	Victor Elementary	20	14	385	419	62		6		16.23%
San Bernardino	Victor Valley Union High	37	23	356	416	57	16.01%	10		16.09%
San Bernardino	Yucaipa-Calimesa Jt. Unified	27	17	404	448	20		- 10	0.00%	4.47%
San Bernardino To		1,354	1.065	17,610	20,028	2470		201	1.00%	
San Diego	Alpine Union Elementary	8	4	117	129	2		201	0.00%	1.56%
San Diego	Bonsall Union Elementary	5	4	84	92	4			0.00%	4.33%
San Diego	Borrego Springs Unified	2	2	26	31	1	3.80%		0.00%	3.26%
San Diego	Caion Valley Union Elementary	59	66	906	1.031	29		1	0.10%	2.91%
San Diego	Cardiff Elementary	3	1	45	49	2			0.00%	4.05%
San Diego	Carlsbad Unified	25	19	441	484	19		1		4.13%
San Diego	Chula Vista Elementary	66	81	1.168	1.315	92		9	* 7 *	7.68%
San Diego	Coronado Unified	10	10	151	1,313	9		1	0.58%	5.83%
San Diego	Dehesa Elementary	10	0	10	11	9	0.00%		0.00%	0.00%
San Diego	Del Mar Union Elementary	10	5	158	173	1			0.00%	0.58%
San Diego	Encinitas Union Elementary	16	27	267	310	7		2		2.90%
San Diego	Escondido Union Elementary	64	58	976	1.098	66		10		6.92%
San Diego	Escondido Union High	27	22	345	393	28		10	0.00%	7.12%
San Diego	Fallbrook Union Elementary	20	18	281	319	10			0.00%	3.13%
San Diego	Fallbrook Union High	15	7	130	152	8			0.00%	5.26%
San Diego	Grossmont Union High	64	67	1,010	1.141	61			0.00%	5.26%
San Diego	Jamul-Dulzura Union Elementary	8	3	67	78	3			0.00%	3.85%
San Diego		5	<u>ა</u>	58	65	3	0.00%		0.00%	0.00%
	Julian Union Elementary Julian Union High	4	1	28	32	2			0.00%	6.20%
San Diego	La Mesa-Spring Valley	37	68	707	811	21		3		2.96%
San Diego	1 0 ,							3		
San Diego	Lakeside Union Elementary	13	16	230 228	259 258	9		0	0.00%	3.47% 9.29%
San Diego	Lemon Grove Elementary	17	13 6	90	258 104	16 5		<u>8</u>		
San Diego	Mountain Empire Unified	22	22	326	370	43			0.00%	6.73%
San Diego	National Elementary		77					4		11.64%
San Diego	Oceanside Unified	60 105	112	1,108	1,245	41 49	3.70% 3.20%	1	0.08% 0.06%	3.37% 2.86%
San Diego	Poway Unified			1,533	1,749			1		
San Diego	Ramona City Unified	17	23 2	329	369	15			0.00%	4.06%
San Diego	Rancho Santa Fe Elementary	2	_	39	44	400	0.00%		0.00%	0.00%
San Diego	San Diego City Unified	623	603	7,403	8,629	403	5.44%	6		4.74%
San Diego	San Diego Co. Office of Education	87	24	186	297	42			0.00%	14.13%
San Diego	San Dieguito Union High	31	62	456	549	31	6.80%		0.00%	5.65%
San Diego	San Marcos Unified	45	35	573	653	31	5.41%	1	0.1070	4.90%
San Diego	San Pasqual Union Elementary	2	1	25	28		0.00%		0.00%	0.00%
San Diego	San Ysidro Elementary	13	12	229	254	33			0.00%	13.02%
San Diego	Santee Elementary	27	53	355	435	15			0.00%	3.45%
San Diego	Solana Beach Elementary	12	11	153	175	5		1	0.57%	3.43%
San Diego	South Bay Union Elementary	29	34	494	557	61	12.35%		0.00%	10.95%
San Diego	Spencer Valley Elementary	0	0	3	4		0.00%		0.00%	0.00%
San Diego	Sweetwater Union High	94	168	1,598	1,860	115	7.20%		0.00%	6.18%

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San Diego	Vallecitos Elementary	Admin 1	0	14	15tar Cert.	Permits	0.00%	waivers	0.00%	0.00%
San Diego	Valley Center-Pauma Unified	16	14	231	262	12	5.19%		0.00%	
San Diego	Vista Unified	104	110	1,259	1,473	58	4.61%	2	0.14%	4.07%
San Diego	Warner Unified	2	2	23	27	2	8.77%		0.00%	7.41%
San Diego Total	Warner Grinica	1.780	1.864	23,860	27,503	1351	5.66%	49		5.09%
San Francisco	San Francisco Co. Off. of Educ	14	82	81	176	1001	0.00%	-10	0.00%	0.00%
San Francisco	San Francisco Unified	235	196	3,261	3,692	386	11.84%	57		12.00%
San Francisco Total	Carrirancioco Crimoa	249	277	3,341	3,868	386	11.55%	57		11.45%
