

2004-05

Annual Report:
Emergency Permits
and Credential
Waivers



CALIFORNIA
COMMISSION
ON TEACHER
CREDENTIALING

JULY 2006



July 2006

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CALIFORNIA COMMISSION ON TEACHER CREDENTIALING

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Functions of the Commission

The Commission:

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

Operation of the Commission

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

Recent Commission Reports

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

2006

Teacher Supply in California 2004-05 – A Report to the Legislature

Report on Passing Rates of Commission-Approved Exams for 2000-01 to 2004-05

2005

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

California Paraprofessional Teacher Training Program -2004 Report to the Legislature

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

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

California Paraprofessional Teacher Training Program: Report to the Legislature

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California Mathematics Initiative for Teaching: Report to the Legislature

2001-2002 Annual Report: Emergency Permits and Credential Waivers

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

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

Paraprofessional Teacher Training Program--2002 Report to the Legislature

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

2004-05 Annual Report: Emergency Permits and Credential Waivers

Executive Summary

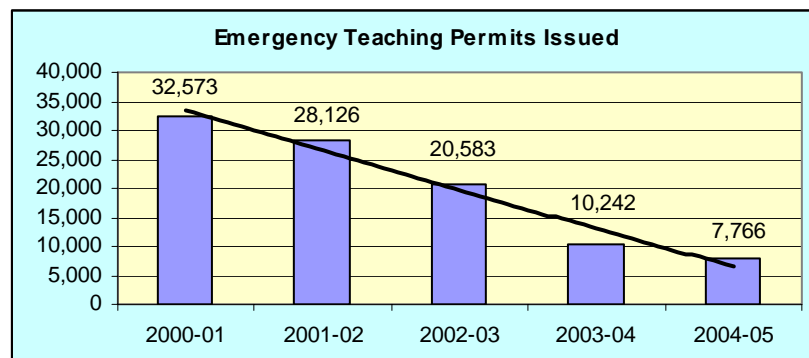
Purpose of the Report

The California Commission on Teacher Credentialing (CCTC) issues emergency permits and credential waivers to individuals, at the request of employers who are unable to sufficiently recruit fully credentialed staff to fulfill their employment needs. At its December 2003 meeting, the Commission voted to discontinue the issuance of all multiple subject, single subject, and education specialist emergency permits effective June 30, 2006. Many emergency permits (excluding the 30-day emergency permit) are issued to persons who have completed most of their credential program, while some hold a full credential in another area (e.g. a special education emergency permit may be issued to a teacher who already holds an elementary or secondary credential). This report provides information on emergency permits and credential waiver activity for public, non-public and charter schools during the 2004-05 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, 344,834 certificated staff (full-time equivalent) were employed in public schools during 2004-05. Of these, 298,390 were employed in teaching positions, which was a .3% increase over the previous school year. During this time period, the number of emergency permits issued decreased by 1,539, or 14%; an indication that California is meeting the demand for non-emergency teachers. This was the fifth consecutive year, since class size reduction was implemented in California in 1996, in which the total number of emergency teaching permits decreased over the previous fiscal year.

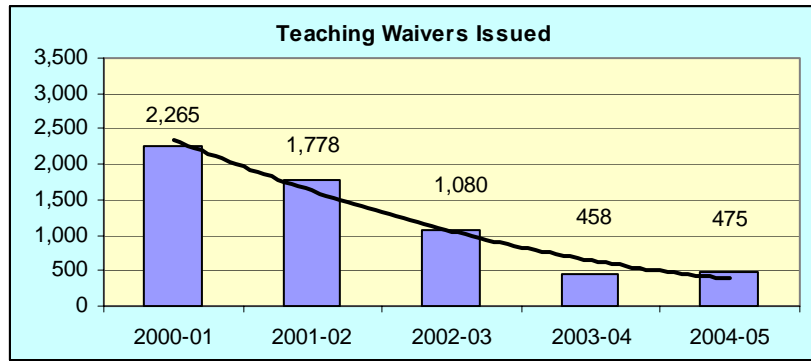
Of the 9,428 total emergency permits issued during fiscal year 2004-05, 7,766 permits were issued strictly for teaching assignments (multiple, single, and special education). As the following chart indicates, this was a 24.2% decrease over fiscal year 2003-04.



The following is a breakdown of emergency teaching permits issued for public schools during fiscal year 2004-05 (see Table 3, page 3 for a breakdown of all types of permits):

- 1,694 multiple subject emergency permits
- 3,007 single subject emergency permits
- 3,065 special education emergency permits

During fiscal year 2004-05, 1,032 credential waivers were issued to public schools in all areas of certification (excluding day-to-day substitutes). Of these, 475 were issued for teaching assignments. This was a 4% increase over fiscal year 2003-04.



The following is a breakdown of teaching waivers issued for public schools during fiscal year 2004-05 (see Table 8, page 12, for a breakdown of all types of waivers).

- 19 multiple subject waivers
- 67 single subject waivers
- 388 special education waivers

Permits and Credential Waivers Issued to Charter Schools:

506 emergency permits and credential waivers were issued for charter schools during 2004-05, resulting in a 41% decrease over the previous fiscal year. This was the second consecutive annual decrease since the statutory changes in January, 1999, which required all charter school teachers to hold California certification (a teaching credential, long-term emergency permit, or a credential waiver).

The following is a breakdown of emergency permits and credential waivers issued for charter schools during fiscal year 2004-05 (see Tables 10, 11, 12 – pages 16-18 for additional data):

- 484 emergency permits
- 22 credential waivers

Permits and Waivers Issued to Non-Public Schools:

1,148 emergency permits and credential waivers were issued for non-public schools and agencies during 2004-05, resulting in a 18% decrease over the previous fiscal year. Non-public schools and agencies are licensed by the Department of Education to mainly serve Special Education students; consequently over 95% of the documents issued to these organizations are in special education.

The following is a breakdown of the emergency permits and credential waivers issued for non-public schools during fiscal year 2004-05 (see Tables 13, 14 and 15 – pages 19-21 for additional data):

- 678 emergency permits were issued in Special Education
- 21 other emergency permits
- 413 credential waivers were issued in Special Education
- 36 other credential waivers

Emergency Substitute Teaching Permits and Waivers:

The Commission issued 55,117 emergency substitute permits during 2004-05. This included 53,646 30-Day substitute permits, 1,188 prospective substitute permits, and 220 career substitute permits. In addition, 623 substitute waivers were issued for public school teaching. (see Table 16 - page 22).

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SECTION I:

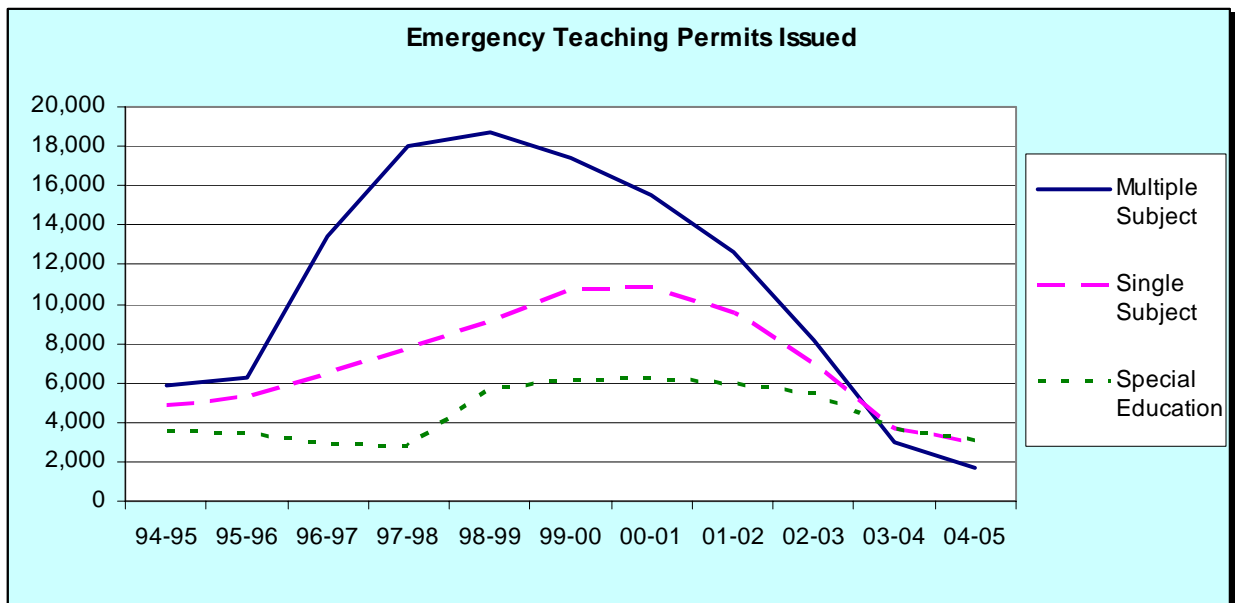
Public School Statistical Data

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

Figure 1 illustrates recent years of emergency permit issuance. During the period from 1992 to 1995 there was sustained gradual growth in the number of emergency permits. The impact of the state effort to reduce class size in primary grades is evidenced by the large increase in multiple subject emergency permits issued beginning in 1996-97 and continued through 1998-99. The good news is that fiscal year 2004-05 marked the fifth consecutive year in which the total number of emergency permits declined, confirming the Commission's efforts to reduce the number of emergency permits. Multiple Subject permits showed the largest decline (42.9%), with single subject and special education permits also posting decreases of 17.3% and 15.8% respectively.

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

Figure 1
Emergency Permits Issued During the Years 1994-95 through 2004-05



Distribution of Emergency Permits and Credential Waivers

During the 2004-05 fiscal year, the Commission issued a total of 9,428 emergency permits and 1,020 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 2004-05. The certificated staff data included in all tables in this report is from the California Department of Education's California Basic Educational Data System (CBEDS). The numbers reflect full-time equivalent (FTE) positions, which may be lower than the actual number of individuals employed due to combining part-time positions. The data from that comparison revealed (Table 1) that 3.7% of the certificated staff served on emergency permits and .3% on credential waivers. The data in Table 1 refers to documents issued for public school employment only (see sections II and III for data regarding charter and non-public schools).

**Table 1
Total Number of Emergency Permits and Credential Waivers as
Compared to Certificated Staff 2004-05**

Total Certificated Staff	Total Emergency Permits	% of Permits	Total Credential Waivers	% of Waivers	Percentage of Staff on Emergency Permits and Credential Waivers
344,834			1,020	.3 %	3.0 %
*298,390	9,428	3.2 %			
	Teaching Permits		Teaching Waivers		
*298,390	7,766	2.6 %	475	.2 %	2.8 %

Note (*): This number represent the total number of teaching staff excluding administrators (23,856) and services staff (22,588), who were employed in California during 2004-05. The percentage of certificated staff serving on emergency permits (column 3) is derived from dividing the number of emergency permits (column 2) by the total number of teachers (column 1). Teaching Permits and Teaching Waivers include multiple subject, single subject, and special education only.

Types of Emergency Permits

Table 3 reports the total number of emergency permits issued in 2004-05. Overall, there was a 14.0% decrease in the issuance of emergency permits over fiscal year 2003-04.

**Table 3
Emergency Permits Issued, 2000-01 through 2004-05**

Permit Type	2000-01	2001-02	2002-03	2003-04	2004-05	% change from 03-04
Special Education	6,249	5,970	5,444	3,640	3,065	-15.8%
Total Multiple Subject	15,505	12,610	8,153	2,965	1,694	-42.9%
Multiple Subject	12,964	10,081	6,377	2,194	1,190	-45.8%
CLAD Emphasis*	2,129	2,355	1,627	710	476	-33.0%
BCLAD Emphasis**	412	251	149	61	28	-54.1%
Total Single Subject	10,819	9,546	6,986	3,637	3,007	-17.3%
Single Subject	9,654	8,153	5,641	2,882	2,349	-18.5%
CLAD Emphasis*	1,126	1,433	1,329	746	652	-12.6%
BCLAD Emphasis**	39	30	16	9	6	-33.3%
Library Media	239	232	234	185	164	-11.4%
Clinical Rehabilitative	86	53	18	7	1	-85.7%
Resource Specialist	263	153	79	55	26	-52.7%
BCLAD**	28	28	69	51	66	29.4%
CLAD*	376	491	591	427	1,405	229.0%
Totals	33,565	29,083	21,574	10,967	9,428	-14.0%

*Cross-cultural, Language and Academic Development

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

Figures 2 and 3 illustrate, by percentage, the types of emergency permits issued in both 2002-03 and 2003-04. The figures show that the total number of permits decreased by 1,539. The distribution of

permit types saw the multiple subject permits experienced the largest percentage change (9% decrease) over the previous fiscal year.

Figure 2
Types of 2003-04 Emergency Permits by Percentage
Total Emergency Permits –10,967

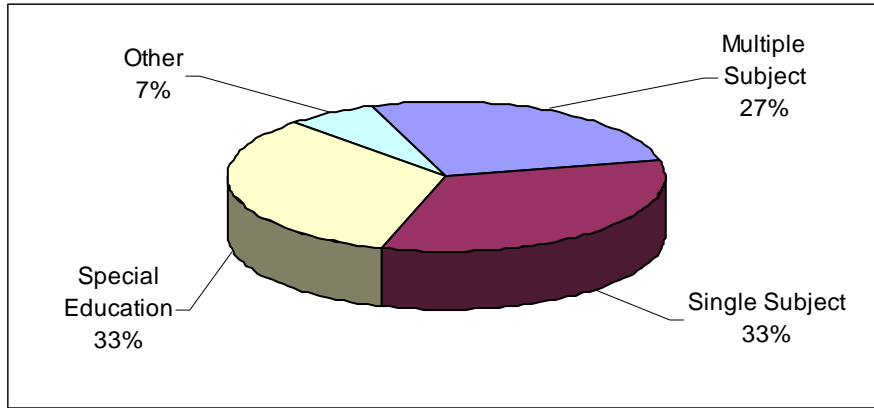
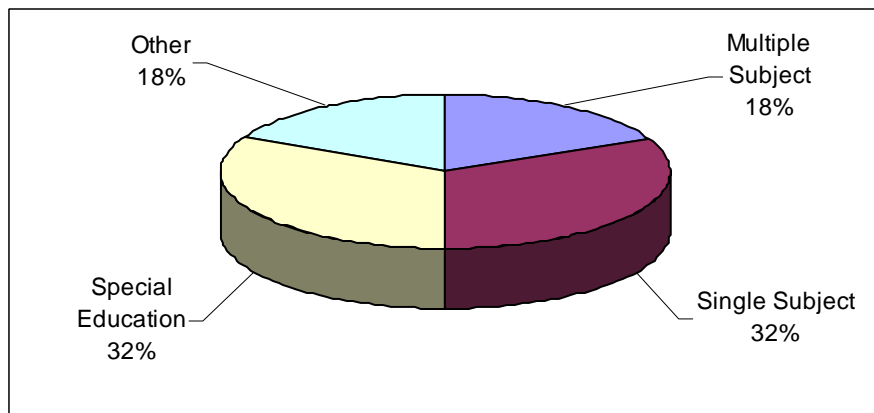


Figure 3
Types of 2004-05 Emergency Permits by Percentage
Total Emergency Permits – 9,428



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 2000-01 through 2004-05 fiscal years. The issuance of permits for math and science continue to be high, as these are statewide shortage areas that are recognized by the Commission.

