MINNESOTA
PROFESSIONAL EDUCATOR
LICENSING AND STANDARDS BOARD

Licensure Compliance Report

School Year 2022-2023 / Fiscal Year 2023

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Staff Automated Report (STAR)

Important Dates

- **System opened:** September 27, 2022
- **Snapshot Date:** October 1, 2022
- **Due Date:** November 28, 2022
- **System closed:** December 31, 2022
- **Collection Finalized:** February 24, 2023
- **Data finalized and moved to database:** February 28, 2023

Introduction

Minnesota public school districts and charter schools are required to complete the Staff Automated Report (STAR) each year ([MN Statutes, section 125B.07, subdivision 6](#)). The FY23 STAR report was completed by 550 public school districts and charter schools. One charter school did not submit their report.

PELSB uses the STAR system as a collection tool to collect data on licensed (instructional and non-instructional teachers, related service providers, and administrators) and non-licensed staff that are employed and/ or providing services to the reporting district or charter school. PELSB maintains and can share the licensed data while MDE maintains and can share the non-licensed data.

The FY23 STAR report had a snapshot date of October 1, 2022. This means that the staff and assignments reported were those employed and/ or working as of October 1. Any staffing or assignment changes that occurred after October 1 are not included in the data.

Districts and charter schools submit three reports:

- Licensed Employment (staff employed by the district or charter schools in a position requiring an educator license).
- Licensed Assignment (staff providing services to districts' or charter schools' students in a position requiring an educator license, regardless of employment status).
- Non-Licensed Staff (staff employed by the reporting district or charter school in a position not requiring an educator license).

The data collected is used to complete federal and state reports, assist in determination of funding, assists in policy and law developments, complete data requests, and many other uses for both state agencies and the general public.

The STAR system generates a "Cert Code" by comparing the assignment reported to the licensure and permission data on the file for each reported file folder number. This Cert Code identifies if the educator was working within their licensure area (identifies specific licensure type), in violation of their licensure area (identifies specific violation type), or on a permission (identifies specific permission type). The Cert Code data is used to generate the Licensure Compliance and Violation Reports. Since most violations are due to incorrect coding, STAR staff work with districts throughout and immediately following the reporting session to clear violations.

This report was created using the finalized data collected from STAR, but also contains an update on violations that have come into compliance or were identified as incorrect after the finalization of the data.

STAR System and Procedures

Resources

STAR staff provide many resources to assist districts in understanding licensure compliance and completing their STAR report.

- **Manuals:** The STAR Manual has been reorganized into three separate manuals with the purpose of being able to focus on specific audiences.
  - *STAR System Manual* – the intended audience for this manual are individuals who complete or assist in completing the report. It contains detailed information about the system, how to complete the report, how to fix errors and violations, and the required collection format. This manual is only updated when changes to the system or procedure occurs.
  - *STAR Coding Manual* – the intended audience for this manual are those who complete the report and those who provide data to complete the report. It can also be a resource for individuals within the district that make assignment decisions for staff. This manual is updated when changes to assignment or other codes occur.
  - *Licensure Compliance Manual* – the intended audience for this manual are everyone. The manual can assist administrators, human resources staff, and individuals who make assignment decisions for staff with understanding licensure compliance. The manual is also written for the general public to understand educator licensing and licensure compliance. This manual is updated each year.

- **Licensure-Assignment Tables:** These tables contain a crosswalk between educator licenses and the STAR assignment codes as well as additional information. Both documents contain important terminology, links, and additional notes. These tables are updated each year.
  - *Licensure Assignment Table* – this document is organized numerically by license function code. It contains the description of the license, a list of the STAR assignments codes the license can do, and notes which include the type of license, any rules or statutes connected to the license, links to board resolutions that pertain to the license, and any important information in regards to the license.
  - *Assignment Licensure Table* – this document is organized numerically by the STAR assignment code. It contains the assignment code and description of the assignment, a list of all licenses that can do the assignment (includes legacy and current licenses), and a description of the assignment.

- **STAR Training:** Staff provide prescheduled training based on specific topics (Introduction to STAR, Reporting Special Education Assignments, and other reporting questions that occur throughout the reporting seasons), working sessions are provided (WebEx meetings where districts and charter schools can work on their report and have immediate access to staff for questions), individual or group training as requested (both in person, digitally, or on the phone), and presents at conferences as requested. The prescheduled and working sessions are posted to the PELSB meeting calendar and are public, though there may be an intended audience.

Violation Clean-Up Phase

When the reporting session has ended, the STAR manager completes the following steps before finalizing the data:

- Pull a list of all assignments in violation.
- Check each license against the assignment code report and grade level reported to determine if an incorrect assignment code is used. For example, reporting assignment code 301300 Computer Programming for a mathematics licensed teacher. If this was the case, then the STAR manager changes the code to 119990 Mathematics in Computer Programming.
- Email each district about each violation. Responses from districts could result in learning that the incorrect information was reported, the staff were terminated but the district forgot to delete their assignments, the districts needed to apply for a permission, amongst other cases, including that staff have been removed from positions due to licensure issues.
- The STAR manager than identifies those remaining that must be manually overridden. These are usually individuals reported with an assignment that requires multiple licenses (for example, Special Education Work Based Learning) or assignments that allow the teacher to work with a different grade level but the edit has not yet been built into STAR (for example, Science 5-8 license can teach 9th grade physical science). Once these are identified, the STAR manager completes the finalizing of the collection and then enters the overrides.
- The STAR manager then notifies IT that they can finalize the data by moving it to the database. At this point no data can be adjusted.