San Joaquin	Banta Elementary	1	0	14	15	1	7.14%	0.	0.00%	6.67%
San Joaquin	Escalon Unified	11	12	143	166	8		1	0.60%	5.43%
San Joaquin	Holt Union Elementary	1	0	7	8	Ū	0.00%		0.00%	0.00%
San Joaquin	Jefferson Elementary	4	2	65	71	5			0.00%	7.04%
San Joaquin	Lammersville Elementary	2	0	16	18	2			0.00%	11.30%
San Joaquin	Lincoln Unified	33	31	421	485	29		3	0.62%	6.60%
San Joaquin	Linden Unified	10	6	125	141	10		1	0.71%	7.80%
San Joaquin	Lodi Unified	105	107	1,352	1,563	115		14		8.25%
San Joaquin	Manteca Unified	70	65	974	1,110	58		7	0.63%	5.86%
San Joaquin	New Hope Elementary	5	0	44	49	3			0.00%	6.11%
San Joaquin	New Jerusalem Elementary	2	0	15	17	4			0.00%	24.10%
San Joaquin	Oak View Union Elementary	1	0	18	19	-	0.00%		0.00%	0.00%
San Joaquin	Ripon Unified	10	6	129	144	7	5.42%	1	0.69%	5.54%
San Joaquin	San Joaquin Co Cya Dist	11	24	115	149		0.00%		0.00%	0.00%
San Joaquin	San Joaquin Co. Off. of Education	45	21	135	200	28	20.82%	3	1.50%	15.47%
San Joaquin	Stockton City Unified	125	150	1,889	2,164	162	8.58%	15		8.18%
San Joaquin	Tracy Joint Unified	40	47	655	743	55		2		7.68%
San Joaquin Total	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	475	470	6,116	7,061	487	7.96%	47		7.56%
San Luis Obispo	Atascadero Unified	18	20	295	332	1	0.34%		0.00%	0.30%
San Luis Obispo	Cayucos Elementary	1	0	16	17		0.00%		0.00%	0.00%
San Luis Obispo	Coast Unified	5	3	57	65		0.00%		0.00%	0.00%
San Luis Obispo	Lucia Mar Unified	42	30	532	605		0.00%		0.00%	0.00%
San Luis Obispo	Paso Robles Joint Unified	23	28	332	382	12	3.62%	2	0.52%	3.66%
San Luis Obispo	Pleasant Valley Joint Union Elem	1	0	7	8		0.00%		0.00%	0.00%
San Luis Obispo	San Luis Coastal Unified	41	35	434	510	1	0.23%		0.00%	0.20%
San Luis Obispo	San Luis Obispo Co Cya Dist	3	6	40	49		0.00%		0.00%	0.00%
San Luis Obispo	San Luis Obispo Co. Off. of Educ	20	15	49	85	23	46.63%		0.00%	27.17%
San Luis Obispo	San Miguel Joint Union Elementary	2	0	29	31		0.00%		0.00%	0.00%
San Luis Obispo	Shandon Joint Unified	2	2	21	25		0.00%		0.00%	0.00%
San Luis Obispo	Templeton Unified	7	5	133	144		0.00%		0.00%	0.00%
San Luis Obispo Tota	al	166	144	1,944	2,254	37	1.90%	2	0.09%	1.73%
San Mateo	Bayshore Elementary	1	0	24	25	1	4.14%		0.00%	3.97%
San Mateo	Belmont-Redwood Shores Elem	11	7	136	153	4	2.95%	5	3.27%	5.89%
San Mateo	Brisbane Elementary	2	1	37	41	4	10.72%		0.00%	9.80%
San Mateo	Burlingame Elementary	10	9	120	139	4	3.33%	6	4.31%	7.18%
San Mateo	Cabrillo Unified	16	9	181	206	16		9		12.11%
San Mateo	Hillsborough City Elementary	6	10	93	110	4	4.28%		0.00%	3.64%
San Mateo	Jefferson Elementary	24	14	345	382	16		2		4.71%
San Mateo	Jefferson Union High	19	22	239	281	23	9.61%	2	0.71%	8.91%
San Mateo	La Honda-Pescadero Unified	3	2	27	32	2		1	3.13%	9.38%
San Mateo	Laguna Salada Union Elementary	13	14	153	180	6			0.00%	3.33%
San Mateo	Las Lomitas Elementary	4	4	64	72	2		3	4.16%	6.94%
San Mateo	Menlo Park City Elementary	8	10	115	134	6		1	0.75%	5.24%
San Mateo	Millbrae Elementary	9	7	111	127	5			0.00%	3.94%
San Mateo	Portola Valley Elementary	4	4	45	52	3	6.74%	1	1.93%	7.74%

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San Mateo	Ravenswood City Elementary	26	10	289	324	77	26.69%	15	4.63%	28.40%
San Mateo	Redwood City Elementary	34	27	551	612	42	7.62%	8	1.31%	8.17%
San Mateo	San Bruno Park Elementary	12	7	145	164	4	2.76%		0.00%	2.44%
San Mateo	San Carlos Elementary	13	4	130	146	10	7.71%	2	1.37%	8.23%
San Mateo	San Mateo Co. Off. of Education	41	38	200	279	30	14.99%	14	5.01%	15.76%
San Mateo	San Mateo Union High	23	50	394	466	32	8.13%	15	3.22%	10.08%