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

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

Subject	2000-01	2001-02	2002-03	2003-04	2004-05	% of 2004-2005 Total
Agriculture	23	26	23	13	14	0.4%
Art	273	248	202	120	96	2.9%
Business	296	275	191	91	73	2.2%
English	2,428	2,273	1,581	750	584	17.8%
Language Other Than English Total (Table 4B)	851	716	587	346	240	7.3%
Government	0	0	0	0	0	0.0%
History	3	0	0	0	0	0.0%
Health Science	145	149	126	48	26	0.8%
Home Economics	81	63	37	18	7	0.2%
Industrial Technology Ed.	67	60	47	26	20	0.6%
Mathematics	1,885	1,716	1,404	812	751	22.9%
Math (Foundation Level)	0	0	0	11	42	1.3%
Music	535	484	366	211	151	4.6%
Physical Education	1,173	1,066	800	398	317	9.6%
Science Total (Table 4A)	2,734	2,106	1,447	742	610	18.6%
Social Science	1,975	1,678	1,058	550	356	10.8%
Totals	12,469	10,860	7,869	4,136	3,287	100.0%

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

**Table 4A
Science Emergency Permits**

Subject	2000-01	2001-02	2002-03	2003-04	2004-05	% of 2004-05 Total
Life Science	34	21	7	1	0	0.0%
Physical Science	45	22	13	4	2	0.3%
Science: Biological Science	1,518	1,189	812	436	373	61.1%
Science: Bio Sci (Specialized)	0	0	0	1	4	0.7%
Science: Chemistry	690	524	337	174	136	22.3%
Science: Chem (Specialized)	0	0	0	0	1	0.2%
Science: Geosciences	152	126	112	44	38	6.2%
Science: Geo (Specialized)	0	0	0	1	1	0.2%
Science: Physics	292	224	166	81	55	9.0%
Totals	2,731	2,106	1,447	742	610	100.0%

Table 4B provides information on the number of emergency permits issued in languages other than English. The table shows that permits with the authorization to teach Spanish comprised 79.2% of the total, while French accounted for 10%.

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

Subject	2000-01	2001-02	2002-03	2003-04	2004-05	% of 2004-05 Total
American Sign Language	n/a	n/a	n/a	4	7	2.9%
Armenian	0	0	1	0	0	0.0%
Cantonese	5	0	0	0	0	0.0%
Chinese	3	2	2	1	0	0.0%
French	97	70	63	36	24	10.0%
German	15	15	11	6	6	2.5%
Italian	3	3	1	1	1	0.4%
Japanese	17	22	15	9	8	3.3%
Korean	2	1	1	0	0	0.0%
Latin	9	7	7	1	2	0.8%
Mandarin	1	2	3	1	0	0.0%
Pilipino	2	0	0	1	0	0.0%
Punjabi	0	0	1	0	0	0.0%
Russian	2	1	1	2	1	0.4%

Spanish	692	591	479	283	190	79.2%
Vietnamese	3	2	2	1	1	0.4%
Totals	851	716	587	346	240	100.0%

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 2004-05 there were 344,834 certificated staff in the public schools including administrators, counselors, psychologists, and elementary, secondary, and special education teachers. Table 5 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 remained the same as last year (.3%) despite an increase in the number of certificated employees.

The data in Table 5 reflects the number of waivers issued to public schools in California. Please see section II and III for the non-public and charter school waiver data.

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

Table 5
Total Waivers Issued as Compared to Total Certificated Staff

Fiscal Year	Certificated Employees	Waivers	Percentage
1996-97	278,871	4,395	1.6 %
1997-98	300,577	4,768	1.6 %
1998-99	314,352	3,862	1.2 %
1999-00	326,168	3,678	1.1 %
2000-01	336,751	3,238	1.0%
2001-02	343,057	2,803	0.8%
2002-03	347,193	2,004	0.6%
2003-04	343,065	1,078	0.3%
2004-05	344,834	1,020	0.3%

Types of Credential Waivers

Table 6 displays the types of credential waivers issued to public schools during the last five fiscal years for which data is available. The total number of waivers issued in 2004-05 decreased by 13.6% over 2003-04. This compares to the 47.5% decrease experienced the previous fiscal year. 30-Day substitute permits accounted for the majority of waivers issued, at 36% of the total.

Table 6
Credential Waivers Issued, 2000-01 through 2004-05

Permit/Credential Type	2000-01	2001-02	2002-03	2003-04	2004-05	% change from 03-04
30-Day Substitute	2,886	2,973	1,560	792	584	-26.3%
Multiple Subject	234	149	103	34	19	-44.1%
Single Subject	607	444	197	69	67	-2.9%
Special Education	1,424	1,185	780	355	389	9.6%
Resource Specialist	0	0	0	0	0	0.0%
Reading Specialist	269	241	192	12	0	-100.0%
Adapted PE	131	141	135	101	92	-8.9%
Clinical or Rehabilitative	314	380	406	360	363	0.8%
Administrative Services	31	34	13	6	8	33.3%
Pupil Personnel Services	67	74	45	15	11	-26.7%
Library Media	63	49	54	27	16	-40.7%
Other	98	106	79	99	67	-32.3%
Totals	6,124	5,776	3,564	1,870	1,616	-13.6%

Figures 4 and 5 illustrate, by percentage, the types of credential waivers issued in 2003-04 and 2004-05. The overall number of waivers decreased by 266, or 14.2%. Figure 6 shows that the majority of waivers issued during 2004-05 continued to be for 30-day substitute positions.

Figure 4
Types of 2003-04 Credential Waivers by Percentage
1,870 Waivers

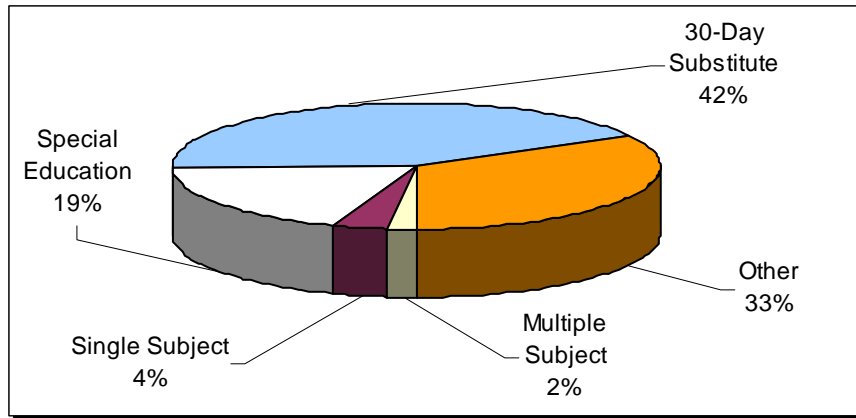
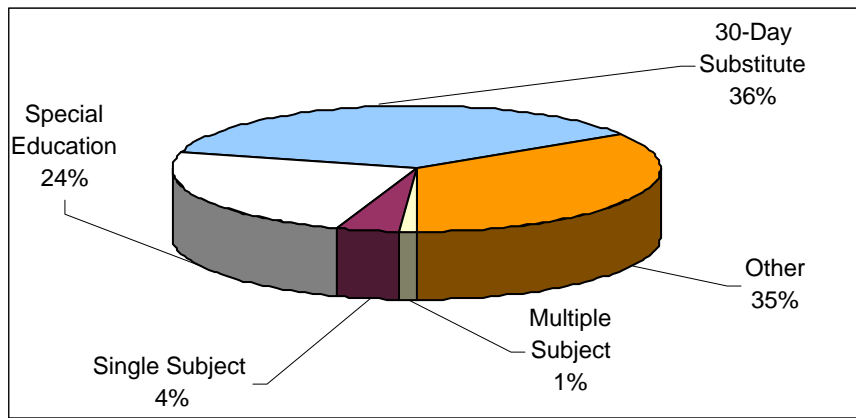


Figure 5
Types of 2004-05 Credential Waivers by Percentage
1,616 Waivers



Subject Authorizations on Single Subject Credential Waivers

Table 7 is a breakdown of the specific teaching subject authorizations of single subject credential waivers issued for the last five fiscal years.

**Table 7
Single Subject Authorizations on Credential Waivers**

Subject	2000-01	2001-02	2002-03	2003-04	2004-05	% of 2004-05 Total
Agriculture	1	0	0	0	0	0.0%
Art	7	12	4	0	0	0.0%
Business	10	7	2	1	0	0.0%
English	69	32	13	4	3	4.5%
*Language Other Than English Total	65	60	26	14	8	11.9%
Health Science	3	5	3	1	2	3.0%
Home Economics	3	1	0	0	0	0.0%
Industrial Tech Education	1	4	1	3	1	1.5%
Mathematics	290	208	90	31	26	38.8%
Music	27	17	9	2	5	7.5%
Physical Education	62	33	12	4	3	4.5%
**Science Total	97	76	45	11	19	28.4%
Social Science	23	16	6	1	0	0.0%
Totals	658	471	211	212	212	100%

* Language Other Than English Areas	2000-01	2001-02	2002-03	2003-04	2004-05	% of 2004-05 Total
American Sign Language	n/a	n/a	n/a	1	1	12.5%
French	10	9	5	0	1	12.5%
German	2	1	0	0	0	0.0%
Italian	0	0	1	0	0	0.0%
Japanese	5	2	0	0	0	0.0%
Korean	0	1	0	1	0	0.0%
Latin	1	0	0	0	0	0.0%
Mandarin	1	0	0	1	0	0.0%

Pilipino	0	0	1	1	1	12.5%
Portuguese	0	0	1	1	0	0.0%
Punjabi	0	1	0	0	0	0.0%
Spanish	45	46	18	9	5	62.5%
Vietnamese	1	0	0	0	0	0.0%
Totals	65	60	26	14	8	100%

** Science Subject Areas:	2000-01	2001-02	2002-03	2003-04	2004-05	% of 2004-05 Total
Science: Biological Science	62	37	24	7	13	68.4%
Science: Chemistry	20	19	9	2	0	0.0%
Science: Geosciences	6	7	1	1	5	26.3%
Science: Physics	9	13	11	1	1	5.3%
Totals	97	76	45	11	19	100%

Section II:

Charter Schools

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

Tables 8 and 9 display the types of emergency permits and credential waivers issued during 2004-05.

Table 8
Types of Emergency Permits Issued to Charter Schools in 2004-05

Types of Emergency Permits	Number	% of Total
Single Subject	251	51.9%
Multiple Subject	214	44.2%
Education Specialist	19	3.9%
Total	484	100.0

Table 9
Types of Credential Waivers Issued to Charter Schools in 2004-05

Types of Credential Waivers	Number	% of Total
Single Subject	7	31.8%
Multiple Subject	10	45.5%
Education Specialist	2	9.1%
Clinical and Rehabilitative Services	1	4.5%
Designated Subjects	2	9.1%
Total	22	100.0

SECTION III:

Non-Public Schools and Agencies

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

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 10 and 11 display the types of emergency permits and waivers issued during fiscal year 2004-05.

Table 10
Types of Emergency Permits Issued to Non-Public Schools and Agencies in 2004-05

Types of Emergency Permits	Number	% of Total
Clinical & Rehabilitative Services	0	0.0%
Single Subject	13	1.9%
Multiple Subject	8	1.1%
Special Education	678	97.0%
Total	699	100%

Table 11
Types of Credential Waivers Issued to Non-Public Schools and Agencies in 2004-05

Types of Emergency Waivers	Number	% of Total
Designated Subjects/Special Subjects	0	0.0%
Adaptive Physical Education	14	3.1%
Clinical & Rehabilitative Services	22	4.9%
Special Education	413	92.0%
Single Subject	0	0.0%
Multiple Subject	0	0.0%
Pupil Personnel Services	0	0.0%
Total	449	100%

SECTION IV:

Emergency Substitute Teaching Permits and Waivers:

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

During the 2004-05 school year, the Commission issued 55,117 emergency substitute permits. Of these, 53,646 were for the 30-Day Substitute Emergency Permits, 1,188 were for the Prospective Substitute Permit, and 220 were for the Career Substitute Permit. Districts also requested 623 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 12 illustrates the number of permits and credential waivers issued during the past six years.

Table 12
Number of Emergency 30-Day Substitute Permits and Waivers
Issued from 1999-00 through 2004-05

30-Day Substitute Permits	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	% change from 2003-04
Total Permits	45,022	48,883	57,536	59,233	57,083	55,117	-3.4%
30-Day	43,701	46,928	55,341	57,296	55,565	53,646	-3.5%
Prosp.Teach	1211	1,822	2,045	1,773	1,336	1,188	-11.1%
Career Subs.	110	133	150	164	182	220	20.9%
Total Waivers	2,134	2,886	2,973	1,560	792	623	-21.3%

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

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

- The final type of emergency permit, the Emergency Career Substitute Teaching Permit authorizes the holder to serve as a day-to-day substitute teacher in any classroom, including preschool, kindergarten, and grades 1-12 inclusive. The holder may serve as a substitute for no more than 60 days for any one teacher during the school year.

Section V:

Summary and Conclusions

The Commission has issued emergency permits for over 30 years. Recent developments in California have focused attention on public education and, in particular, the need for credentialed teachers. This ninth-annual report on the subject has been prepared to provide information on the utilization of emergency permits and credential waivers by California employers in 2004-05, and does not attempt to explain why counties and districts experience difficulty recruiting credentialed teachers.

The main findings of this report are:

- 9,428 emergency permits were issued to public schools in 2004-05; a 14% decrease over 2003-04. Of these, 7,766 emergency permits were issued strictly for teaching purposes (elementary, secondary, and special education); a 24.2% decrease over 2003-04.
- 1,694 multiple subject emergency permits were issued during 2004-05; a 42.9% decrease over 2003-04. The decrease can be attributed, in large part, to the increase in the number of candidates in the internship programs offered through California universities and school districts.
- 3,007 single subject emergency permits were issued during 2004-05; a 17.3% decrease over 2003-04; marking the fourth consecutive annual decline in the number of emergency single subject permits issued.
- 3,065 education specialist emergency permits were issued during 2004-05; a 15.8% decrease over 2003-04. The resource specialist permit has continued to decrease since the authorization is now incorporated under the Education Specialist emergency permit.
- 506 emergency permits and waivers were issued to Charter Schools during 2004-05; a 40.9% decrease over 2003-04. As a result of Assembly Bill 544 (Lempert) (Statutes of 1998, Chapter 34), all charter school teachers are required to hold a Commission issued certificate, permit, or other equivalent document to that which a teacher in a public school would be required to hold.
- 1,616 waivers were issued during 2004-05; a 13.6% decrease over 2003-04. Of these, 475 were issued strictly for teaching purposes (elementary, secondary, and special education); a 4% increase over 2003-04.

Section VI:

Emergency Permit Requirements

Current Requirements for Emergency Permits

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

General Requirements for All Emergency Permits

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

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

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

Specific Requirements for Emergency Permits

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

Multiple Subject Emergency Teaching Permit

- (1) The applicant must provide written intent to complete the requirements for reissuance of the permit during the valid period of the permit.
- (2) The applicant must verify one of the following:
 - (a) passage of the Multiple subject Assessment for Teachers (MSAT); or
 - (b) completion of at least 10 semester units of college course work in each of any four of the following subject areas: Language Studies, Literature, History, Social Science, Mathematics,

Science, Humanities, Art, Physical Education and Human Development. (The fourth 10-unit area may also be a combination of any two-subject areas not previously used.)

Single Subject Emergency Teaching Permit

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

Emergency Multiple or Single Subject Teaching Permit with CLAD Emphasis

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

Emergency Multiple or Single Subject Teaching Permit with BCLAD Emphasis

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

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

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

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

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

The applicant for this permit must:

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

Emergency Education Specialist Instruction Permit

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

Emergency Resource Specialist Permit

The applicant for this permit must:

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

Emergency Library Media Teacher Services Permit

Individuals holding a valid California teaching credential must:

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

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

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

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

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

Reissuance Requirements for Emergency Permits

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

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

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

- (1) the employing agency must verify that orientation, guidance and assistance have been provided,
- (2) completion of at least six semester units or nine-quarter units of approved course work (with a grade of "C" or better, non-remedial) in a Commission-accredited professional preparation

program or subject matter program required for issuance of the related credential. The appropriate college or university must verify this.