Violation Clean-Up Phase Numbers
These numbers are based on the spreadsheet kept during the clean-up phase.

- The first violation pull, after closing the system, contained the following
  - 2052 Assignments in violation (64 of those being reported with a zero file folder number)
  - 1089 headcount (does not include those reported with zero file folder number)
  - 260 districts had at least one violation

- After the clean-up phase, the final numbers were
  - 583 assignments remaining in violation (28 of those reported with zero file folder number)
  - 277 headcount remaining in violation (does not include those reported with zero file folder number)
  - 87 districts remaining in violation

- The following is how 1469 assignments/ 850 headcount cleared during the violation clean-up phase
  - Cleared – 1026 assignments/ 641 headcount were cleared
    - 768 assignments/ 510 headcount were district clerical errors – these were correction made after the system closed by STAR staff

      - 32 assignments/ 20 headcount were file folder number errors (district did not report FFN or reported the wrong FFN)
      - 513 assignments/ 338 headcount had the incorrect assignment code entered (team teaching, CTE, intervention, computer courses, unique positions)
      - 132 assignments/ 77 headcount should not have been reported as the staff did not return
      - 68 assignments/ 59 headcount were reported with the incorrect grade level (most of these were due to grade range options)
      - 24 assignments/ 17 headcount should have been non-licensed

    - 53 assignments/ 27 headcount were licenses processed after the snapshot date
    - 69 assignments/ 32 headcount were licenses renewed after the snapshot date
    - 125 assignments/ 74 headcount were permissions received after the snapshot date
    - 10 assignments/ 5 headcount were clerical errors in PELSB's system

- o Overrides – 431 assignments/ 214 headcount were determined to need a manual override as they were not in violation

  - 2 assignments/ 2 headcounts were admin waivers
  - 3 assignments/ 3 headcount cleared after data finalized, but before moved into database
  - 143 assignments/ 100 headcount were in compliance, but the allowed grade levels are not programed into the STAR system
  - 58 assignments/ 28 headcount hold a license or permission assigned to a host district but reported by a member district
  - 3 assignment/ 3 headcount hold both a license and OFP to cover the content and grade level of the reported assignment
  - 113 assignments/ 42 headcount work in assignments requiring multiple licenses
  - 34 assignments/ 13 headcount hold lifetime substitute license and working as long term sub
  - 41 assignments/ 15 headcount were removed from the position due to licensure issues
  - 33 assignments/ 9 headcount qualify for Special Education Multidisciplinary Team either due to an Out-of-Field Permission or a grade level difference

- After the data was moved into the database, meaning no changes can be made, the following issues were found.

  - o Four assignments (four staff) were missed in the override session. Further investigation determined that this was due to record keeping on STAR staff side.
  - o Three assignments (three staff) did not receive a cert code. IT was able to add the cert codes to these records in the database.

FY23 Key Findings

Violation Rate

Despite the issues districts have had in filling positions and finding licensed educators, the violation rate has fallen from 0.55% (FY22) to 0.39% (FY23).

- There was an increase in communications between district and charter school staff and PELSB staff which can be a cause for the drop in violations. These are the types of communications that have increased:
  - An increase in new STAR coordinators boost the training attendance.
  - Charter school authorizers have reached out to STAR staff looking for advice on how to assist their schools in navigating the teacher shortage, to understand more about licensure and compliance, and for training for their specific schools.
  - Vendors have returned to in-person conferences and STAR staff have begun attending these conferences.
  - A significant increase in communications during the violation clean-up phase.
  - Substantial increase of district and charter school leaders seeking guidance and assistance in brainstorming ways to provide courses with limited choices of licensed educators.

- There was an almost 30% decrease in the original pull of violations this year. This can be attributed to a combination of the previously mentioned increase in communications and a redesign of the STAR manual to separate the information with the intent of more focused audience. A list of the changes to the STAR manual and what the main focus of each new manual can be found on page 3.

Types of Violations

The types of violation are individuals holding the wrong license, working outside of the grade level on their license, working on an expired license, and holding no license. Below is the percentage of these areas based on assignment data (these percentages are rounded to the nearest whole number).

- Assignment taught with the wrong license = 55%
- Assignments taught on an expired license = 23%
- Assignments taught with no license (this includes those taught under a zero file folder number) = 9%
- Assignments taught outside of the grade level of the license = 8%

Assignments being taught with the wrong license remains as the largest violation, followed by expired licenses which is nearly half of the percentage. Assignments taught by an individual holding no license is only slightly larger than those taught outside of the educator's license grade level.