San Mateo	San Mateo-Foster City Elementary	39	36	538	614	38	7.06%	4	0.65%	6.84%
San Mateo	Sequoia Union High	31	37	355	423	33	9.29%	2	0.47%	8.27%
San Mateo	South San Francisco Unified	34	33	469	536	35	7.46%	3	0.56%	7.08%
San Mateo	Woodside Elementary	3	2	34	40		0.00%	2	5.05%	5.05%
San Mateo Total		386	358	4,794	5,538	397	8.28%	95	1.72%	8.88%
Santa Barbara	Ballard Elementary	1	0	7	8		0.00%		0.00%	0.00%
Santa Barbara	Blochman Union Elementary	0	0	5	5	1	18.76%		0.00%	18.76%
Santa Barbara	Buellton Union Elementary	3	0	33	36		0.00%	1	2.82%	2.82%
Santa Barbara	Carpinteria Unified	13	13	151	177	5	3.32%	1	0.57%	3.40%
Santa Barbara	Casmalia Elementary	0	0	2	2		0.00%		0.00%	0.00%
Santa Barbara	Cold Spring Elementary	0	1	12	13	1	8.70%		0.00%	8.00%
Santa Barbara	College Elementary	2	0	28	30	2	7.12%		0.00%	6.64%
Santa Barbara	Cuyama Joint Unified	2	0	21	23	1	4.83%		0.00%	4.35%
Santa Barbara	Goleta Union Elementary	14	15	225	254	3	1.33%		0.00%	1.18%
Santa Barbara	Guadalupe Union Elementary	5	2	58	64	2	3.45%	1	1.56%	4.69%
Santa Barbara	Hope Elementary	4	3	65	72	1	1.54%		0.00%	1.38%
Santa Barbara	Lompoc Unified	47	33	604	685	40	6.62%	5	0.73%	6.57%
Santa Barbara	Los Alamos Elementary	1	0	15	16		0.00%		0.00%	0.00%
Santa Barbara	Los Olivos Elementary	1	0	13	15		0.00%		0.00%	0.00%
Santa Barbara	Montecito Union Elementary	2	0	30	32	1	3.33%		0.00%	3.13%
Santa Barbara	Orcutt Union Elementary	18	6	240	264	3	1.25%	1	0.38%	1.52%
Santa Barbara	Santa Barbara Co. Off. of Education	21	40	101	162	29		5		20.99%
Santa Barbara	Santa Barbara Elementary	13	28	309	349	24	7.77%	1	0.29%	7.16%
Santa Barbara	Santa Barbara High	29	47	463	538	23	4.97%	4		5.02%
Santa Barbara	Santa Maria Joint Union High	17	8	250	275	28	11.20%	2		10.92%
Santa Barbara	Santa Maria-Bonita Elementary	44	22	586	652	31	5.29%		0.00%	4.76%
Santa Barbara	Santa Ynez Valley Union High	7	7	39	53	4	, .	1	1.89%	9.46%
Santa Barbara	Solvang Elementary	2	0	35	37		0.00%		0.00%	0.00%
Santa Barbara	Vista del Mar Union Elementary	2	1	12	14	1	8.38%		0.00%	7.02%
Santa Barbara Tota		246	225	3,304	3,775	200		22		5.88%
Santa Clara	Alum Rock Union Elementary	48	40	750	838	103	13.74%	16		14.20%
Santa Clara	Berryessa Union Elementary	28	25	414	466	43	10.38%	1		9.43%
Santa Clara	Cambrian Elementary	10	5	136	151	8		2		6.61%
Santa Clara	Campbell Union Elementary	28	17	402	446	29			0.00%	6.50%
Santa Clara	Campbell Union High	35	22	324	380	44	13.60%	5		12.88%
Santa Clara	Cupertino Union Elementary	38	22	721	781	35	4.85%		0.00%	4.48%
Santa Clara	East Side Union High	115	103	1,112	1,330	193	17.36%	45		17.89%
Santa Clara	Evergreen Elementary	43	29	582	653	54	9.27%	2		8.57%
Santa Clara	Franklin-McKinley Elementary	35	20	532	587	70		12		13.97%
Santa Clara	Fremont Union High	39	27	410	477	40		6		9.65%
Santa Clara	Gilroy Unified	25	30	463	518	43		1	0.19%	8.49%
Santa Clara	Lakeside Joint Elementary	1	0	8	9		0.00%		0.00%	0.00%
Santa Clara	Loma Prieta Joint Union Elem	4	1	36	41	1	2.79%		0.00%	2.46%
Santa Clara	Los Altos Elementary	11	11	215	237	11	5.11%	5	2.11% 0.00%	6.74%
Santa Clara	Los Gatos Union Elementary	12	8	150	170	<u>4</u> 15				2.35%
Santa Clara	Los Gatos-Saratoga Joint Union High	12	12 1	136 24	160 27	1 <u>5</u> 3	, .		0.00% 0.00%	9.37% 10.95%

County	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert. Staff on Waivers	% of Total Cert. Staff on P/W
Santa Clara	Milpitas Unified	31	38	453	522	52	11.48%	8	1.53%	11.50%
Santa Clara	Montebello Elementary	0	0	3	3	1	33.33%		0.00%	29.41%
Santa Clara	Moreland Elementary	16	12	236	264	22	9.31%		0.00%	8.33%
Santa Clara	Morgan Hill Unified	39	25	422	486	50		5	1.03%	11.31%