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

Section VII:

Credential Waiver Requirements:

The Credential Waiver Process

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

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

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

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

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

General Criteria for All Waiver Requests

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

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

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

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

Criteria for Services Credential Waivers

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

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

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

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

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

Appendix A

Emergency Teachers: An Historic Overview

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

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

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

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

Appendix B:

Types of Emergency Permits Currently Issued in California

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

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

Appendix C

Table of All Public School Districts

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

Legend

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

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on P/W
Alameda	Alameda City Unified	36	39	547	622	10	1.83%	2	1.93%
Alameda	Alameda County Office of Education	40	5	36	80	7	19.44%		8.74%
Alameda	Albany City Unified	11	16	167	194	2	1.20%		1.03%
Alameda	Berkeley Unified	34	41	454	530	14	3.08%		2.64%
Alameda	California School for the Blind	5	20	26	51		0.00%		0.00%
Alameda	California School for the Deaf	20	43	85	147		0.00%		0.00%
Alameda	Castro Valley Unified	32	34	391	458	1	0.26%		0.22%
Alameda	Dublin Unified	17	15	217	248	5	2.30%		2.01%
Alameda	Emery Unified	6	4	47	57	1	2.13%		1.75%
Alameda	Fremont Unified	81	80	1502	1663	35	2.33%	3	2.29%
Alameda	Hayward Unified	71	68	1138	1276	40	3.52%	2	3.29%
Alameda	Livermore Valley Joint Unified	30	71	562	663	18	3.20%	1	2.87%
Alameda	Mountain House Elementary	0	0	3	3		0.00%		0.00%
Alameda	New Haven Unified	46	50	644	740	19	2.95%		2.57%
Alameda	Newark Unified	33	20	361	414	16	4.44%	2	4.35%
Alameda	Oakland Unified	194	162	2654	3009	19	0.72%	3	0.73%
Alameda	Piedmont City Unified	13	16	155	184	1	0.64%		0.54%
Alameda	Pleasanton Unified	45	51	685	780	7	1.02%		0.90%
Alameda	San Leandro Unified	33	30	422	484	65	15.42%	4	14.24%
Alameda	San Lorenzo Unified	39	38	560	637	16	2.86%		2.51%
Alameda	SBE - KIPP Summit Academy	0	0	7	7		0.00%		0.00%
Alameda	Sunol Glen Unified	9	1	34	44	3	8.84%		6.86%
Alameda Total		793	803	10696	12292	279	2.61%	17	2.41%
Alpine	Alpine County Office of Education	2	1	1	4	1	88.50%		27.55%
Alpine	Alpine County Unified	1	2	15	18	1	6.57%		5.49%
Alpine Total		3	3	16	22	2	12.23%	0	9.15%
Amador	Amador Co Cya	5	10	31	46		0.00%		0.00%
Amador	Amador County Office of Educat	3	10	37	50	3	8.22%		6.05%
Amador	Amador County Unified	17	7	203	227	4	1.97%	1	2.20%
Amador Total		24	28	270	322	7	2.59%	1	2.48%
Butte	Bangor Union Elementary	1	0	7	8		0.00%		0.00%
Butte	Biggs Unified	4	1	41	46	1	2.41%		2.15%
Butte	Butte County Office of Educati	22	18	64	104	5	7.79%		4.82%
Butte	Chico Unified	46	54	689	789	38	5.51%	2	5.07%
Butte	Durham Unified	4	3	62	69	1	1.62%		1.45%
Butte	Feather Falls Union Elementary	0	0	3	3		0.00%		0.00%
Butte	Golden Feather Union Elementar	1	0	10	11		0.00%		0.00%
Butte	Gridley Unified	7	8	106	121		0.00%		0.00%
Butte	Manzanita Elementary	1	0	12	13		0.00%		0.00%
Butte	Oroville City Elementary	10	11	153	174		0.00%		0.00%
Butte	Oroville Union High	12	6	132	151	4	3.02%		2.66%
Butte	Palermo Union Elementary	6	3	71	80	1	1.42%		1.26%
Butte	Paradise Unified	22	19	281	322	4	1.43%	1	1.55%
Butte	Pioneer Union Elementary	0	0	8	8		0.00%		0.00%
Butte	Thermalito Union Elementary	5	4	88	97		0.00%		0.00%
Butte Total		141	127	1728	1996	54	3.12%	3	2.86%
Calaveras	Bret Harte Union High	4	4	51	59	3	5.92%		5.12%
Calaveras	Calaveras County Office of Edu	7	16	30	53	3	10.17%		5.67%
Calaveras	Calaveras Unified	15	8	178	201	6	3.37%		2.98%
Calaveras	Mark Twain Union Elementary	3	1	36	40	2	5.54%		4.99%
Calaveras	Vallecito Union	3	1	45	49		0.00%		0.00%
Calaveras Total		32	30	339	402	14	4.13%	0	3.49%
Colusa	Colusa County Office of Educat	5	12	28	45	2	7.04%	3	11.23%

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on P/W
Colusa	Colusa Unified	6	4	75	85		0.00%		0.00%
Colusa	Maxwell Unified	2	1	26	29		0.00%		0.00%
Colusa	Pierce Joint Unified	4	1	68	73	1	1.46%		1.37%
Colusa	Williams Unified	4	3	55	61		0.00%		0.00%
Colusa Total		21	20	252	293	3	1.19%	3	2.05%
Contra Costa	Acalanes Union High	20	22	266	308	5	1.88%		1.62%
Contra Costa	Antioch Unified	55	33	951	1039	68	7.15%	7	7.22%
Contra Costa	Brentwood Union Elementary	21	17	319	358	3	0.94%		0.84%
Contra Costa	Byron Union Elementary	7	9	69	84	3	4.36%		3.55%
Contra Costa	Canyon Elementary	1	0	3	4		0.00%		0.00%
Contra Costa	Contra Costa County Office of	29	37	93	159	28	30.24%	5	20.75%
Contra Costa	John Swett Unified	6	5	92	103	9	9.79%	2	10.71%
Contra Costa	Knightsen Elementary	2	1	68	71		0.00%		0.00%
Contra Costa	Lafayette Elementary	12	11	177	200	6	3.39%	1	3.50%
Contra Costa	Liberty Union High	27	13	209	248	22	10.53%		8.86%
Contra Costa	Martinez Unified	15	21	197	234	1	0.51%		0.43%
Contra Costa	Moraga Elementary	7	4	93	104		0.00%		0.00%
Contra Costa	Mt. Diablo Unified	117	93	1792	2002	100	5.58%	13	5.65%
Contra Costa	Oakley Union Elementary	15	14	228	257	11	4.83%		4.28%
Contra Costa	Orinda Union Elementary	11	11	134	156	3	2.23%		1.93%
Contra Costa	Pittsburg Unified	37	29	479	545	9	1.88%	2	2.02%
Contra Costa	San Ramon Valley Unified	56	94	1058	1207	34	3.21%	10	3.64%
Contra Costa	Walnut Creek Elementary	12	6	165	183		0.00%		0.00%
Contra Costa	West Contra Costa Unified	115	123	1633	1872	143	8.76%	45	10.04%
Contra Costa Total		564	545	8026	9135	445	5.54%	85	5.80%
Del Norte	Del Norte County Office of Edu	7	11	55	73	1	1.81%		1.36%
Del Norte	Del Norte County Unified	14	5	204	223	4	1.96%		1.80%
Del Norte Total		21	16	260	296	5	1.93%	0	1.69%
El Dorado	Black Oak Mine Unified	9	4	95	108		0.00%		0.00%
El Dorado	Buckeye Union Elementary	12	8	212	232	3	1.42%		1.29%
El Dorado	Camino Union Elementary	3	0	27	30		0.00%		0.00%
El Dorado	El Dorado County Office of Edu	20	28	72	119	12	16.75%		10.10%
El Dorado	El Dorado Union High	28	24	317	369	10	3.15%		2.71%
El Dorado	Gold Oak Union Elementary	3	1	40	43		0.00%		0.00%
El Dorado	Gold Trail Union Elementary	2	0	27	29		0.00%		0.00%
El Dorado	Indian Diggings Elementary	0	0	2	2		0.00%		0.00%
El Dorado	Lake Tahoe Unified	16	19	202	237	4	1.98%		1.69%
El Dorado	Latrobe	1	0	10	11		0.00%		0.00%
El Dorado	Mother Lode Union Elementary	6	2	78	86		0.00%		0.00%
El Dorado	Pioneer Union Elementary	3	0	29	32	1	3.40%		3.11%
El Dorado	Placerville Union Elementary	6	2	63	71	1	1.59%		1.42%
El Dorado	Pollock Pines Elementary	4	2	40	47		0.00%		0.00%
El Dorado	Rescue Union Elementary	14	7	173	193	1	0.58%		0.52%
El Dorado	Silver Fork Elementary	0	0	1	1		0.00%		0.00%
El Dorado Total		124	97	1388	1609	32	2.31%	0	1.99%
Fresno	Alvina Elementary	1	0	12	13		0.00%		0.00%
Fresno	American Union Elementary	1	0	18	19	1	5.71%		5.41%
Fresno	Big Creek Elementary	0	0	4	5		0.00%		0.00%
Fresno	Burrel Union Elementary	1	0	8	8		0.00%		0.00%
Fresno	Caruthers Unified	6	4	73	83	5	6.85%	1	7.25%
Fresno	Central Unified	60	39	588	687	10	1.70%		1.45%
Fresno	Clay Joint Elementary	1	0	10	11		0.00%		0.00%
Fresno	Clovis Unified	111	163	1609	1883	30	1.86%	1	1.65%

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Fresno	Coalinga-Huron Joint Unified	11	10	197	218	18	9.15%		8.24%
Fresno	Firebaugh-Las Deltas Joint Uni	13	7	122	142	6	4.90%		4.23%
Fresno	Fowler Unified	10	5	108	124	1	0.92%		0.81%
Fresno	Fresno County Office of Educati	64	73	187	324	37	19.79%	3	12.35%
Fresno	Fresno Unified	295	397	3924	4616	69	1.76%	1	1.52%
Fresno	Golden Plains Unified	14	5	104	124	3	2.88%	2	4.05%
Fresno	Kerman Unified	14	8	177	198	5	2.83%	3	4.03%
Fresno	Kings Canyon Joint Unified	44	28	457	529	36	7.88%	2	7.18%
Fresno	Kingsburg Elementary Charter	7	6	109	122		0.00%		0.00%
Fresno	Kingsburg Joint Union High	3	3	54	60		0.00%		0.00%
Fresno	Laton Joint Unified	5	0	45	50	5	11.15%	1	12.00%
Fresno	Mendota Unified	8	1	122	131	8	6.53%		6.09%
Fresno	Monroe Elementary	1	0	11	12	1	9.35%		8.55%
Fresno	Orange Center Elementary	3	1	18	22		0.00%		0.00%
Fresno	Pacific Union Elementary	2	1	24	27	1	4.11%		3.77%
Fresno	Parlier Unified	23	8	195	226	9	4.62%		3.98%
Fresno	Pine Ridge Elementary	1	1	6	8		0.00%		0.00%
Fresno	Raisin City Elementary	1	0	15	16	3	20.00%		18.75%
Fresno	Riverdale Joint Unified	8	3	79	90		0.00%		0.00%
Fresno	Sanger Unified	42	37	451	530	10	2.22%		1.89%
Fresno	Selma Unified	29	14	292	336	4	1.37%	1	1.49%
Fresno	Sierra Unified	11	12	135	158	8	5.92%		5.07%
Fresno	Washington Colony Elementary	2	0	22	24		0.00%		0.00%
Fresno	Washington Union High	6	2	53	61	8	15.17%		13.10%
Fresno	West Fresno Elementary	11	4	72	87	4	5.59%		4.62%
Fresno	West Park Elementary	3	0	31	34	1	3.26%		2.97%
Fresno	Westside Elementary	1	0	17	18	2	11.76%		11.11%
Fresno Total		814	831	9347	10992	285	3.05%	15	2.73%
Glenn	Capay Joint Union Elementary	1	0	6	7		0.00%		0.00%
Glenn	Glenn County Office of Educati	8	10	37	55	6	16.30%		10.89%
Glenn	Hamilton Union Elementary	2	0	22	25		0.00%	1	4.06%
Glenn	Hamilton Union High	2	2	19	22		0.00%		0.00%
Glenn	Lake Elementary	0	0	6	6		0.00%		0.00%
Glenn	Orland Joint Unified	8	9	119	136		0.00%		0.00%
Glenn	Plaza Elementary	0	0	6	7		0.00%		0.00%
Glenn	Princeton Joint Unified	1	0	17	18		0.00%		0.00%
Glenn	Stony Creek Joint Unified	1	0	13	15		0.00%		0.00%
Glenn	Willows Unified	8	5	87	100		0.00%		0.00%
Glenn Total		33	26	332	391	6	1.81%	1	1.79%
Humboldt	Arcata Elementary	5	2	45	52		0.00%		0.00%
Humboldt	Big Lagoon Union Elementary	2	0	14	16		0.00%		0.00%
Humboldt	Blue Lake Union Elementary	2	1	10	12		0.00%		0.00%
Humboldt	Bridgeville Elementary	1	0	4	5		0.00%		0.00%
Humboldt	Cuddeback Union Elementary	1	1	7	8		0.00%		0.00%
Humboldt	Cutten Elementary	2	2	28	32		0.00%		0.00%
Humboldt	Eureka City Unified	19	20	251	289	2	0.80%		0.69%
Humboldt	Ferndale Unified	3	2	28	33		0.00%		0.00%
Humboldt	Fieldbrook Elementary	1	0	5	7		0.00%		0.00%
Humboldt	Fortuna Union Elementary	2	3	39	43		0.00%		0.00%
Humboldt	Fortuna Union High	4	4	52	60		0.00%		0.00%
Humboldt	Freshwater Elementary	2	1	15	18		0.00%		0.00%
Humboldt	Garfield Elementary	0	0	3	3		0.00%		0.00%
Humboldt	Green Point Elementary	0	0	2	2		0.00%		0.00%

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Humboldt	Humboldt County Office of Educ	10	14	35	59	2	5.65%		3.37%
Humboldt	Hydesville Elementary	1	1	7	9		0.00%		0.00%
Humboldt	Jacoby Creek Elementary	1	1	20	22		0.00%		0.00%
Humboldt	Klamath-Trinity Joint Unified	6	9	61	76		0.00%		0.00%
Humboldt	Kneeland Elementary	0	0	3	3		0.00%		0.00%
Humboldt	Loleta Union Elementary	3	3	20	26		0.00%		0.00%
Humboldt	Maple Creek Elementary	0	0	2	2		0.00%		0.00%
Humboldt	Mattole Unified	4	6	59	68		0.00%		0.00%
Humboldt	McKinleyville Union Elementary	5	5	74	84	1	1.36%	1	2.39%
Humboldt	Northern Humboldt Union High	9	12	93	114	1	1.07%		0.88%
Humboldt	Orick Elementary	0	0	4	4		0.00%		0.00%
Humboldt	Pacific Union Elementary	2	1	25	28		0.00%		0.00%
Humboldt	Peninsula Union Elementary	1	0	4	5	1	24.33%		19.57%
Humboldt	Rio Dell Elementary	1	1	17	19		0.00%		0.00%
Humboldt	Rohnerville Elementary	2	2	35	39		0.00%		0.00%
Humboldt	Scotia Union Elementary	1	0	16	17		0.00%		0.00%
Humboldt	South Bay Union Elementary	2	2	23	27		0.00%		0.00%
Humboldt	Southern Humboldt Joint Unifie	5	3	49	57		0.00%		0.00%
Humboldt	Trinidad Union Elementary	1	0	6	8		0.00%		0.00%
Humboldt Total		96	93	1058	1248	7	0.66%	1	0.64%
Imperial	Brawley Elementary	12	9	182	203		0.00%	1	0.49%
Imperial	Brawley Union High	7	7	79	94	20	25.23%	2	23.42%
Imperial	Calexico Unified	33	21	435	489	31	7.13%	2	6.75%
Imperial	Calipatria Unified	6	4	70	79	10	14.37%	3	16.41%
Imperial	Central Union High	15	13	173	201	16	9.25%		7.97%
Imperial	EI Centro Elementary	24	13	288	324	9	3.13%	2	3.39%
Imperial	Heber Elementary	4	0	36	40	3	8.45%		7.59%
Imperial	Holtville Unified	13	3	99	115	9	9.09%	3	10.47%
Imperial	Imperial County Office of Educ	31	20	48	98	12	25.08%	4	16.25%
Imperial	Imperial Unified	10	5	140	155	3	2.14%	1	2.58%
Imperial	Magnolia Union Elementary	0	0	5	5		0.00%		0.00%
Imperial	McCabe Union Elementary	2	0	27	29	1	3.67%		3.42%
Imperial	Meadows Union Elementary	2	0	23	25		0.00%		0.00%
Imperial	Mulberry Elementary	1	0	4	5		0.00%		0.00%
Imperial	San Pasqual Valley Unified	7	4	55	66	7	12.70%		10.56%
Imperial	Seeley Union Elementary	2	0	34	36	3	8.96%		8.45%
Imperial	Westmorland Union Elementary	1	1	27	29	4	14.84%		13.81%
Imperial Total		169	99	1725	1993	128	7.42%	18	7.33%
Inyo	Big Pine Unified	2	3	18	23		0.00%		0.00%
Inyo	Bishop Joint Union High	3	3	39	45	1	2.55%		2.21%
Inyo	Bishop Union Elementary	6	4	65	75		0.00%		0.00%
Inyo	Death Valley Unified	1	0	10	11		0.00%		0.00%
Inyo	Inyo County Office of Educatio	10	1	10	21	2	20.02%		9.53%
Inyo	Lone Pine Unified	2	3	27	32	1	3.73%		3.16%
Inyo	Owens Valley Unified	1	0	10	11		0.00%		0.00%
Inyo	Round Valley Joint Elementary	1	0	7	8		0.00%		0.00%
Inyo Total		25	15	185	225	4	2.16%	0	1.78%
Kern	Arvin Union Elementary	6	7	156	169	5	3.22%		2.97%
Kern	Bakersfield City Elementary	84	120	1379	1583	38	2.76%	6	2.78%
Kern	Beardsley Elementary	8	4	91	103	2	2.21%	1	2.93%
Kern	Belridge Elementary	1	0	2	3		0.00%		0.00%
Kern	Blake Elementary	0	0	1	1		0.00%		0.00%
Kern	Buttonwillow Union Elementary	2	0	22	24		0.00%		0.00%