Santa Clara	Mountain View Elementary	12	6	161	179	13			0.00%	7.28%
Santa Clara	Mountain View-Los Altos Union High	19	11	148	178	9	6.06%		0.00%	5.05%
Santa Clara	Mt. Pleasant Elementary	12	5	148	165	21	14.19%	5	3.03%	15.75%
Santa Clara	Oak Grove Elementary	43	29	586	658	60	10.23%	5		9.87%
Santa Clara	Orchard Elementary	3	1	46	50	7	15.22%		0.00%	14.00%
Santa Clara	Palo Alto Unified	57	38	597	692	30	5.03%	6	0.87%	5.20%
Santa Clara	San Jose Unified	127	54	1,558	1,738	262	16.82%	32	1.84%	16.91%
Santa Clara	Santa Clara Co. Off. of Education	43	53	267	363	155	58.02%	9	2.48%	45.17%
Santa Clara	Santa Clara Unified	65	61	707	833	55	7.78%	2	0.24%	6.84%
Santa Clara	Saratoga Union Elementary	8	8	128	144	16	12.51%		0.00%	11.14%
Santa Clara	Sunnyvale Elementary	22	9	307	338	26	8.47%	9	2.67%	10.36%
Santa Clara	Union Elementary	19	12	236	267	19			0.00%	7.12%
Santa Clara	Whisman Elementary	4	4	76	84	5	6.58%		0.00%	5.99%
Santa Clara Total		1,004	738	12,496	14,238	1499	12.00%	176	1.24%	11.76%
Santa Cruz	Bonny Doon Union Elementary	1	0	8	9		0.00%		0.00%	0.00%
Santa Cruz	Happy Valley Elementary	1	0	8	9	3	36.76%		0.00%	32.75%
Santa Cruz	Live Oak Elementary	10	8	109	128	8	7.32%		0.00%	6.27%
Santa Cruz	Mountain Elementary	1	1	7	9		0.00%		0.00%	0.00%
Santa Cruz	Pacific Elementary	1	0	9	10	2	23.53%		0.00%	21.05%
Santa Cruz	Pajaro Valley Joint Unified	88	73	1,033	1,195	160		28		15.74%
Santa Cruz	San Lorenzo Valley Unified	16	12	207	234	15		1	0.43%	6.85%
Santa Cruz	Santa Cruz City Elementary	11	15	156	182	2			0.00%	1.10%
Santa Cruz	Santa Cruz City High	27	30	244	302	13		4		5.63%
Santa Cruz	Santa Cruz Co Cya Dist	0	0	1	1		0.00%		0.00%	0.00%
Santa Cruz	Santa Cruz Co. Off. of Education	16	9	53	78	16		2		23.04%
Santa Cruz	Scotts Valley Unified	9	11	113	132	7			0.00%	5.28%
Santa Cruz	Soquel Elementary	9	12	112	133	6		1	0.75%	5.25%
Santa Cruz Total		191	171	2,060	2,422	232	11.26%	36		11.06%
Shasta	Anderson Union High	9	12	108	128	5			0.00%	3.90%
Shasta	Bella Vista Elementary	2	1	28	31	2	7.14%		0.00%	6.45%
Shasta	Black Butte Union Elementary	1	0	23	24		0.00%		0.00%	0.00%
Shasta	Cascade Union Elementary	7	9	84	100		0.00%		0.00%	0.00%
Shasta	Castle Rock Union Elementary	1	0	4	5		0.00%		0.00%	0.00%
Shasta	Columbia Elementary	3	3	46	52	1	2.16%		0.00%	1.92%
Shasta	Cottonwood Union Elementary	5	2	65	72		0.00%		0.00%	0.00%
Shasta	Enterprise Elementary	15	11	200	226	2		1		1.33%
Shasta	Fall River Joint Unified	8	4	86	98	2		1	1.02%	3.06%
Shasta	French Gulch-Whiskeytown Elem	0	0	2	2		0.00%		0.00%	0.00%
Shasta	Gateway Unified	15	12	201	228	2			0.00%	0.88%
Shasta	Grant Elementary	1	3	26	30		0.00%		0.00%	0.00%
Shasta	Happy Valley Union Elementary	2	1	37	40		0.00%	2		4.95%
Shasta	Igo, Ono, Platina Union Elementary	1	0	6	7		0.00%		0.00%	0.00%
Shasta	Indian Springs Elementary	0	0	3	3		0.00%		0.00%	0.00%
Shasta	Junction Elementary	2	3	30	35		0.00%		0.00%	0.00%
Shasta	Millville Elementary	1	0	11	11		0.00%		0.00%	0.00%
Shasta	Mountain Union Elementary	0	0	8	8		0.00%		0.00%	0.00%
Shasta	North Cow Creek Elementary	1	0	16	17		0.00%		0.00%	0.00%
Shasta	Oak Run Elementary	0	0	4 40	4 45	1	25.00% 0.00%		0.00%	22.62%

Shasta	rt. % of Total Cert. Staff on P/W	% of Total Cert. Staff on Waivers	Waivers	% of Teachers on Permits	Permits	Total Cert.	Teachers	PPS	Admin	ty District	County
Shasta Shasta Union Elementary 1	2.88%	0.00%		3.25%	6			11	13		
Shasta	9.70%	3.23%	3	9.98%	6	93	60	18	15	a Shasta Co. Office of Education	Shasta
Shasta Shasta Union High 28 19 240 289 15 6.25% 0.00	0.00%	0.00%	-					0			