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Kern	Caliente Union Elementary	1	0	6	7		0.00%		0.00%
Kern	Delano Joint Union High	13	13	183	209	15	8.20%	1	7.66%
Kern	Delano Union Elementary	27	25	352	404	9	2.56%		2.23%
Kern	Di Giorgio Elementary	1	0	11	12	1	9.09%		8.33%
Kern	Edison Elementary	3	2	45	51	3	6.67%		5.94%
Kern	El Tejon Unified	5	4	65	74	5	7.71%		6.79%
Kern	Elk Hills Elementary	1	0	4	5	1	25.00%		20.00%
Kern	Fairfax Elementary	8	1	85	94	2	2.35%		2.12%
Kern	Fruitvale Elementary	11	9	157	177	2	1.28%	3	2.83%
Kern	General Shafter Elementary	0	0	14	14	2	14.08%		14.08%
Kern	Greenfield Union Elementary	28	20	399	447	32	8.03%	1	7.39%
Kern	Kern County Office of Educatio	63	55	220	338	71	32.34%	24	28.09%
Kern	Kern Union High	108	116	1489	1713	79	5.30%	1	4.67%
Kern	Kernville Union Elementary	4	3	50	57	2	4.00%	1	5.30%
Kern	Lakeside Union	4	3	67	74	6	8.96%	1	9.46%
Kern	Lamont Elementary	17	10	134	161	10	7.46%		6.21%
Kern	Linns Valley-Poso Flat Union	0	0	2	2		0.00%	1	50.00%
Kern	Lost Hills Union Elementary	3	0	32	35	8	25.00%		22.86%
Kern	Maple Elementary	1	0	10	11	1	10.00%		9.09%
Kern	Maricopa Unified	2	1	49	52	2	4.10%		3.85%
Kern	McFarland Unified	11	7	153	172	20	13.04%	1	12.23%
Kern	McKittrick Elementary	1	0	4	5		0.00%		0.00%
Kern	Midway Elementary	1	0	7	8		0.00%		0.00%
Kern	Mojave Unified	10	3	122	134	5	4.11%		3.73%
Kern	Muroc Joint Unified	8	10	118	137	2	1.69%	2	2.92%
Kern	Norris Elementary	8	8	121	136	5	4.14%	1	4.40%
Kern	Panama-Buena Vista Union	48	30	720	799	6	0.83%	2	1.00%
Kern	Pond Union Elementary	1	0	11	13		0.00%		0.00%
Kern	Richland Union Elementary	12	9	156	177	1	0.64%		0.57%
Kern	Rio Bravo-Greeley Union Elemen	3	1	41	45	1	2.46%		2.24%
Kern	Rosedale Union Elementary	17	13	210	240	8	3.82%		3.33%
Kern	SBE - Ridgecrest Charter	1	0	13	14		0.00%		0.00%
Kern	Semitropic Elementary	1	0	9	10		0.00%		0.00%
Kern	Sierra Sands Unified	21	23	264	308	9	3.41%	3	3.89%
Kern	South Fork Union Elementary	1	1	19	21		0.00%		0.00%
Kern	Southern Kern Unified	9	3	149	161	5	3.36%	2	4.35%
Kern	Standard Elementary	11	7	130	148		0.00%	3	2.02%
Kern	Taft City Elementary	8	3	115	126	4	3.48%		3.17%
Kern	Taft Union High	7	6	68	81	7	10.31%		8.69%
Kern	Tehachapi Unified	11	8	199	217	1	0.50%		0.46%
Kern	Vineland Elementary	3	5	46	53	1	2.20%		1.89%
Kern	Wasco Union Elementary	10	3	149	162	7	4.70%	3	6.17%
Kern	Wasco Union High	4	5	73	82	4	5.46%		4.88%
Kern Total		609	537	7919	9065	382	4.82%	57	4.84%
Kings	Armona Union Elementary	4	0	52	56	1	1.94%		1.80%
Kings	Central Union Elementary	10	5	113	128	1	0.88%		0.78%
Kings	Corcoran Joint Unified	17	5	159	181	9	5.66%		4.97%
Kings	Delta View Joint Union Element	1	0	5	6		0.00%		0.00%
Kings	Hanford Elementary	31	8	264	303	16	6.06%		5.27%
Kings	Hanford Joint Union High	15	14	159	187	10	6.29%		5.34%
Kings	Island Union Elementary	1	0	12	13		0.00%		0.00%
Kings	Kings County Office of Educati	14	30	48	92	10	20.83%	5	16.23%
Kings	Kings River-Hardwick Union Ele	1	1	29	31	1	3.45%		3.23%

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Kings	Kit Carson Union Elementary	2	0	24	26	3	12.71%		11.72%
Kings	Lakeside Union Elementary	2	0	24	26	1	4.17%		3.85%
Kings	Lemoore Union Elementary	15	8	163	186	10	6.13%		5.37%
Kings	Lemoore Union High	6	10	102	118	6	5.86%		5.07%
Kings	Pioneer Union Elementary	4	0	60	65	1	1.66%		1.54%
Kings	Reef-Sunset Unified	10	6	127	143	10	7.86%		7.02%
Kings Total		132	87	1342	1561	79	5.89%	5	5.38%
Lake	Kelseyville Unified	10	8	93	111		0.00%		0.00%
Lake	Konocti Unified	13	12	170	196		0.00%		0.00%
Lake	Lake County Office of Educatio	9	2	7	18		0.00%		0.00%
Lake	Lakeport Unified	8	6	89	103		0.00%		0.00%
Lake	Lucerne Elementary	1	2	16	19		0.00%		0.00%
Lake	Middletown Unified	6	5	95	105		0.00%		0.00%
Lake	Upper Lake Union Elementary	2	3	31	36		0.00%		0.00%
Lake	Upper Lake Union High	2	2	22	26		0.00%		0.00%
Lake Total		51	39	523	613	0	0.00%	0	0.00%
Lassen	Big Valley Joint Unified	2	1	20	22		0.00%		0.00%
Lassen	Fort Sage Unified	2	0	24	26		0.00%		0.00%
Lassen	Janesville Union Elementary	1	0	21	22		0.00%		0.00%
Lassen	Johnstonville Elementary	1	0	12	13		0.00%		0.00%
Lassen	Lassen County Office of Educat	7	13	35	55	8	23.19%		14.62%
Lassen	Lassen Union High	4	4	49	56	2	4.08%	1	5.34%
Lassen	Ravendale-Termo Elementary	0	0	1	1		0.00%		0.00%
Lassen	Richmond Elementary	1	0	9	10		0.00%		0.00%
Lassen	Shaffer Union Elementary	1	0	18	19		0.00%		0.00%
Lassen	Susanville Elementary	5	1	65	71		0.00%		0.00%
Lassen	Westwood Unified	2	0	54	56	2	3.72%		3.56%
Lassen Total		26	18	307	352	12	3.90%	1	3.69%
Los Angeles	ABC Unified	67	75	980	1122	6	0.61%		0.53%
Los Angeles	Acton-Agua Dulce Unified	6	9	86	101	2	2.33%	1	2.97%
Los Angeles	Alhambra Unified	58	76	875	1009	5	0.57%	1	0.59%
Los Angeles	Antelope Valley Union High	77	115	936	1128	42	4.49%	18	5.32%
Los Angeles	Arcadia Unified	29	28	433	490	19	4.39%	1	4.08%
Los Angeles	Azusa Unified	43	38	572	653	7	1.22%	3	1.53%
Los Angeles	Baldwin Park Unified	46	42	806	895	8	0.99%	5	1.45%
Los Angeles	Bassett Unified	19	14	262	295	11	4.20%	1	4.07%
Los Angeles	Bellflower Unified	42	33	689	763	11	1.60%	4	1.96%
Los Angeles	Beverly Hills Unified	21	23	276	321	3	1.09%		0.94%
Los Angeles	Bonita Unified	36	38	444	517	8	1.80%		1.55%
Los Angeles	Burbank Unified	47	53	778	878	39	5.01%	9	5.47%
Los Angeles	Castaic Union Elementary	10	14	169	193	5	2.95%	1	3.11%
Los Angeles	Centinela Valley Union High	21	32	353	406	5	1.42%		1.23%
Los Angeles	Charter Oak Unified	20	14	285	318	4	1.41%	1	1.57%
Los Angeles	Claremont Unified	21	23	307	351	9	2.93%		2.57%
Los Angeles	Compton Unified	101	86	1302	1489	149	11.44%	5	10.34%
Los Angeles	Covina-Valley Unified	52	64	673	788	21	3.12%	1	2.79%
Los Angeles	Culver City Unified	23	21	314	357	4	1.28%		1.12%
Los Angeles	Downey Unified	53	66	985	1104	38	3.86%	8	4.17%
Los Angeles	Duarte Unified	16	7	219	242	7	3.20%		2.89%
Los Angeles	East Whittier City Elementary	23	22	433	478	12	2.77%	3	3.14%
Los Angeles	Eastside Union Elementary	11	5	126	142	9	7.16%		6.35%
Los Angeles	El Monte City Elementary	33	24	566	624		0.00%	1	0.16%
Los Angeles	El Monte Union High	33	42	427	502	15	3.51%		2.99%

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Los Angeles	El Rancho Unified	32	27	543	602	27	4.97%		4.48%
Los Angeles	El Segundo Unified	11	10	147	167	4	2.72%		2.40%
Los Angeles	Garvey Elementary	29	14	310	353	8	2.58%	5	3.69%
Los Angeles	Glendale Unified	83	95	1331	1510	20	1.50%	4	1.59%
Los Angeles	Glendora Unified	23	19	340	382	9	2.65%		2.36%
Los Angeles	Gorman Elementary	6	6	87	100	4	4.58%		4.02%
Los Angeles	Hacienda la Puente Unified	74	79	1174	1327	65	5.54%	4	5.20%
Los Angeles	Hawthorne Elementary	30	24	457	510	14	3.07%	2	3.14%
Los Angeles	Hermosa Beach City Elementary	4	1	53	59		0.00%		0.00%
Los Angeles	Hughes-Elizabeth Lakes Union E	1	1	20	22	1	5.00%		4.55%
Los Angeles	Inglewood Unified	65	40	925	1030	15	1.62%		1.46%
Los Angeles	Keppel Union Elementary	8	6	142	156	4	2.81%	3	4.47%
Los Angeles	La Canada Unified	12	19	174	205	2	1.15%	1	1.46%
Los Angeles	Lancaster Elementary	35	39	752	826	54	7.18%	7	7.39%
Los Angeles	Las Virgenes Unified	33	36	522	592	15	2.87%		2.54%
Los Angeles	Lawndale Elementary	25	18	306	350	5	1.63%	1	1.72%
Los Angeles	Lennox Elementary	28	27	360	415	13	3.61%	5	4.33%
Los Angeles	Little Lake City Elementary	14	13	232	259	5	2.15%	2	2.70%
Los Angeles	Long Beach Unified	262	613	4430	5305	283	6.39%	46	6.20%
Los Angeles	Los Angeles Co Cya Dist	2	1	17	20		0.00%		0.00%
Los Angeles	Los Angeles County Office of E	206	234	907	1347	83	9.15%	45	9.50%
Los Angeles	Los Angeles Unified	3577	2903	35186	41665	1000	2.84%	76	2.58%
Los Angeles	Los Nietos Elementary	9	4	109	122	2	1.83%	1	2.46%
Los Angeles	Lowell Joint	12	10	140	162	7	4.99%		4.31%
Los Angeles	Lynwood Unified	47	30	734	811	50	6.81%	1	6.29%
Los Angeles	Manhattan Beach Unified	16	37	296	349	2	0.68%	1	0.86%
Los Angeles	Monrovia Unified	21	19	307	347	9	2.93%		2.59%
Los Angeles	Montebello Unified	110	109	1524	1743	74	4.86%	8	4.71%
Los Angeles	Mountain View Elementary	33	16	474	523	1	0.21%		0.19%
Los Angeles	Newhall Elementary	22	25	308	354	8	2.60%		2.26%
Los Angeles	Norwalk-La Mirada Unified	62	56	1067	1185	55	5.16%	15	5.91%
Los Angeles	Palmdale Elementary	62	58	934	1054	16	1.71%	9	2.37%
Los Angeles	Palos Verdes Peninsula Unified	30	48	541	619	7	1.29%	1	1.29%
Los Angeles	Paramount Unified	56	51	804	911	38	4.73%	4	4.61%
Los Angeles	Pasadena Unified	85	94	1098	1276	78	7.10%	12	7.05%
Los Angeles	Pomona Unified	103	111	1506	1720	33	2.19%		1.92%
Los Angeles	Redondo Beach Unified	24	35	376	435	5	1.33%		1.15%
Los Angeles	Rosemead Elementary	12	7	148	167	1	0.68%		0.60%
Los Angeles	Rowland Unified	65	58	809	932	36	4.45%	21	6.12%
Los Angeles	San Gabriel Unified	25	26	291	342	16	5.51%	1	4.96%
Los Angeles	San Marino Unified	11	11	157	179	5	3.19%		2.80%
Los Angeles	Santa Monica-Malibu Unified	55	57	591	703	17	2.87%	2	2.70%
Los Angeles	Saugus Union Elementary	31	28	495	554	12	2.42%		2.17%
Los Angeles	SBE - Animo Inglewood Charter	1	1	18	20		0.00%		0.00%
Los Angeles	SBE - New West Charter Middle	2	0	13	15		0.00%		0.00%
Los Angeles	SBE - The School of Arts and E	2	0	11	13		0.00%		0.00%
Los Angeles	South Pasadena Unified	14	16	181	211		0.00%		0.00%
Los Angeles	South Whittier Elementary	18	5	200	222	1	0.50%	2	1.35%
Los Angeles	Sulphur Springs Union Elementa	20	24	271	315	5	1.85%	2	2.23%
Los Angeles	Temple City Unified	18	13	258	288	8	3.10%	1	3.12%
Los Angeles	Torrance Unified	63	104	1159	1325	61	5.26%	1	4.68%
Los Angeles	Valle Lindo Elementary	4	2	57	63	3	5.26%		4.76%
Los Angeles	Walnut Valley Unified	32	54	653	740	7	1.07%		0.95%