Shastar Whitmore Union Elementary 0 0 1,2 2 0,00% 7 0,00	9% 5.20%	0.00%		6.25%	15			19	29		
Shasta Total		0.00%									
Sierra Siera Sie			7		42			109			
Sierra Sierra-Plumas Joint Unified 6		0.00%				, .	7				
Siskiyou Big Springs Union Elementary 1 0 12 13 0.00% 0.00	,	0.00%			8		77				
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County	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert. Staff on Waivers	% of Total Cert. Staff on P/W
Sonoma	Dunham Elementary	1	1	8	10		0.00%		0.00%	0.00%
Sonoma	Forestville Union Elementary	3	1	37	41		0.00%		0.00%	0.00%
Sonoma	Fort Ross Elementary	3	0	22	24		0.00%		0.00%	0.00%
Sonoma	Geyserville Unified	2	0		30		0.00%		0.00%	0.00%
Sonoma	Gravenstein Union Elementary	2	0	26	28	3	11.64%		0.00%	10.80%
Sonoma	Guerneville Elementary	2	0	26	28	2	7.62%		0.00%	7.21%
Sonoma	Harmony Union Elementary	2	0	27	28		0.00%		0.00%	0.00%
Sonoma	Healdsburg Unified	13	13	140	166	6	4.29%	1	0.60%	4.23%
Sonoma	Horicon Elementary	1	0	6	7		0.00%		0.00%	0.00%
Sonoma	Kashia Elementary	0	0	1	1		0.00%		0.00%	0.00%
Sonoma	Kenwood Elementary	1	1	10	11		0.00%		0.00%	0.00%
Sonoma	Liberty Elementary	1	0	9	10		0.00%		0.00%	0.00%
Sonoma	Mark West Union Elementary	5	6	83	94	1	1.21%	1	1.07%	2.13%
Sonoma	Monte Rio Union Elementary	1	0	9	10	2	23.53%	1	10.53%	31.58%
Sonoma	Montgomery Elementary	1	0	5	6		0.00%		0.00%	0.00%
Sonoma	Oak Grove Union Elementary	3	0		36	1	3.08%		0.00%	2.82%
Sonoma	Old Adobe Union Elementary	7	6	107	120	1	0.94%		0.00%	0.83%
Sonoma	Petaluma City Elementary	9	4	133	145		0.00%		0.00%	0.00%
Sonoma	Petaluma Joint Union High	21	29	243	292	12	4.95%	1	0.34%	4.45%
Sonoma	Piner-Olivet Union Elementary	8	2	92	101	2	2.18%		0.00%	1.98%
Sonoma	Rincon Valley Union Elementary	11	6	144	160	3	2.09%		0.00%	1.87%
Sonoma	Roseland Elementary	5	4		68	13	22.22%	1	1.48%	20.74%
Sonoma	Santa Rosa Elementary	22	21	309	351	6	1.94%	5	1.42%	3.13%
Sonoma	Santa Rosa High	47	56	622	725	53	8.52%	3	, .	7.72%
Sonoma	Sebastopol Union Elementary	6	5		85	1	1.35%		0.00%	1.18%
Sonoma	Sonoma Co. Office of Education	37	16	131	184	23	17.55%		0.00%	12.49%
Sonoma	Sonoma Valley Unified	19	16	245	281	10	4.07%		0.00%	3.56%
Sonoma	Twin Hills Union Elementary	3	0		53	3			0.00%	5.62%
Sonoma	Two Rock Union Elementary	1	1	13	15		0.00%		0.00%	0.00%
Sonoma	Waugh Elementary	2	4		47		0.00%		0.00%	0.00%
Sonoma	West Side Union Elementary	1	0		9		0.00%		0.00%	0.00%
Sonoma	West Sonoma County Union High	10	22	146	178	12			0.00%	6.74%
Sonoma	Wilmar Union Elementary	1	1	14	16		0.00%		0.00%	0.00%
Sonoma	Windsor Unified	15	11	212	239	10	4.71%	1	0.42%	4.61%
Sonoma	Wright Elementary	5	3	66	74	1	1.52%		0.00%	1.36%
Sonoma Total		313	273	3,794	4,380	184	4.85%	15		4.54%
Stanislaus	Ceres Unified	32	25	454	512	32	7.04%	4		7.04%
Stanislaus	Chatom Union Elementary	3	0	39	42	6		1	2.0070	16.75%
Stanislaus	Denair Unified	6	2	60	68	5			0.00%	7.40%
Stanislaus	Empire Union Elementary	14	11	201	226			3	110070	2.66%
Stanislaus	Gratton Elementary	0	0		6		17.24%		0.00%	16.67%
Stanislaus	Hart-Ransom Union Elementary	2	1	44	46	3			0.00%	6.57%
Stanislaus	Hickman Elementary	3	1	40	44	1	2.49%		0.00%	2.29%
Stanislaus	Hughson Unified	7	5		106	10			0.00%	9.46%
Stanislaus	Keyes Union Elementary	5	0		64	5		2		11.01%
Stanislaus	Knights Ferry Elementary	1	0		8		0.00%		0.00%	0.00%
Stanislaus	La Grange Elementary	0	0		1	1	100.00%		0.00%	100.00%
Stanislaus	Modesto City Elementary	69	52	860	981	22	2.56%	2		2.45%
Stanislaus	Modesto City High	38	47	579	665	9		3		1.81%
Stanislaus	Newman-Crows Landing Unified	10	3	108	121	15		1	0.0070	13.26%
Stanislaus	Oakdale Joint Unified	16	12	222	250	19	8.57%	1	0.1070	7.99%
Stanislaus	Paradise Elementary	1	0		9		12.50%		0.00%	11.11%
Stanislaus	Patterson Joint Unified	15	10	187	212	33	17.67%	5	2.36%	17.94%

County	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert. Staff on Waivers	% of Total Cert. Staff on P/W
Stanislaus	Riverbank Unified	15	9		183	11	6.90%		0.00%	6.00%
Stanislaus	Roberts Ferry Union Elementary	1	0	5	6		0.00%		0.00%	0.00%
Stanislaus	Salida Union Elementary	10	18		166	8	5.80%		0.00%	4.81%
Stanislaus	Shiloh Elementary	1	0		7	3			0.00%	41.21%
Stanislaus	Stanislaus Co. Office of Education	26	36	-	189	38		2		21.11%
Stanislaus	Stanislaus Union Elementary	9	2	154	165	9		2		6.66%
Stanislaus	Sylvan Union Elementary	17	22	334	372	17		2		5.10%
Stanislaus	Turlock Joint Elementary	25	20	411	456	14	3.41%	2		3.51%
Stanislaus	Turlock Joint Union High	11	12		182	6		<u> </u>	0.00%	3.30%
Stanislaus	Valley Home Joint Elementary	0	0		7		0.00%		0.00%	0.00%
Stanislaus	Waterford Unified	4	0		70	7	10.65%	1	1.43%	11.47%
Stanislaus Total	Trateriora Offinioa	340	288	4,534	5,162	279	6.15%	31	0.60%	6.01%
Sutter	Brittan Elementary	1	1	31	33	1	3.23%	<u> </u>	0.00%	3.03%
Sutter	Browns Elementary	1	0		9		0.00%	1	11.11%	11.11%
Sutter	East Nicolaus Joint Union High	2	1	_	19		0.00%		0.00%	0.00%
Sutter	Franklin Elementary	1	0		19		0.00%		0.00%	0.00%
Sutter	Live Oak Unified	9	1		98		0.00%		0.00%	0.00%
Sutter	Marcum-Illinois Union Elementary	1	0		10		0.00%	3		30.00%
Sutter	Meridian Elementary	1	0		4		0.00%	<u> </u>	0.00%	0.00%
Sutter	Nuestro Elementary	1	0		6		0.00%		0.00%	0.00%
Sutter	Pleasant Grove Joint Union Elem	1	0		9		0.00%		0.00%	0.00%
		9	26		72				0.00%	
Sutter	Sutter Co. Office of Education						0.00%			0.00%
Sutter	Sutter Union High	3	1		35		0.00%		0.00%	0.00%
Sutter	Winship Elementary	0	0		3		0.00%	1	33.33%	33.33%
Sutter	Yuba City Unified	42	33		645	27	4.74%		0.00%	4.19%
Sutter Total		71	63		963	28		5		3.43%
Tehama	Antelope Elementary	3	0		36	1	3.02%		0.00%	2.77%
Tehama	Bend Elementary	0	0		5		0.00%		0.00%	0.00%
Tehama .	Corning Union Elementary	5	8		115	2	1.96%	1	0.87%	2.61%
Tehama	Corning Union High	3	4		60		0.00%		0.00%	0.00%
Tehama	Elkins Elementary	0	0	_	2		0.00%		0.00%	0.00%
Tehama	Evergreen Union Elementary	3	0		50		0.00%		0.00%	0.00%
Tehama	Flournoy Union Elementary	0	0	_	2		0.00%		0.00%	0.00%
Tehama	Gerber Union Elementary	2	0		28		0.00%		0.00%	0.00%
Tehama	Kirkwood Elementary	0	0	_	2		0.00%		0.00%	0.00%
Tehama	Lassen View Union Elementary	1	0		20	1			0.00%	5.12%
Tehama	Los Molinos Unified	3	3		45		0.00%		0.00%	0.00%
Tehama	Manton Joint Union Elementary	0	0		3		0.00%		0.00%	0.00%
Tehama	Mineral Elementary	0	0		2		0.00%		0.00%	0.00%
Tehama	Plum Valley Elementary	0	0		3		0.00%		0.00%	0.00%
Tehama	Red Bluff Joint Union High	7	5		108	1	1.04%		0.00%	0.93%
Tehama	Red Bluff Union Elementary	7	4		126	1	0.87%	3	2.39%	3.18%
Tehama	Reeds Creek Elementary	1	0		8		0.00%		0.00%	0.00%
Tehama	Richfield Elementary	0	1	10	11		0.00%		0.00%	0.00%
Tehama	Tehama Co. Office of Education	20	31		66	1	7.14%	1	1.53%	3.05%
Tehama Total		56	55		691	7	1.21%	5	0.72%	1.74%
Trinity	Burnt Ranch Elementary	0	0		4		0.00%		0.00%	0.00%
Trinity	Coffee Creek Elementary	1	0	2	3		0.00%		0.00%	0.00%
Trinity	Cox Bar Elementary	0	0	2	2	1	54.05%		0.00%	50.00%
Trinity	Douglas City Elementary	0	0	8	8		0.00%		0.00%	0.00%
Trinity	Junction City Elementary	1	0	4	4		0.00%		0.00%	0.00%
Trinity	Lewiston Elementary	1	0	7	8		0.00%		0.00%	0.00%
Trinity	Mountain Valley Unified	3	0	31	34		0.00%		0.00%	0.00%