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Los Angeles	West Covina Unified	34	20	462	517	5	1.08%	1	1.16%
Los Angeles	Westside Union Elementary	17	14	351	381	11	3.13%	1	3.15%
Los Angeles	Whittier City Elementary	22	17	334	373	6	1.80%	3	2.41%
Los Angeles	Whittier Union High	39	47	511	597	33	6.45%	3	6.03%
Los Angeles	William S. Hart Union High	69	86	890	1045	42	4.72%	1	4.11%
Los Angeles	Wilsona Elementary	7	6	96	109	15	15.62%		13.81%
Los Angeles	Wisburn Elementary	7	2	98	108		0.00%		0.00%
Los Angeles Total		6723	6486	79987	93196	2739	3.42%	355	3.32%
Madera	Alview-Dairyland Union Element	2	0	16	18		0.00%		0.00%
Madera	Bass Lake Joint Elementary	5	1	65	71		0.00%		0.00%
Madera	Chawanakee Unified	6	1	67	74	1	1.50%		1.36%
Madera	Chowchilla Elementary	10	1	93	104	3	3.23%		2.89%
Madera	Chowchilla Union High	9	0	38	48	1	2.62%		2.10%
Madera	Coarsegold Union Elementary	3	0	51	54	2	3.94%		3.69%
Madera	Golden Valley Unified	7	1	64	72	2	3.15%		2.80%
Madera	Madera County Office of Educat	21	27	53	101	13	24.50%	1	13.88%
Madera	Madera Unified	60	33	799	892	19	2.38%		2.13%
Madera	Raymond-Knowles Union Elementa	1	0	5	6		0.00%		0.00%
Madera	Yosemite Joint Union High	6	3	60	69	1	1.67%		1.45%
Madera Total		130	67	1310	1507	42	3.21%	1	2.85%
Marin	Bolinas-Stinson Union Elementa	1	0	9	10		0.00%		0.00%
Marin	Dixie Elementary	8	5	96	109	1	1.05%		0.92%
Marin	Kentfield Elementary	5	2	60	68		0.00%		0.00%
Marin	Laguna Joint Elementary	0	0	3	3		0.00%		0.00%
Marin	Lagunitas Elementary	1	1	15	16		0.00%		0.00%
Marin	Larkspur Elementary	6	2	61	68		0.00%		0.00%
Marin	Lincoln Elementary	0	0	1	1		0.00%		0.00%
Marin	Marin County Office of Educati	16	12	47	75	4	8.44%		5.36%
Marin	Mill Valley Elementary	10	11	127	148	1	0.79%		0.68%
Marin	Nicasio Elementary	0	0	5	5		0.00%		0.00%
Marin	Novato Unified	26	29	367	422	7	1.91%		1.66%
Marin	Reed Union Elementary	5	3	69	76	1	1.45%		1.31%
Marin	Ross Elementary	2	1	30	32		0.00%		0.00%
Marin	Ross Valley Elementary	7	8	96	111		0.00%		0.00%
Marin	San Rafael City Elementary	10	6	183	199		0.00%		0.00%
Marin	San Rafael City High	11	7	105	123	2	1.91%		1.62%
Marin	Sausalito Marin City	3	1	19	23		0.00%		0.00%
Marin	Shoreline Unified	4	4	46	54		0.00%		0.00%
Marin	Tamalpais Union High	15	18	217	251	1	0.46%		0.40%
Marin	Union Joint Elementary	0	0	2	2		0.00%		0.00%
Marin Total		130	109	1557	1797	17	1.09%	0	0.95%
Mariposa	Mariposa County Office of Educ	3	0	12	15		0.00%		0.00%
Mariposa	Mariposa County Unified	10	10	129	149	2	1.55%	1	2.01%
Mariposa Total		13	10	141	164	2	1.42%	1	1.83%
Mendocino	Anderson Valley Unified	3	3	44	49		0.00%		0.00%
Mendocino	Arena Union Elementary	2	1	22	25		0.00%		0.00%
Mendocino	Fort Bragg Unified	15	9	118	142		0.00%	1	0.71%
Mendocino	Laytonville Unified	3	1	29	33		0.00%		0.00%
Mendocino	Leggett Valley Unified	2	1	16	19		0.00%		0.00%
Mendocino	Manchester Union Elementary	1	0	6	7		0.00%		0.00%
Mendocino	Mendocino County Office of Edu	13	12	24	49	3	12.50%		6.11%
Mendocino	Mendocino Unified	4	0	44	48		0.00%		0.00%
Mendocino	Point Arena Joint Union High	2	0	16	18		0.00%		0.00%

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Mendocino	Potter Valley Community Unifie	2	1	23	26	1	4.36%		3.89%
Mendocino	Round Valley Unified	3	1	32	36		0.00%		0.00%
Mendocino	Ukiah Unified	29	24	352	405	4	1.14%		0.99%
Mendocino	Willits Unified	10	9	117	136	1	0.85%		0.73%
Mendocino Total		89	62	841	992	9	1.07%	1	1.01%
Merced	Atwater Elementary	16	12	228	256	2	0.88%		0.78%
Merced	Ballico-Cressey Elementary	1	0	16	18	1	6.16%		5.70%
Merced	Delhi Unified	11	1	121	133	5	4.14%	2	5.26%
Merced	Dos Palos Oro Loma Joint Unifi	10	12	142	164	14	9.87%		8.54%
Merced	El Nido Elementary	1	0	12	13	1	8.33%		7.69%
Merced	Gustine Unified	8	2	105	115	9	8.56%	1	8.69%
Merced	Hilmar Unified	6	8	119	133	4	3.35%		3.01%
Merced	Le Grand Union Elementary	1	3	19	23	2	10.53%		8.70%
Merced	Le Grand Union High	3	1	29	33	2	6.90%		6.06%
Merced	Livingston Union Elementary	8	7	121	136	4	3.31%		2.94%
Merced	Los Banos Unified	34	13	405	451	20	4.94%	1	4.66%
Merced	McSwain Union Elementary	3	3	41	47	4	9.88%		8.58%
Merced	Merced City Elementary	44	48	530	622	25	4.71%		4.02%
Merced	Merced County Office of Educat	35	28	117	181	51	43.43%	9	33.22%
Merced	Merced River Union Elementary	1	0	13	14	2	15.87%	1	22.06%
Merced	Merced Union High	43	38	430	512	35	8.14%	5	7.82%
Merced	Plainsburg Union Elementary	0	0	5	5		0.00%		0.00%
Merced	Planada Elementary	3	0	43	46	1	2.34%		2.17%
Merced	Snelling-Merced Falls Union EI	0	0	5	5		0.00%		0.00%
Merced	Weaver Union Elementary	8	5	102	115	8	7.83%		6.95%
Merced	Winton Elementary	8	2	95	105	14	14.74%		13.33%
Merced Total		245	182	2698	3125	204	7.56%	19	7.14%
Modoc	Modoc County Office of Educati	3	5	17	25	1	5.88%		4.00%
Modoc	Modoc Joint Unified	7	2	74	83	1	1.34%	6	8.44%
Modoc	Surprise Valley Joint Unified	2	1	16	18		0.00%	1	5.55%
Modoc	Tulelake Basin Joint Unified	3	2	32	36		0.00%		0.00%
Modoc Total		14	9	139	162	2	1.44%	7	5.55%
Mono	Eastern Sierra Unified	4	4	68	76		0.00%		0.00%
Mono	Mammoth Unified	4	2	64	70	1	1.56%		1.43%
Mono	Mono County Office of Educatio	5	8	18	31	1	5.54%		3.25%
Mono Total		13	14	150	177	2	1.33%	0	1.13%
Monterey	Alisal Union Elementary	29	25	335	389	2	0.60%	1	0.77%
Monterey	Bradley Union Elementary	0	0	3	3		0.00%		0.00%
Monterey	Carmel Unified	14	15	124	152	4	3.24%		2.63%
Monterey	Chualar Union Elementary	4	0	17	21	3	17.65%		14.29%
Monterey	Gonzales Unified	9	8	116	133	6	5.18%	1	5.26%
Monterey	Graves Elementary	1	0	2	3	1	50.00%		33.33%
Monterey	Greenfield Union Elementary	11	3	96	110	9	9.38%	3	10.92%
Monterey	King City Joint Union High	7	3	85	95	2	2.34%		2.11%
Monterey	King City Union Elementary	9	4	136	149	1	0.73%		0.67%
Monterey	Lagunita Elementary	0	0	5	5		0.00%		0.00%
Monterey	Mission Union Elementary	0	0	6	6		0.00%		0.00%
Monterey	Monterey County Office of Educ	29	49	161	240	25	15.51%		10.42%
Monterey	Monterey Peninsula Unified	37	40	557	634	13	2.33%		2.05%
Monterey	North Monterey County Unified	21	13	251	284	15	5.98%		5.27%
Monterey	Pacific Grove Unified	7	10	102	119		0.00%		0.00%
Monterey	Pacific Unified	1	0	6	7		0.00%		0.00%
Monterey	Salinas City Elementary	24	15	413	452		0.00%		0.00%

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Monterey	Salinas Union High	50	46	605	701	49	8.10%	7	7.99%
Monterey	San Antonio Union Elementary	1	0	13	14	1	7.69%		7.14%
Monterey	San Ardo Union Elementary	1	0	7	8		0.00%		0.00%
Monterey	San Lucas Union Elementary	1	0	7	8	1	14.29%		12.50%
Monterey	Santa Rita Union Elementary	10	4	136	150	4	2.95%		2.67%
Monterey	Soledad Unified	13	7	182	202	5	2.75%		2.48%
Monterey	Spreckels Union Elementary	2	1	46	49		0.00%		0.00%
Monterey	Washington Union Elementary	4	1	47	52	1	2.13%		1.92%
Monterey Total		285	243	3458	3986	142	4.11%	12	3.86%
Napa	Calistoga Joint Unified	5	2	52	59	7	13.59%		11.97%
Napa	Howell Mountain Elementary	1	0	5	6		0.00%		0.00%
Napa	Napa County Office of Educatio	7	2	11	19	5	47.62%		26.39%
Napa	Napa Valley Unified	56	56	861	973	52	6.04%	8	6.17%
Napa	Pope Valley Union Elementary	0	0	3	3		0.00%		0.00%
Napa	Saint Helena Unified	10	9	89	107	7	7.88%		6.53%
Napa Total		79	68	1020	1167	71	6.96%	8	6.77%
Nevada	Chicago Park Elementary	1	0	8	9	1	12.87%		11.00%
Nevada	Clear Creek Elementary	1	1	5	7		0.00%		0.00%
Nevada	Grass Valley Elementary	8	10	95	113		0.00%		0.00%
Nevada	Nevada City Elementary	5	5	68	78		0.00%		0.00%
Nevada	Nevada County Office of Educat	11	6	52	69		0.00%		0.00%
Nevada	Nevada Joint Union High	13	19	198	230	4	2.02%		1.74%
Nevada	Pleasant Ridge Union Elementar	7	4	98	109		0.00%		0.00%
Nevada	Pleasant Valley Elementary	3	2	35	39	1	2.89%		2.57%
Nevada	Ready Springs Union Elementary	2	2	20	23		0.00%		0.00%
Nevada	Twin Ridges Elementary	11	2	115	128	2	1.74%		1.57%
Nevada	Union Hill Elementary	3	3	41	46		0.00%		0.00%
Nevada Total		65	52	735	851	8	1.09%	0	0.94%
Orange	Anaheim City	66	58	1029	1152	5	0.49%	2	0.61%
Orange	Anaheim Union High	80	117	1290	1487	78	6.05%	1	5.31%
Orange	Brea-Olinda Unified	21	15	278	313	6	2.16%		1.91%
Orange	Buena Park Elementary	21	14	265	299	5	1.89%	2	2.34%
Orange	Capistrano Unified	125	111	2180	2416	8	0.37%	1	0.37%
Orange	Centralia Elementary	16	23	237	276	1	0.42%		0.36%
Orange	Cypress Elementary	16	16	217	249	2	0.92%		0.80%
Orange	Fountain Valley Elementary	23	16	261	300	1	0.38%		0.33%
Orange	Fullerton Elementary	47	40	618	705	8	1.29%	4	1.70%
Orange	Fullerton Joint Union High	51	50	584	685	33	5.65%		4.82%
Orange	Garden Grove Unified	197	135	2102	2434	19	0.90%	5	0.99%
Orange	Huntington Beach City Elementa	17	15	276	308	2	0.72%		0.65%
Orange	Huntington Beach Union High	49	44	589	681	16	2.72%	6	3.23%
Orange	Irvine Unified	66	81	1114	1260	22	1.98%	7	2.30%
Orange	La Habra City Elementary	16	12	303	330		0.00%		0.00%
Orange	Laguna Beach Unified	10	9	126	146	1	0.79%		0.69%
Orange	Los Alamitos Unified	24	43	396	462	8	2.02%	1	1.95%
Orange	Magnolia Elementary	19	14	346	379	6	1.73%	1	1.85%
Orange	Newport-Mesa Unified	83	92	1038	1213	15	1.44%		1.24%
Orange	Ocean View Elementary	28	26	475	528	6	1.26%	4	1.89%
Orange	Orange County Department of Ed	102	48	503	653	51	10.15%	1	7.97%
Orange	Orange Unified	91	122	1534	1747	44	2.87%	20	3.66%
Orange	Placentia-Yorba Linda Unified	74	92	1137	1303	1	0.09%		0.08%
Orange	Saddleback Valley Unified	87	71	1477	1635	5	0.34%	1	0.37%
Orange	Santa Ana Unified	160	188	2551	2900	24	0.94%	1	0.86%

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Orange	Savanna Elementary	5	6	103	114		0.00%		0.00%
Orange	Tustin Unified	58	56	832	946	6	0.72%		0.63%
Orange	Westminster Elementary	27	29	474	530	10	2.11%		1.89%
Orange Total		1577	1540	22336	25453	383	1.71%	57	1.73%
Placer	Ackerman Elementary	2	1	19	22		0.00%		0.00%
Placer	Alta-Dutch Flat Union Elementa	1	0	9	10		0.00%		0.00%
Placer	Auburn Union Elementary	8	13	119	140	2	1.69%		1.43%
Placer	Colfax Elementary	2	2	28	32		0.00%		0.00%
Placer	Dry Creek Joint Elementary	23	36	336	394		0.00%		0.00%
Placer	Eureka Union	13	11	196	221	4	2.04%		1.81%
Placer	Foresthill Union Elementary	2	2	26	29		0.00%		0.00%
Placer	Loomis Union Elementary	8	4	88	100		0.00%	1	1.00%
Placer	Newcastle Elementary	1	0	15	16		0.00%		0.00%
Placer	Ophir Elementary	1	0	11	12		0.00%		0.00%
Placer	Penryn Elementary	2	0	15	16		0.00%		0.00%
Placer	Placer County Office of Educat	16	28	69	113	13	18.76%	2	13.33%
Placer	Placer Hills Union Elementary	5	2	66	73		0.00%		0.00%
Placer	Placer Union High	18	14	217	249	6	2.76%		2.41%
Placer	Rocklin Unified	32	34	466	532	6	1.29%	1	1.31%
Placer	Roseville City Elementary	31	18	401	450	3	0.75%	1	0.89%
Placer	Roseville Joint Union High	37	30	366	432		0.00%		0.00%
Placer	Tahoe-Truckee Joint Unified	20	21	239	280	8	3.34%	1	3.21%
Placer	Western Placer Unified	20	22	326	368	3	0.92%		0.81%
Placer Total		241	237	3012	3490	45	1.49%	6	1.46%
Plumas	Plumas County Office of Educat	1	0	6	7		0.00%		0.00%
Plumas	Plumas Unified	15	10	154	179	1	0.65%	1	1.12%
Plumas Total		16	10	160	186	1	0.62%	1	1.07%
Riverside	Alvord Unified	62	57	875	993	167	19.09%		16.81%
Riverside	Banning Unified	16	8	215	239		0.00%	1	0.42%
Riverside	Beaumont Unified	20	17	248	285	9	3.63%	2	3.86%
Riverside	California School for the Deaf	19	16	91	126		0.00%		0.00%
Riverside	Coachella Valley Joint Unified	77	36	711	824	6	0.84%	2	0.97%
Riverside	Corona-Norco Unified	127	127	2159	2412	86	3.98%	6	3.81%
Riverside	Desert Center Unified	1	0	1	2		0.00%		0.00%
Riverside	Desert Sands Unified	56	81	1245	1381	15	1.20%		1.09%
Riverside	Hemet Unified	70	57	959	1086	24	2.50%	1	2.30%
Riverside	Jurupa Unified	51	57	915	1023	26	2.84%	3	2.84%
Riverside	Lake Elsinore Unified	50	67	898	1014	9	1.00%		0.89%
Riverside	Menifee Union Elementary	22	12	299	333	1	0.33%	1	0.60%
Riverside	Moreno Valley Unified	81	108	1598	1787	32	2.00%	2	1.90%
Riverside	Murrieta Valley Unified	56	53	807	916	18	2.23%		1.97%
Riverside	Nuvview Union Elementary	6	2	81	89		0.00%		0.00%
Riverside	Palm Springs Unified	69	65	1021	1156	37	3.62%	7	3.81%
Riverside	Palo Verde Unified	9	6	167	183	2	1.20%		1.10%
Riverside	Perris Elementary	14	13	262	289	6	2.29%		2.08%
Riverside	Perris Union High	20	26	331	377	21	6.34%	1	5.84%
Riverside	Riverside County Office of Edu	68	28	294	390	47	15.98%	6	13.60%
Riverside	Riverside Unified	160	134	1841	2135	60	3.26%	6	3.09%
Riverside	Romoland Elementary	11	4	84	99		0.00%		0.00%
Riverside	San Jacinto Unified	31	15	333	379	16	4.80%	5	5.54%
Riverside	Temecula Valley Unified	65	79	1198	1342	28	2.34%		2.09%
Riverside	Val Verde Unified	40	34	620	694	14	2.26%		2.02%
Riverside Total		1201	1100	17252	19553	624	3.62%	43	3.41%