County	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert. Staff on Waivers	% of Total Cert. Staff on P/W
Trinity	Southern Trinity Joint Unified	1	0	15	16		0.00%		0.00%	0.00%
Trinity	Trinity Center Elementary	0	0	3	3		0.00%		0.00%	0.00%
Trinity	Trinity Co. Office of Education	6	10	18	34	3	16.75%		0.00%	8.70%
Trinity	Trinity Union High	3	1	27	31	1	3.67%		0.00%	3.21%
Trinity	Weaverville Elementary	2	0		27		0.00%		0.00%	0.00%
Trinity Total	,	18	12	146	176	5	3.42%	0	0.00%	2.84%
Tulare	Allensworth Elementary	1	0	6	7	2	33.33%	1	14.29%	42.86%
Tulare	Alpaugh Unified	2	1	16	19			-	0.00%	31.78%
Tulare	Alta Vista Elementary	3	0		26				0.00%	19.23%
Tulare	Buena Vista Elementary	0	0	9	9				0.00%	22.22%
Tulare	Burton Elementary	8	7	120	135		10.00%		0.00%	8.89%
Tulare	Citrus South Tule Elementary	0	0	3	3		33.33%		0.00%	30.77%
Tulare	Columbine Elementary	1	0		10			1	2.2270	30.00%
Tulare	Cutler-Orosi Joint Unified	14	5		224	54	26.39%	4		25.89%
Tulare	Dinuba Unified	19	16	255	291	17	6.66%	1	, .	6.18%
Tulare	Ducor Union Elementary	13	0	9	10		0.00%	'	0.00%	0.00%
Tulare	Earlimart Elementary	11	8		100		29.63%	2		26.00%
Tulare	Exeter Union Elementary	8	2		113	7	6.80%	2		7.93%
Tulare	Exeter Union High	6	0		56			1		5.36%
Tulare	Farmersville Unified	11	6		134			'	0.00%	10.47%
Tulare	Hope Elementary	0	0		5		20.00%		0.00%	20.00%
Tulare	Hot Springs Elementary	0	0		4		0.00%		0.00%	0.00%
Tulare	Kings River Union Elementary	2	1	26	28		,		0.00%	14.23%
	,	2	0		13		16.13%			
Tulare Tulare	Liberty Elementary Lindsay Unified	19	11	186	216		19.92%	17	0.00% 7.88%	14.93% 25.03%
		19	0		22			17	0.00%	18.18%
Tulare	Monson-Sultana Joint Union Elem	1 2	0	21	23				0.00%	8.85%
Tulare	Oak Valley Union Elementary	1	0		6		9.55%		0.00%	0.00%
Tulare	Outside Creek Elementary				23					
Tulare	Palo Verde Union Elementary	5	0						0.00%	8.70%
Tulare	Pixley Union Elementary		0		25			2	0.00%	22.18% 32.00%
Tulare	Pleasant View Elementary	1						_		
Tulare	Porterville Unified	46	25	621	692	99	15.94%	2		14.59%
Tulare	Richgrove Elementary	3	2	42	47			5	, .	53.19%
Tulare	Rockford Elementary	1 1	0	18	19				0.00%	16.13%
Tulare	Saucelito Elementary	1 1	0	6	6		0.00%		0.00%	0.00%
Tulare	Sequoia Union Elementary	1 1	0		17		0.00%		0.00%	0.00%
Tulare	Springville Union Elementary	1	0		23		0.00%	1	4.44%	4.44%
Tulare	Stone Corral Elementary	1	0	6	7		66.67%		0.00%	57.14%
Tulare	Strathmore Union Elementary	4	0		42				0.00%	14.42%
Tulare	Strathmore Union High	3	2		26			_	0.00%	23.08%
Tulare	Sundale Union Elementary	2	0		32			2	0.1070	30.90%
Tulare	Sunnyside Union Elementary	2	0		27				0.00%	7.37%
Tulare	Terra Bella Union Elementary	3	2	43	48			3	0.0070	18.60%
Tulare	Three Rivers Union Elementary	1	0		12	1	9.16%		0.00%	8.39%
Tulare	Tipton Elementary	2	0	25	27		0.00%		0.00%	0.00%
Tulare	Traver Joint Elementary	1	0		14		7.69%		0.00%	7.14%
Tulare	Tulare City Elementary	25	17	385	427	31	8.06%		0.00%	7.26%
Tulare	Tulare Co. Office of Education	57	47	131	235	26	19.80%	15		17.41%
Tulare	Tulare Joint Union High	12	15	170	198	29	17.06%	2		15.70%
Tulare	Visalia Unified	85	80	1,153	1,318			5		7.21%
Tulare	Waukena Joint Union Elementary	1	0	11	12		36.36%		0.00%	33.33%
Tulare	Woodlake Union Elementary	6	0	82	88		8.54%	1	1.14%	9.09%
Tulare	Woodlake Union High	6	1	33	40	5	14.99%	1	2.49%	14.96%

County	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert. Staff on Waivers	% of Total Cert. Staff on P/W
Tulare	Woodville Elementary	2	0	32	34	4	12.50%		0.00%	11.76%
Tulare Total		385	250	4,312	4,947	570	13.22%	68	1.37%	12.90%