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Sacramento	Arcohe Union Elementary	2	1	28	30		0.00%		0.00%
Sacramento	California Education Authority	9	2	1	12		0.00%		0.00%
Sacramento	Center Joint Unified	21	15	284	320	10	3.52%		3.12%
Sacramento	Del Paso Heights Elementary	9	10	105	124	1	0.95%	1	1.61%
Sacramento	Elk Grove Unified	196	169	2769	3134	17	0.61%	2	0.61%
Sacramento	Elverta Joint Elementary	2	0	17	19		0.00%		0.00%
Sacramento	Folsom-Cordova Unified	52	62	836	949	7	0.84%	1	0.84%
Sacramento	Galt Joint Union Elementary	17	10	245	272	4	1.63%		1.47%
Sacramento	Galt Joint Union High	11	6	99	116	3	3.03%	1	3.44%
Sacramento	Grant Joint Union High	53	57	623	733	5	0.80%		0.68%
Sacramento	Natomas Unified	37	29	458	523	6	1.31%		1.15%
Sacramento	North Sacramento Elementary	25	36	288	349	1	0.35%	1	0.57%
Sacramento	Rio Linda Union Elementary	39	35	523	597	10	1.91%		1.67%
Sacramento	River Delta Joint Unified	9	10	124	143	6	4.82%	1	4.89%
Sacramento	Robla Elementary	9	10	120	139	2	1.67%		1.44%
Sacramento	Sacramento City Unified	213	245	2638	3096	111	4.21%	1	3.62%
Sacramento	Sacramento County Office of Ed	62	29	81	172	12	14.91%		6.97%
Sacramento	San Juan Unified	161	148	2328	2637	38	1.63%		1.44%
Sacramento Total		925	876	11564	13366	233	2.01%	8	1.80%
San Benito	Aromas/San Juan Unified	5	2	66	73	2	3.01%		2.75%
San Benito	Bitterwater-Tully Union Elemen	0	0	2	2		0.00%		0.00%
San Benito	Cienega Union Elementary	0	0	2	2		0.00%		0.00%
San Benito	Hollister	29	14	289	331		0.00%		0.00%
San Benito	Jefferson Elementary	0	0	2	2		0.00%		0.00%
San Benito	North County Joint Union Eleme	2	0	29	31		0.00%		0.00%
San Benito	Panoche Elementary	0	0	1	1		0.00%		0.00%
San Benito	San Benito County Office of Ed	6	1	10	17	7	70.00%		41.18%
San Benito	San Benito High	6	15	120	141	11	9.17%		7.83%
San Benito	Southside Elementary	1	0	11	12		0.00%		0.00%
San Benito	Tres Pinos Union Elementary	1	0	6	7		0.00%		0.00%
San Benito	Willow Grove Union Elementary	0	0	2	2		0.00%		0.00%
San Benito Total		49	32	540	620	20	3.71%	0	3.22%
San Bernardino	Adelanto Elementary	19	8	271	298	10	3.69%	1	3.69%
San Bernardino	Alta Loma Elementary	19	19	312	349	5	1.61%		1.43%
San Bernardino	Apple Valley Unified	49	38	666	754	18	2.70%	5	3.05%
San Bernardino	Baker Valley Unified	2	0	15	17	1	6.67%	1	11.76%
San Bernardino	Barstow Unified	24	16	334	374	15	4.49%	7	5.88%
San Bernardino	Bear Valley Unified	11	7	144	162	1	0.69%		0.62%
San Bernardino	Central Elementary	17	14	220	251		0.00%		0.00%
San Bernardino	Chaffey Joint Union High	72	79	998	1149	13	1.30%	5	1.57%
San Bernardino	Chino Valley Unified	95	120	1446	1661	39	2.70%		2.35%
San Bernardino	Colton Joint Unified	71	73	1140	1283	23	2.02%		1.79%
San Bernardino	Cucamonga Elementary	11	5	129	145		0.00%		0.00%
San Bernardino	Etiwanda Elementary	25	28	521	573	20	3.84%		3.49%
San Bernardino	Fontana Unified	130	120	1909	2159	7	0.37%	13	0.93%
San Bernardino	Helendale Elementary	3	0	30	33		0.00%		0.00%
San Bernardino	Hesperia Unified	56	27	761	844	20	2.63%	1	2.49%
San Bernardino	Lucerne Valley Unified	5	2	50	57	2	4.00%		3.51%
San Bernardino	Morongo Unified	32	27	438	497	4	0.91%		0.81%
San Bernardino	Mountain View Elementary	10	5	158	173		0.00%		0.00%
San Bernardino	Mt. Baldy Joint Elementary	1	0	5	6		0.00%		0.00%
San Bernardino	Needles Unified	5	1	59	65	5	8.53%		7.72%
San Bernardino	Ontario-Montclair Elementary	126	68	1272	1466	36	2.83%	1	2.52%

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San Bernardino	Oro Grande Elementary	2	1	7	9		0.00%		0.00%
San Bernardino	Redlands Unified	57	65	960	1082	23	2.40%		2.13%
San Bernardino	Rialto Unified	89	63	1333	1486	22	1.65%		1.48%
San Bernardino	Rim of the World Unified	18	14	232	263	1	0.43%		0.38%
San Bernardino	San Bernardino City Unified	249	202	2731	3182	66	2.42%	17	2.61%
San Bernardino	San Bernardino Co Cya Dis	4	9	37	50		0.00%		0.00%
San Bernardino	San Bernardino County Office o	90	75	309	473	36	11.67%	22	12.26%
San Bernardino	Silver Valley Unified	13	10	145	168	4	2.76%		2.39%
San Bernardino	Snowline Joint Unified	25	29	345	399	12	3.48%		3.01%
San Bernardino	Trona Joint Unified	2	1	19	22		0.00%		0.00%
San Bernardino	Upland Unified	44	34	620	698	4	0.65%		0.57%
San Bernardino	Victor Elementary	19	14	429	462	13	3.03%		2.82%
San Bernardino	Victor Valley Union High	46	29	472	547	20	4.24%	2	4.02%
San Bernardino	Yucaipa-Calimesa Joint Unified	28	18	405	451	2	0.49%	1	0.66%
San Bernardino Total		1467	1218	18922	21606	422	2.23%	76	2.30%
San Diego	Alpine Union Elementary	9	6	115	130	1	0.87%	1	1.54%
San Diego	Bonsall Union Elementary	7	7	94	107	2	2.13%		1.86%
San Diego	Borrego Springs Unified	5	1	31	36		0.00%		0.00%
San Diego	Cajon Valley Union Elementary	46	56	817	918	11	1.35%		1.20%
San Diego	Cardiff Elementary	3	2	43	48		0.00%		0.00%
San Diego	Carlsbad Unified	25	34	463	522	6	1.30%		1.15%
San Diego	Chula Vista Elementary	76	107	1375	1558	17	1.24%	3	1.28%
San Diego	Coronado Unified	13	13	140	165	2	1.43%		1.21%
San Diego	Dehesa Elementary	4	0	45	49	2	4.41%		4.05%
San Diego	Del Mar Union Elementary	14	14	209	237	3	1.43%		1.27%
San Diego	Encinitas Union Elementary	19	19	273	311	2	0.73%	3	1.61%
San Diego	Escondido Union Elementary	64	61	1033	1158	15	1.45%	2	1.47%
San Diego	Escondido Union High	30	23	371	423	9	2.43%		2.13%
San Diego	Fallbrook Union Elementary	19	19	282	320	3	1.07%		0.94%
San Diego	Fallbrook Union High	13	7	139	160	2	1.44%		1.25%
San Diego	Grossmont Union High	68	81	1043	1192	31	2.97%		2.60%
San Diego	Jamul-Dulzura Union Elementary	11	4	68	82		0.00%		0.00%
San Diego	Julian Union Elementary	6	3	83	91		0.00%		0.00%
San Diego	Julian Union High	18	1	143	162	1	0.70%		0.62%
San Diego	La Mesa-Spring Valley	40	74	673	787	2	0.30%		0.25%
San Diego	Lakeside Union Elementary	13	16	219	249	5	2.28%		2.01%
San Diego	Lemon Grove Elementary	16	22	210	248	5	2.38%		2.02%
San Diego	Mountain Empire Unified	12	8	95	115	2	2.10%	2	3.49%
San Diego	National Elementary	24	37	292	353	9	3.08%		2.55%
San Diego	Oceanside Unified	52	76	1103	1230	8	0.73%		0.65%
San Diego	Poway Unified	79	121	1458	1657	20	1.37%	2	1.33%
San Diego	Ramona City Unified	20	21	310	351	4	1.29%		1.14%
San Diego	Rancho Santa Fe Elementary	3	2	60	64		0.00%		0.00%
San Diego	San Diego County Office of Edu	107	34	227	368	18	7.92%	1	5.16%
San Diego	San Diego Unified	739	606	7199	8544	105	1.46%		1.23%
San Diego	San Dieguito Union High	35	55	510	600	3	0.59%		0.50%
San Diego	San Marcos Unified	49	49	663	762	7	1.06%	1	1.05%
San Diego	San Pasqual Union Elementary	3	2	30	35		0.00%		0.00%
San Diego	San Ysidro Elementary	15	13	250	278	23	9.22%	1	8.65%
San Diego	Santee Elementary	21	20	324	365	7	2.16%	1	2.19%
San Diego	Solana Beach Elementary	12	12	158	181		0.00%		0.00%
San Diego	South Bay Union Elementary	25	33	439	496	33	7.53%		6.65%
San Diego	Spencer Valley Elementary	1	0	21	22		0.00%		0.00%

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San Diego	Sweetwater Union High	113	203	1798	2114	88	4.89%	2	4.26%
San Diego	Vallecitos Elementary	2	0	22	24		0.00%		0.00%
San Diego	Valley Center-Pauma Unified	18	11	243	273	7	2.88%		2.57%
San Diego	Vista Unified	94	70	1201	1365	26	2.17%		1.90%
San Diego	Warner Unified	2	1	19	22	2	10.40%		9.06%
San Diego Total		1941	1942	24289	28173	481	1.98%	19	1.77%
San Francisco	San Francisco County Office of	14	121	81	216	5	6.15%		2.32%
San Francisco	San Francisco Unified	227	208	3172	3606	372	11.73%	6	10.48%
San Francisco	SBE - Edison Charter Academy	2	0	22	24		0.00%		0.00%
San Francisco Total		243	328	3275	3846	377	11.51%	6	9.96%
San Joaquin	Banta Elementary	2	0	13	15		0.00%		0.00%
San Joaquin	Escalon Unified	11	10	147	167	3	2.04%	2	2.99%
San Joaquin	Holt Union Elementary	1	0	9	10		0.00%		0.00%
San Joaquin	Jefferson Elementary	7	2	107	116	5	4.67%		4.31%
San Joaquin	Lammersville Elementary	3	0	32	35		0.00%		0.00%
San Joaquin	Lincoln Unified	32	31	438	501	15	3.42%	1	3.19%
San Joaquin	Linden Unified	12	5	126	143	1	0.79%	2	2.09%
San Joaquin	Lodi Unified	80	451	1355	1886	30	2.21%	5	1.86%
San Joaquin	Manteca Unified	81	67	1029	1177	10	0.97%	5	1.27%
San Joaquin	New Hope Elementary	1	0	14	15	1	7.25%		6.76%
San Joaquin	New Jerusalem Elementary	2	0	26	28		0.00%		0.00%
San Joaquin	Oak View Union Elementary	2	0	20	22		0.00%		0.00%
San Joaquin	Ripon Unified	9	6	139	154	1	0.72%		0.65%
San Joaquin	San Joaquin Co Cya Dist	6	17	68	91		0.00%		0.00%
San Joaquin	San Joaquin County Office of E	59	25	165	249	53	32.12%	3	22.48%
San Joaquin	Stockton City Unified	156	218	1963	2336	50	2.55%	5	2.35%
San Joaquin	Tracy Joint Unified	43	47	777	867	19	2.45%		2.19%
San Joaquin Total		506	879	6428	7813	188	2.92%	23	2.70%
San Luis Obispo	Atascadero Unified	25	17	323	366		0.00%		0.00%
San Luis Obispo	Cayucos Elementary	1	0	12	13		0.00%		0.00%
San Luis Obispo	Coast Unified	4	3	51	59		0.00%		0.00%
San Luis Obispo	Lucia Mar Unified	39	34	521	593		0.00%		0.00%
San Luis Obispo	Paso Robles Joint Unified	27	25	341	393	2	0.59%		0.51%
San Luis Obispo	Pleasant Valley Joint Union El	1	0	7	8		0.00%		0.00%
San Luis Obispo	San Luis Coastal Unified	30	34	368	432	2	0.54%		0.46%
San Luis Obispo	San Luis Obispo Co Cya Dist	3	6	27	36		0.00%		0.00%
San Luis Obispo	San Luis Obispo County Office	22	19	64	105	3	4.69%		2.87%
San Luis Obispo	San Miguel Joint Union	2	0	20	21		0.00%		0.00%
San Luis Obispo	Shandon Joint Unified	2	1	23	26		0.00%		0.00%
San Luis Obispo	Templeton Unified	8	6	124	137		0.00%		0.00%
San Luis Obispo Total		162	146	1880	2188	7	0.37%	0	0.32%
San Mateo	Bayshore Elementary	2	1	22	25		0.00%		0.00%
San Mateo	Belmont-Redwood Shores Element	11	8	125	144	2	1.60%		1.39%
San Mateo	Brisbane Elementary	2	0	37	40		0.00%		0.00%
San Mateo	Burlingame Elementary	12	13	133	158	5	3.77%		3.17%
San Mateo	Cabrillo Unified	13	12	163	189	6	3.67%	2	4.24%
San Mateo	Hillsborough City Elementary	9	14	86	109	1	1.16%		0.92%
San Mateo	Jefferson Elementary	25	8	288	321	3	1.04%		0.93%
San Mateo	Jefferson Union High	17	27	238	282	5	2.10%		1.77%
San Mateo	La Honda-Pescadero Unified	2	1	24	28		0.00%		0.00%
San Mateo	Las Lomitas Elementary	5	5	66	75		0.00%		0.00%
San Mateo	Menlo Park City Elementary	9	11	124	145	1	0.80%		0.69%
San Mateo	Millbrae Elementary	9	7	100	115	1	1.00%		0.87%

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San Mateo	Pacifica	10	14	145	169	1	0.69%	2	1.78%
San Mateo	Portola Valley Elementary	6	2	49	57		0.00%		0.00%
San Mateo	Ravenswood City Elementary	32	23	255	310	7	2.74%	7	4.52%
San Mateo	Redwood City Elementary	33	26	498	557	5	1.00%	2	1.26%
San Mateo	San Bruno Park Elementary	14	15	118	147	4	3.40%		2.73%
San Mateo	San Carlos Elementary	14	6	139	159	4	2.88%		2.52%
San Mateo	San Mateo County Office of Edu	33	50	157	239	15	9.57%	8	9.62%
San Mateo	San Mateo Union High	21	48	406	475	13	3.20%		2.73%
San Mateo	San Mateo-Foster City Elementa	36	32	505	573	8	1.58%		1.40%
San Mateo	Sequoia Union High	22	42	378	442	20	5.29%		4.52%
San Mateo	South San Francisco Unified	30	24	444	498	9	2.03%	2	2.21%
San Mateo	Woodside Elementary	2	4	34	39	1	2.98%		2.54%
San Mateo Total		370	392	4533	5296	111	2.45%	23	2.53%
Santa Barbara	Ballard Elementary	1	0	6	7		0.00%		0.00%
Santa Barbara	Blochman Union Elementary	1	0	5	6		0.00%		0.00%
Santa Barbara	Buellton Union Elementary	2	0	28	30		0.00%		0.00%
Santa Barbara	Carpinteria Unified	10	7	138	155	1	0.73%		0.65%
Santa Barbara	Casmalia Elementary	0	0	2	2		0.00%		0.00%
Santa Barbara	Cold Spring Elementary	0	1	13	14		0.00%		0.00%
Santa Barbara	College Elementary	3	0	25	28		0.00%		0.00%
Santa Barbara	Cuyama Joint Unified	2	0	22	24	4	18.14%		16.49%
Santa Barbara	Goleta Union Elementary	14	15	193	223		0.00%	1	0.45%
Santa Barbara	Guadalupe Union Elementary	4	2	64	70	1	1.56%		1.43%
Santa Barbara	Hope Elementary	4	4	70	77		0.00%		0.00%
Santa Barbara	Lompoc Unified	41	33	552	626	12	2.17%	4	2.56%
Santa Barbara	Los Alamos Elementary	1	0	13	14		0.00%		0.00%
Santa Barbara	Los Olivos Elementary	1	1	26	28		0.00%		0.00%
Santa Barbara	Montecito Union Elementary	2	0	32	34		0.00%		0.00%
Santa Barbara	Orcutt Union Elementary	18	8	215	241		0.00%		0.00%
Santa Barbara	Santa Barbara County Office of	22	50	93	165	20	21.59%	4	14.56%
Santa Barbara	Santa Barbara Elementary	14	24	299	337	7	2.34%		2.08%
Santa Barbara	Santa Barbara High	28	58	500	585	18	3.60%		3.07%
Santa Barbara	Santa Maria Joint Union High	22	7	271	300	15	5.54%		5.01%
Santa Barbara	Santa Maria-Bonita Elementary	45	24	588	657	14	2.38%	2	2.44%
Santa Barbara	Santa Ynez Valley Union High	5	4	46	54		0.00%		0.00%
Santa Barbara	Solvang Elementary	2	0	31	33	1	3.28%		3.08%
Santa Barbara	Vista del Mar Union	2	0	10	12		0.00%		0.00%
Santa Barbara Total		244	236	3239	3720	93	2.87%	11	2.80%
Santa Clara	Alum Rock Union Elementary	52	33	707	792	45	6.37%	2	5.94%
Santa Clara	Berryessa Union Elementary	28	21	396	444	3	0.76%	1	0.90%
Santa Clara	Cambrian Elementary	11	5	141	156	6	4.26%		3.84%
Santa Clara	Campbell Union Elementary	23	17	360	400	6	1.67%		1.50%
Santa Clara	Campbell Union High	38	16	303	357	8	2.64%		2.24%
Santa Clara	Cupertino Union School	39	25	744	809	23	3.09%	1	2.97%
Santa Clara	East Side Union High	94	101	1148	1343	71	6.18%	2	5.43%
Santa Clara	Evergreen Elementary	38	34	622	693	12	1.93%	3	2.16%
Santa Clara	Franklin-McKinley Elementary	27	17	495	539	3	0.61%		0.56%
Santa Clara	Fremont Union High	34	31	404	470	33	8.16%	3	7.66%
Santa Clara	Gilroy Unified	30	28	471	529	21	4.46%		3.97%
Santa Clara	Lakeside Joint Elementary	1	0	6	7	1	16.13%		13.42%
Santa Clara	Loma Prieta Joint Union Elemen	3	1	34	37		0.00%		0.00%
Santa Clara	Los Altos Elementary	11	11	207	229	6	2.90%		2.62%
Santa Clara	Los Gatos Union Elementary	13	11	137	161	2	1.46%		1.24%

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on P/W
Santa Clara	Los Gatos-Saratoga Joint Union	11	10	132	153	6	4.54%		3.92%
Santa Clara	Luther Burbank	3	0	22	25	4	18.18%		16.00%
Santa Clara	Milpitas Unified	28	37	424	489	6	1.41%		1.23%
Santa Clara	Montebello Elementary	0	0	3	4		0.00%		0.00%
Santa Clara	Moreland Elementary	13	6	213	232	4	1.88%	1	2.16%
Santa Clara	Morgan Hill Unified	35	24	413	472	21	5.09%	2	4.87%
Santa Clara	Mountain View-Los Altos Union	17	14	167	198	5	2.99%		2.52%
Santa Clara	Mountain View-Whisman Elementa	15	7	211	233	10	4.74%		4.29%
Santa Clara	Mt. Pleasant Elementary	12	7	146	165	4	2.74%	1	3.03%
Santa Clara	Oak Grove Elementary	35	30	559	624	23	4.12%		3.69%
Santa Clara	Orchard Elementary	2	0	37	39		0.00%		0.00%
Santa Clara	Palo Alto Unified	49	47	616	713	17	2.76%	2	2.67%
Santa Clara	San Jose Unified	120	21	1656	1797	70	4.23%	14	4.67%
Santa Clara	Santa Clara County Office of E	43	41	261	345	122	46.83%	30	44.06%
Santa Clara	Santa Clara Unified	50	60	661	772	18	2.72%		2.33%
Santa Clara	Saratoga Union Elementary	9	11	116	136	2	1.72%		1.47%
Santa Clara	Sunnyvale Elementary	22	13	306	340	9	2.94%		2.64%
Santa Clara	Union Elementary	16	14	210	240	3	1.43%		1.25%
Santa Clara Total		921	694	12328	13943	564	4.57%	62	4.49%
Santa Cruz	Bonny Doon Union Elementary	1	0	8	9		0.00%		0.00%
Santa Cruz	Happy Valley Elementary	1	0	8	9	1	12.58%		11.17%
Santa Cruz	Live Oak Elementary	11	7	104	122	1	0.96%		0.82%
Santa Cruz	Mountain Elementary	1	0	8	9	1	12.06%		10.76%
Santa Cruz	Pacific Elementary	1	0	6	7		0.00%		0.00%
Santa Cruz	Pajaro Valley Unified	94	88	872	1054	85	9.75%	1	8.16%
Santa Cruz	San Lorenzo Valley Unified	14	9	157	180	5	3.18%		2.77%
Santa Cruz	Santa Cruz City Elementary	8	17	121	146	3	2.48%		2.06%
Santa Cruz	Santa Cruz City High	22	23	215	260	6	2.80%	2	3.07%
Santa Cruz	Santa Cruz Co Cya Dist	0	0	1	1		0.00%		0.00%
Santa Cruz	Santa Cruz County Office of Ed	21	7	67	95	6	9.01%		6.35%
Santa Cruz	Scotts Valley Unified	8	7	131	146	5	3.82%		3.42%
Santa Cruz	Soquel Union Elementary	7	7	97	111	1	1.03%		0.90%
Santa Cruz Total		189	166	1794	2148	114	6.36%	3	5.45%
Shasta	Anderson Union High	10	8	95	113		0.00%	4	3.53%
Shasta	Bella Vista Elementary	1	1	26	28		0.00%		0.00%
Shasta	Black Butte Union Elementary	1	2	17	20		0.00%		0.00%
Shasta	Cascade Union Elementary	8	11	78	97	8	10.22%		8.25%
Shasta	Castle Rock Union Elementary	1	0	5	6		0.00%		0.00%
Shasta	Columbia Elementary	3	4	48	55	1	2.08%		1.81%
Shasta	Cottonwood Union Elementary	5	3	65	73		0.00%		0.00%
Shasta	Enterprise Elementary	16	11	190	217	1	0.53%		0.46%
Shasta	Fall River Joint Unified	8	3	78	88	9	11.51%	1	11.34%
Shasta	French Gulch-Whiskeytown Eleme	0	0	2	2		0.00%		0.00%
Shasta	Gateway Unified	15	14	192	221	2	1.04%		0.90%
Shasta	Grant Elementary	2	1	28	31		0.00%		0.00%
Shasta	Happy Valley Union Elementary	2	2	28	32	10	35.71%		31.25%
Shasta	Igo, Ono, Platina Union Elemen	1	0	7	8		0.00%		0.00%
Shasta	Indian Springs Elementary	0	0	2	2		0.00%		0.00%
Shasta	Junction Elementary	1	3	23	26	1	4.44%		3.79%
Shasta	Millville Elementary	1	0	9	11		0.00%		0.00%
Shasta	Mountain Union Elementary	1	1	8	9		0.00%		0.00%
Shasta	North Cow Creek Elementary	1	0	17	18		0.00%		0.00%
Shasta	Oak Run Elementary	1	0	3	4		0.00%		0.00%

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Shasta	Pacheco Union Elementary	2	3	36	41	1	2.78%		2.42%
Shasta	Redding Elementary	16	10	189	216	9	4.75%		4.17%
Shasta	Shasta County Office of Educat	12	14	55	80	9	16.47%		11.26%
Shasta	Shasta Union Elementary	1	1	10	12		0.00%		0.00%
Shasta	Shasta Union High	28	30	253	311	2	0.79%		0.64%
Shasta	Whitmore Union Elementary	1	0	3	4		0.00%		0.00%
Shasta Total		138	120	1466	1724	53	3.61%	5	3.36%
Sierra	Sierra County Office of Educat	2	2	6	10		0.00%		0.00%
Sierra	Sierra-Plumas Joint Unified	4	1	41	45		0.00%		0.00%
Sierra Total		5	3	47	55	0	0.00%	0	0.00%
Siskiyou	Big Springs Union Elementary	0	0	9	9		0.00%		0.00%
Siskiyou	Bogus Elementary	0	0	1	1		0.00%		0.00%
Siskiyou	Butte Valley Unified	3	0	23	27		0.00%		0.00%
Siskiyou	Butteville Union Elementary	1	0	8	9		0.00%		0.00%
Siskiyou	Delphic Elementary	1	0	4	5		0.00%		0.00%
Siskiyou	Dunsmuir Elementary	1	1	12	14		0.00%		0.00%
Siskiyou	Dunsmuir Joint Union High	1	0	10	12		0.00%		0.00%
Siskiyou	Etna Union Elementary	1	0	17	18		0.00%		0.00%
Siskiyou	Etna Union High	3	1	21	24		0.00%		0.00%
Siskiyou	Forks of Salmon Elementary	0	0	1	1		0.00%		0.00%
Siskiyou	Fort Jones Union Elementary	1	0	8	9		0.00%		0.00%
Siskiyou	Gazelle Union Elementary	1	0	3	4		0.00%		0.00%
Siskiyou	Grenada Elementary	1	0	11	12		0.00%		0.00%
Siskiyou	Happy Camp Union Elementary	1	0	10	11		0.00%		0.00%
Siskiyou	Hornbrook Elementary	1	0	3	4		0.00%		0.00%
Siskiyou	Junction Elementary	0	0	2	2		0.00%		0.00%
Siskiyou	Klamath River Union Elementary	0	0	2	2		0.00%		0.00%
Siskiyou	Little Shasta Elementary	0	0	2	2		0.00%		0.00%
Siskiyou	McCloud Union Elementary	1	0	9	10		0.00%		0.00%
Siskiyou	Montague Elementary	1	0	13	14		0.00%		0.00%
Siskiyou	Mt. Shasta Union Elementary	3	0	51	54		0.00%		0.00%
Siskiyou	Quartz Valley Elementary	0	0	4	4		0.00%		0.00%
Siskiyou	Seiad Elementary	0	0	2	2		0.00%		0.00%
Siskiyou	Siskiyou County Office of Educ	12	21	14	48		0.00%		0.00%
Siskiyou	Siskiyou Union High	5	2	64	71		0.00%		0.00%
Siskiyou	Weed Union Elementary	1	1	22	25		0.00%		0.00%
Siskiyou	Willow Creek Elementary	0	0	3	3		0.00%		0.00%
Siskiyou	Yreka Union Elementary	4	3	58	65		0.00%		0.00%
Siskiyou	Yreka Union High	3	5	40	48		0.00%		0.00%
Siskiyou Total		48	34	426	509	0	0.00%	0	0.00%
Solano	Benicia Unified	10	9	253	272	5	1.97%		1.84%
Solano	Dixon Unified	14	11	193	218	4	2.07%		1.84%
Solano	Fairfield-Suisun Unified	100	67	1138	1305	71	6.24%	9	6.13%
Solano	Solano County Office of Educat	11	19	58	88	7	12.15%	6	14.77%
Solano	Travis Unified	18	24	278	320	7	2.52%		2.19%
Solano	Vacaville Unified	47	38	658	743	28	4.26%	11	5.25%
Solano	Vallejo City Unified	60	62	815	937	29	3.56%	6	3.73%
Solano Total		260	230	3393	3883	151	4.45%	32	4.71%
Sonoma	Alexander Valley Union Elem	1	0	7	8		0.00%		0.00%
Sonoma	Bellevue Union Elementary	5	0	89	95		0.00%		0.00%
Sonoma	Bennett Valley Union Elementar	3	0	45	48		0.00%		0.00%
Sonoma	Cinnabar Elementary	1	0	13	14		0.00%		0.00%
Sonoma	Cloverdale Unified	6	4	80	90		0.00%		0.00%