Tuolumne	Belleview Elementary	1	0	14	15	1	7.25%		0.00%	6.76%
Tuolumne	Big Oak Flat-Groveland Unified	5	0	42	47	1	2.38%	1	2.11%	4.23%
Tuolumne	Chinese Camp Elementary	0	0	2	2		0.00%		0.00%	0.00%
Tuolumne	Columbia Union Elementary	2	0	29	31	2	6.90%		0.00%	6.45%
Tuolumne	Curtis Creek Elementary	5	0	42	47		0.00%		0.00%	0.00%
Tuolumne	Jamestown Elementary	2	0	32	34	1	3.15%		0.00%	2.93%
Tuolumne	Sonora Elementary	3	1	47	51		0.00%		0.00%	0.00%
Tuolumne	Sonora Union High	7	4	75	86	1	1.34%		0.00%	1.16%
Tuolumne	Soulsbyville Elementary	2	1	37	39		0.00%		0.00%	0.00%
Tuolumne	Summerville Elementary	1	0	28	29		0.00%		0.00%	0.00%
Tuolumne	Summerville Union High	3	3	42	49		0.00%		0.00%	0.00%
Tuolumne	Tuolumne Co. Office of Education	6	11	8	26	8	98.28%	1	3.92%	35.24%
Tuolumne	Twain Harte-Long Barn Union Elem	3	0	38	40		0.00%		0.00%	0.00%
Tuolumne Total		40	21	434	496	14	3.22%	2		3.23%
Ventura	Briggs Elementary	2	0	22	24	1	4.55%		0.00%	4.17%
Ventura	Conejo Valley Unified	67	70	987	1,124	36	3.65%	4		3.56%
Ventura	Fillmore Unified	11	11	181	203	26	14.34%	2		13.82%
Ventura	Hueneme Elementary	25	21	414	460	28	6.77%	3		6.74%
Ventura	Mesa Union Elementary	1	0	25	26		0.00%		0.00%	0.00%
Ventura	Moorpark Unified	28	26	363	417	20	5.51%	5		6.00%
Ventura	Mupu Elementary	1	1	6	7	2	36.36%		0.00%	28.57%
Ventura	Oak Park Unified	13	13	166	192	4	2.41%		0.00%	2.09%
Ventura	Ocean View Elementary	8	6	127	141	7	5.51%	2		6.38%
Ventura	Ojai Unified	16	7	194	218	17	8.76%	7		11.02%
Ventura	Oxnard Elementary	57	37	747	841	77	10.31%		0.00%	9.15%
Ventura	Oxnard Union High	43	56	587	686	77	13.13%	1	0.15%	11.37%
Ventura	Pleasant Valley Elementary	28	12	362	402	18	4.97%	2		4.97%
Ventura	Rio Elementary	11	13	150	173	19	12.71%	2		12.11%
Ventura	Santa Clara Elementary	0	0	2	2		0.00%		0.00%	0.00%
Ventura	Santa Paula Elementary	15	12	200	227	26	13.01%	2		12.34%
Ventura	Santa Paula Union High	7	10	60	76	10	16.73%		0.00%	13.11%
Ventura	Simi Valley Unified	50	53	959	1,062	36	3.75%	4		3.77%
Ventura	Somis Union Elementary	2 4	0 9	24 30	26 43	2	8.33% 0.00%	1	0.0070	11.54%
Ventura	Ventura Co Cya Dist Ventura Co. Office of Education	27	32	81	140	21	25.93%	2	0.00% 1.43%	0.00% 16.42%
Ventura Ventura	Ventura Co. Office of Education Ventura Unified	71	80	781	932	34	4.35%	2		3.86%
Ventura Total	Ventura Unified	487	468	6,466	7,420	461	7.13%	39		6.74%
Yolo	Davis Joint Unified	27	33	427	487	23	5.38%	1		4.92%
Yolo	Esparto Unified	8	4	52	64	3	5.75%	3		9.40%
Yolo	Washington Unified	26	21	350	397	9	2.57%	5		3.52%
Yolo	Winters Joint Unified	8	12	109	129	17	15.64%	2		14.73%
Yolo	Woodland Joint Unified	46	44	516	606	53	10.27%	4		9.41%
Yolo	Yolo Co. Office of Education	11	6	23	40	15	66.46%	1		40.28%
Yolo Total	100 00. Office of Education	125	121	1.477	1.723	120	8.12%	16		
Yuba	Camptonville Elementary	4	0	23	27	120	0.00%	10	0.93%	0.00%
Yuba	Marysville Joint Unified	47	23	462	533		0.00%	1	0.00%	0.00%
Yuba	Plumas Elementary	1	0	8	9		0.00%		0.00%	0.00%
Yuba	Wheatland Elementary	7	2	88	97		0.00%	1	1.03%	1.03%
Yuba	Wheatland Union High	2	2	38	42		0.00%	<u> </u>	0.00%	0.00%
Yuba	Yuba Co. Office of Education	5	23	39	67	42	108.67%		0.00%	62.78%
Yuba Total	Taba Co. Office of Education	65	51	658	774	42	6.38%	2	0.00,0	

All Public School Districts 2000-01

County	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert. Staff on Waivers	% of Total Cert. Staff on P/W
2000-2001		22,769	21,005	292,977	336,751	33,565	11.46%	3,238	0.96%	10.93%
1999-2000		21,653	19,887	284,629	326,169	35,425	12.45%	3,678	1.13%	11.99%
Variance		1,116	1,118	8,348	10,582	-1,860	-0.99	-440	-0.17	-1.06