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Sonoma	Cotati-Rohnert Park Unified	22	24	320	366	1	0.31%		0.27%
Sonoma	Dunham Elementary	1	1	9	11		0.00%		0.00%
Sonoma	Forestville Union Elementary	2	1	28	31		0.00%		0.00%
Sonoma	Fort Ross Elementary	1	0	3	4		0.00%		0.00%
Sonoma	Geyserville Unified	2	0	20	22		0.00%		0.00%
Sonoma	Gravenstein Union Elementary	2	0	28	30		0.00%		0.00%
Sonoma	Guerneville Elementary	1	0	18	19		0.00%		0.00%
Sonoma	Harmony Union Elementary	8	0	50	59		0.00%		0.00%
Sonoma	Healdsburg Unified	9	6	123	138	1	0.81%		0.72%
Sonoma	Horicon Elementary	1	1	5	7		0.00%		0.00%
Sonoma	Kashia Elementary	0	0	1	1		0.00%		0.00%
Sonoma	Kenwood Elementary	1	0	10	11	1	10.20%		9.26%
Sonoma	Liberty Elementary	1	0	15	16		0.00%		0.00%
Sonoma	Mark West Union Elementary	5	4	80	89		0.00%		0.00%
Sonoma	Monte Rio Union Elementary	1	0	6	7		0.00%		0.00%
Sonoma	Montgomery Elementary	1	0	4	5		0.00%		0.00%
Sonoma	Oak Grove Union Elementary	3	0	30	33		0.00%		0.00%
Sonoma	Old Adobe Union Elementary	7	5	90	102		0.00%		0.00%
Sonoma	Petaluma City Elementary	9	9	114	131	2	1.76%		1.52%
Sonoma	Petaluma Joint Union High	22	28	264	314	5	1.90%		1.59%
Sonoma	Piner-Olivet Union Elementary	7	2	81	90	1	1.24%		1.11%
Sonoma	Rincon Valley Union Elementary	10	4	146	160		0.00%		0.00%
Sonoma	Roseland Elementary	8	4	77	88	1	1.30%		1.14%
Sonoma	Santa Rosa Elementary	17	17	265	299	1	0.38%		0.33%
Sonoma	Santa Rosa High	43	52	575	670	3	0.52%		0.45%
Sonoma	Sebastopol Union Elementary	4	4	61	69		0.00%		0.00%
Sonoma	Sonoma County Office of Educat	31	35	129	195	5	3.87%		2.57%
Sonoma	Sonoma Valley Unified	20	23	243	286	3	1.23%	1	1.40%
Sonoma	Twin Hills Union Elementary	3	0	54	57		0.00%		0.00%
Sonoma	Two Rock Union Elementary	1	2	11	14		0.00%		0.00%
Sonoma	Waugh Elementary	2	4	42	48		0.00%		0.00%
Sonoma	West Side Union Elementary	1	0	8	9		0.00%		0.00%
Sonoma	West Sonoma County Union High	8	18	117	143	3	2.57%		2.10%
Sonoma	Wilmar Union Elementary	1	1	12	14		0.00%		0.00%
Sonoma	Windsor Unified	14	11	231	256	2	0.87%	1	1.17%
Sonoma	Wright Elementary	5	2	71	78	1	1.40%		1.27%
Sonoma Total		289	262	3575	4126	30	0.84%	2	0.78%
Stanislaus	Ceres Unified	39	27	481	547	19	3.95%	1	3.66%
Stanislaus	Chatom Union Elementary	2	0	37	39		0.00%		0.00%
Stanislaus	Denair Unified	7	2	68	77	2	2.95%		2.61%
Stanislaus	Empire Union Elementary	12	10	187	208	3	1.61%		1.44%
Stanislaus	Gratton Elementary	0	0	6	6		0.00%		0.00%
Stanislaus	Hart-Ransom Union Elementary	3	1	45	49		0.00%		0.00%
Stanislaus	Hickman Community Charter Scho	2	3	47	52		0.00%		0.00%
Stanislaus	Hughson Unified	8	6	98	111	1	1.02%		0.90%
Stanislaus	Keyes Union	8	1	85	94	2	2.36%		2.12%
Stanislaus	Knights Ferry Elementary	1	0	7	8		0.00%		0.00%
Stanislaus	La Grange Elementary	1	0	3	4		0.00%		0.00%
Stanislaus	Modesto City Elementary	67	53	931	1051	9	0.97%	1	0.95%
Stanislaus	Modesto City High	38	68	627	734	9	1.43%		1.23%
Stanislaus	Newman-Crows Landing Unified	9	5	115	130	2	1.73%		1.54%
Stanislaus	Oakdale Joint Unified	17	12	231	259	6	2.60%		2.32%
Stanislaus	Paradise Elementary	1	0	8	9		0.00%		0.00%

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Stanislaus	Patterson Joint Unified	17	14	228	258	9	3.95%	2	4.26%
Stanislaus	Riverbank Unified	12	8	149	169	13	8.73%		7.69%
Stanislaus	Roberts Ferry Union Elementary	0	0	6	6	1	17.42%		16.67%
Stanislaus	Salida Union Elementary	11	8	162	182		0.00%		0.00%
Stanislaus	Shiloh Elementary	1	0	6	7		0.00%		0.00%
Stanislaus	Stanislaus County Office of Ed	26	24	119	170	25	20.95%	2	15.91%
Stanislaus	Stanislaus Union Elementary	11	6	163	180	3	1.85%		1.67%
Stanislaus	Sylvan Union Elementary	21	28	405	454	5	1.23%		1.10%
Stanislaus	Turlock Unified	39	44	641	724	17	2.65%	1	2.49%
Stanislaus	Valley Home Joint Elementary	1	0	8	9		0.00%		0.00%
Stanislaus	Waterford Unified	9	4	159	172	3	1.89%		1.75%
Stanislaus Total		366	320	5020	5706	129	2.57%	7	2.38%
Sutter	Brittan Elementary	0	0	29	29		0.00%		0.00%
Sutter	Browns Elementary	1	0	8	9		0.00%		0.00%
Sutter	East Nicolaus Joint Union High	3	0	15	18		0.00%		0.00%
Sutter	Franklin Elementary	1	0	20	21		0.00%		0.00%
Sutter	Live Oak Unified	9	2	89	100		0.00%		0.00%
Sutter	Marcum-Illinois Union Elementa	1	0	7	8		0.00%		0.00%
Sutter	Meridian Elementary	1	0	4	5		0.00%		0.00%
Sutter	Nuestro Elementary	1	0	6	7		0.00%		0.00%
Sutter	Pleasant Grove Joint Union	0	0	9	9		0.00%		0.00%
Sutter	Sutter County Office of Educat	11	28	43	82	2	4.64%		2.43%
Sutter	Sutter Union High	1	3	35	39	1	2.86%		2.54%
Sutter	Winship-Robbins	1	0	3	4		0.00%		0.00%
Sutter	Yuba City Unified	41	41	590	672	4	0.68%		0.60%
Sutter Total		71	75	859	1005	7	0.81%	0	0.70%
Tehama	Antelope Elementary	2	1	36	40		0.00%		0.00%
Tehama	Bend Elementary	0	0	4	4		0.00%		0.00%
Tehama	Corning Union Elementary	5	3	97	105		0.00%		0.00%
Tehama	Corning Union High	4	4	53	60	3	5.68%		4.97%
Tehama	Elkins Elementary	0	0	2	2		0.00%		0.00%
Tehama	Evergreen Union	3	0	51	53		0.00%		0.00%
Tehama	Flournoy Union Elementary	0	0	3	3		0.00%		0.00%
Tehama	Gerber Union Elementary	2	0	26	28		0.00%		0.00%
Tehama	Kirkwood Elementary	0	0	2	2		0.00%		0.00%
Tehama	Lassen View Union Elementary	1	0	15	16		0.00%		0.00%
Tehama	Los Molinos Unified	4	1	36	41		0.00%		0.00%
Tehama	Manton Joint Union Elementary	0	0	2	3		0.00%		0.00%
Tehama	Mineral Elementary	0	0	4	4		0.00%		0.00%
Tehama	Plum Valley Elementary	1	0	2	3		0.00%		0.00%
Tehama	Red Bluff Joint Union High	7	6	90	103	1	1.11%		0.98%
Tehama	Red Bluff Union Elementary	7	5	114	126		0.00%		0.00%
Tehama	Reeds Creek Elementary	1	0	6	7		0.00%		0.00%
Tehama	Richfield Elementary	1	0	10	11		0.00%		0.00%
Tehama	Tehama County Office of Educat	18	30	15	62		0.00%		0.00%
Tehama Total		56	50	567	673	4	0.71%	0	0.59%
Trinity	Burnt Ranch Elementary	1	0	5	6		0.00%		0.00%
Trinity	Coffee Creek Elementary	2	0	2	3		0.00%		0.00%
Trinity	Cox Bar Elementary	0	0	2	2		0.00%		0.00%
Trinity	Douglas City Elementary	0	0	8	9		0.00%		0.00%
Trinity	Junction City Elementary	0	0	4	4		0.00%		0.00%
Trinity	Lewiston Elementary	1	0	8	9		0.00%		0.00%
Trinity	Mountain Valley Unified	3	0	28	30		0.00%		0.00%

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Trinity	Southern Trinity Joint Unified	1	0	13	14		0.00%		0.00%
Trinity	Trinity Center Elementary	0	0	3	3		0.00%		0.00%
Trinity	Trinity County Office of Educa	6	8	16	30	1	6.30%		3.38%
Trinity	Trinity Union High	2	1	24	28		0.00%		0.00%
Trinity	Weaverville Elementary	2	0	26	27		0.00%		0.00%
Trinity Total		18	9	138	165	1	0.72%	0	0.60%
Tulare	Allensworth Elementary	0	0	6	6	1	16.67%		16.67%
Tulare	Alpaugh Unified	1	0	17	18		0.00%		0.00%
Tulare	Alta Vista Elementary	3	0	24	27	2	8.33%		7.41%
Tulare	Buena Vista Elementary	1	0	9	10	2	22.22%		21.05%
Tulare	Burton Elementary	12	4	154	169	11	7.17%		6.51%
Tulare	Citrus South Tule Elementary	0	0	3	3		0.00%		0.00%
Tulare	Columbine Elementary	1	0	10	11		0.00%		0.00%
Tulare	Cutler-Orosi Joint Unified	15	13	195	222	12	6.17%	2	6.30%
Tulare	Dinuba Unified	23	12	272	308	8	2.94%		2.60%
Tulare	Ducor Union Elementary	1	0	9	10	1	11.11%		10.00%
Tulare	Earlimart Elementary	10	0	90	100	8	8.91%		7.99%
Tulare	Exeter Union Elementary	8	4	99	110	3	3.04%		2.73%
Tulare	Exeter Union High	7	0	47	54	5	10.62%	3	14.72%
Tulare	Farmersville Unified	10	7	126	143	16	12.72%		11.21%
Tulare	Hope Elementary	0	0	6	6		0.00%		0.00%
Tulare	Hot Springs Elementary	0	0	2	2		0.00%		0.00%
Tulare	Kings River Union Elementary	2	1	26	29		0.00%		0.00%
Tulare	Liberty Elementary	1	0	11	12		0.00%		0.00%
Tulare	Lindsay Unified	18	11	189	218	13	6.88%	2	6.89%
Tulare	Monson-Sultana Joint Union Ele	2	1	21	24		0.00%		0.00%
Tulare	Oak Valley Union Elementary	1	0	19	20	1	5.26%		5.00%
Tulare	Outside Creek Elementary	1	0	5	6		0.00%		0.00%
Tulare	Palo Verde Union Elementary	2	0	21	23	1	4.76%		4.35%
Tulare	Pixley Union Elementary	4	1	52	57	5	9.62%		8.82%
Tulare	Pleasant View Elementary	2	0	24	26		0.00%		0.00%
Tulare	Porterville Unified	42	38	622	702	33	5.31%		4.70%
Tulare	Richgrove Elementary	4	2	35	41	2	5.67%		4.88%
Tulare	Rockford Elementary	1	0	17	18	1	5.99%		5.65%
Tulare	Saucelito Elementary	1	0	6	6	1	18.18%		16.67%
Tulare	Sequoia Union Elementary	0	0	16	16		0.00%		0.00%
Tulare	Springville Union Elementary	1	0	21	22		0.00%		0.00%
Tulare	Stone Corral Elementary	1	0	7	8	1	14.29%		12.50%
Tulare	Strathmore Union Elementary	4	0	41	45	1	2.46%		2.24%
Tulare	Sundale Union Elementary	2	0	29	32	2	6.90%		6.33%
Tulare	Sunnyside Union Elementary	1	0	22	23	1	4.55%		4.35%
Tulare	Terra Bella Union Elementary	4	2	49	55	7	14.29%		12.84%
Tulare	Three Rivers Union Elementary	1	0	9	10	1	10.55%		9.54%
Tulare	Tipton Elementary	3	0	24	27		0.00%		0.00%
Tulare	Traver Joint Elementary	1	0	13	14		0.00%		0.00%
Tulare	Tulare City Elementary	24	18	402	444	15	3.73%		3.38%
Tulare	Tulare County Office of Educat	63	49	128	240	15	11.68%	2	7.08%
Tulare	Tulare Joint Union High	12	17	186	215	4	2.15%		1.86%
Tulare	Visalia Unified	90	90	1167	1347	19	1.63%	3	1.63%
Tulare	Waukena Joint Union Elementary	1	0	9	10		0.00%		0.00%
Tulare	Woodlake Union Elementary	6	1	83	90	17	20.48%	1	20.00%
Tulare	Woodlake Union High	4	2	35	41	5	14.49%		12.35%
Tulare	Woodville Union Elementary	2	0	42	44	7	16.67%		15.91%

County Name	District	Admin	PPS	Teachers	Total Cert.	Permits	% of Teachers on Permits	Waivers	% of Total Cert Staff on P/W
Tulare Total		393	271	4397	5061	221	5.03%	13	4.62%
Tuolumne	Bellevue Elementary	1	0	11	12		0.00%		0.00%
Tuolumne	Big Oak Flat-Groveland Unified	3	1	33	36	2	6.08%		5.52%
Tuolumne	Chinese Camp Elementary	0	0	2	2		0.00%		0.00%
Tuolumne	Columbia Union Elementary	2	1	29	32	1	3.51%		3.17%
Tuolumne	Curtis Creek Elementary	3	0	36	39		0.00%		0.00%
Tuolumne	Jamestown Elementary	2	1	32	35		0.00%		0.00%
Tuolumne	Sonora Elementary	3	1	44	48		0.00%		0.00%
Tuolumne	Sonora Union High	7	6	74	87	1	1.35%		1.15%
Tuolumne	Soulsbyville Elementary	2	1	37	40		0.00%		0.00%
Tuolumne	Summerville Elementary	2	0	24	26		0.00%		0.00%
Tuolumne	Summerville Union High	6	1	46	53		0.00%		0.00%
Tuolumne	Tuolumne County Office of Educ	7	16	12	35	1	8.64%	2	8.58%
Tuolumne	Twain Harte-Long Barn Union El	2	0	27	29		0.00%		0.00%
Tuolumne Total		41	27	406	473	5	1.23%	2	1.48%
Ventura	Briggs Elementary	2	1	21	24		0.00%		0.00%
Ventura	Conejo Valley Unified	69	73	1002	1145	22	2.19%	1	2.01%
Ventura	Fillmore Unified	11	10	180	201	4	2.22%		1.99%
Ventura	Hueneme Elementary	25	25	379	429	2	0.53%	1	0.70%
Ventura	Mesa Union Elementary	5	0	43	48		0.00%		0.00%
Ventura	Moorpark Unified	22	27	369	417		0.00%		0.00%
Ventura	Mupu Elementary	1	0	7	8		0.00%		0.00%
Ventura	Oak Park Unified	13	16	173	203		0.00%	2	0.99%
Ventura	Ocean View Elementary	8	7	130	145	1	0.77%	1	1.38%
Ventura	Ojai Unified	13	12	171	196	5	2.92%	1	3.06%
Ventura	Oxnard Elementary	43	38	791	872	29	3.67%	2	3.56%
Ventura	Oxnard Union High	54	66	659	779	13	1.97%	3	2.05%
Ventura	Pleasant Valley School	24	23	345	392	3	0.87%		0.77%
Ventura	Rio Elementary	13	13	188	214	4	2.13%		1.87%
Ventura	Santa Clara Elementary	0	0	3	3		0.00%		0.00%
Ventura	Santa Paula Elementary	16	19	143	178		0.00%	4	2.25%
Ventura	Santa Paula Union High	8	7	67	82	3	4.50%		3.68%
Ventura	Simi Valley Unified	55	71	935	1061	9	0.96%	1	0.94%
Ventura	Somis Union	4	0	27	31		0.00%		0.00%
Ventura	Ventura Co Cya Dist	2	3	20	25		0.00%		0.00%
Ventura	Ventura County Office of Educa	28	31	71	130	28	39.44%	2	23.08%
Ventura	Ventura Unified	57	79	794	930	2	0.25%		0.21%
Ventura Total		474	522	6516	7511	125	1.92%	18	1.90%
Yolo	Davis Joint Unified	29	34	422	485	6	1.42%		1.24%
Yolo	Esparto Unified	5	2	52	59	2	3.87%		3.42%
Yolo	Washington Unified	25	22	368	416	7	1.90%		1.68%
Yolo	Winters Joint Unified	9	12	105	126	3	2.85%		2.37%
Yolo	Woodland Joint Unified	42	31	501	574	24	4.79%	1	4.36%
Yolo	Yolo County Office of Educatio	11	7	18	37	3	16.67%	2	13.68%
Yolo Total		122	108	1466	1696	45	3.07%	3	2.83%
Yuba	Camptonville Elementary	2	1	40	44		0.00%		0.00%
Yuba	Marysville Joint Unified	32	14	528	573	1	0.19%	1	0.35%
Yuba	Plumas Elementary	1	0	27	28	2	7.51%		7.24%
Yuba	Wheatland Elementary	15	1	139	155		0.00%		0.00%
Yuba	Wheatland Union High	2	2	39	44		0.00%		0.00%
Yuba	Yuba County Office of Educatio	9	27	35	71	9	25.70%		12.71%
Yuba Total		62	44	808	914	12	1.48%	1	1.42%