Tier 4 License

A notable trend noticed in the data when examining the *Three-Year Comparison* table (found on page 12) under the section "In Compliance by License Type or Cert Code" there is a consistent increase or stability in each of the areas, with the exception of tier 4 licenses. Tier 4 licenses, over the last three years, has continued to decrease by around 3%.

Important Terminology

This report contains summary data specific to the number of assignments, total fulltime equivalency (FTE), and headcount of staff. Since individuals can be reported with up to 40 assignments and across content areas, the following definitions are important:

- **Cert Codes:** Each assignment is assigned a cert code when the system compares the assignment reported to the licensure and permission data on file for the reported file folder number. There are a number of instances that are not able to be identified by the STAR system and require a manual override. Most times it is easy to do an override and identify the person as working within their licensure area. There are a couple which are currently unable to be separated by licensure type.
- **Headcount:** Unduplicated number of individual persons. Since individuals can hold administrative or teaching positions or could be working under both their license and a permission, they could be counted in multiple categorical areas, but the overall total will only count each individual once. Headcount totals never include individuals reported with a zero file folder number.
- **License Type or Cert Code:** Identifies either what tier or non-tiered licensure the individual holds. This section also includes Special Education Multidisciplinary Team and Manual Overrides which are identified by cert codes.
  - **Manual Override:** If a person is on the violation list accidentally when the STAR collection has been finalized but the data has not yet been moved to the database staff can do a manual override on the cert code. While most accidental violations are fixed before the data is finalized, there is a two day period before finalizing the collection and moving it into the database and if information from the district is received and the assignment or grade level code were incorrect, STAR staff can do a manual override. This is represented by cert code 99.
  - **Special Education Multidisciplinary Team:** In situations where a district IEP team holds an appropriately licensed special education teacher for the categorical area of the student, the special education teacher can assign any of the IEP special education teachers to work with the student. Individuals identified with this cert code hold either a tier 1, tier 2, tier 3, or tier 4 license or a non-tiered license. This is represented by cert code 40.
- **Number of Assignments:** One staff member can have up to 40 assignments reported. Unless otherwise noted, the assignments include administration, related services, instructional, and non-instructional assignments.
- **Percentage:** this percentage is based on the headcount numbers only. Each table will indicate which headcount is being used.
- **Permission for assignment:** A permission allows a teacher to hold an assignment that they are not licensed to teach. Both PELSB and BOSA are responsible for issuing permissions, which includes innovative program permissions (IPP), out-of-field permissions (OFP), and administrative waivers.
- **Total FTE:** One fulltime position can be filled by one or more individuals.
- **Violation Rate:** This is the percentage of violations at the time data was finalized.
- **Violations:** Does not include individuals who were reported with a zero file folder number, individuals removed from the position during the reporting session, individuals working on an expired license, individuals who do not hold a license, and individuals who are working outside of the licensure content area, grade level, or assigned district (tier 1, tier 2, and permissions).

Resources

Information about the STAR report and Licensure Compliance tables can be located on the Staff Automated Reporting (STAR) website at https://mn.gov/pelsb/districts/data-submissions/star/.

- **STAR Manual** – The STAR Manual has been split into three individual manuals with different audience focuses. More information on each manual can be found on page 3.
    - o   STAR System Technical Manual
    - o   STAR Coding Manual
    - o   Licensure Compliance Manual
- **Assignment Licensure Table** – This document lists all STAR assignment codes, the name of the assignment, the licenses that can do this assignment, and a course description.
- **Licensure Assignment Table** – This document lists all licenses (current and legacy licenses), what assignments each license can do, and include additional information about the license.
- **STAR Training Sessions** – While the purpose of the STAR training sessions is to train district staff in completing the report, there are occasionally sessions that would be useful to other district staff or general public. These trainings are open to the public unless otherwise noted on the document. The document will contain the date, general description, and how to attend the training session (including registration information).
- Any questions specifically related to the STAR report or licensure compliance can be sent to star.pelsb@state.mn.us.

Statewide STAR Data

The following table contains data as it appears in the database as of February 28. Assignments reported with a zero file folder number may not be included in this data.

- **Percentage** is based on total headcount 75411.

Category	Number of Assignments	Total FTE	Headcount	Percentage
Totals	**166169**	**72856.14**	**75411**	**100%**
• Teachers (all)	154332	63335.58	65779	87.23%
○ Teachers – Instructional assignments	138279	57530.28	61940	82.14%
○ Teacher – Non-Instructional assignments	16053	5805.3	13911	18.45%
• Related Service Providers	7961	6203.29	6525	8.65%
• Administrators	3877	3317.27	3379	4.48%
Violations	**585**	**199.51**	**295**	**0.39%**
• Teachers (all)	541	178.97	269	0.36%
○ Teachers – Instructional assignments	533	176.9	267	0.35%
○ Teacher – Non-Instructional assignments	8	2.07	8	0.01%
• Related Services	12	7.86	10	0.01%
• Administrators	2	2.17	2	0.003%
• Removed from Assignment	31	10.51	14	0.02%
In Compliance by License type or Cert Code	**158266**	**70310.52**	**73211**	**97.08%**
• Tier 1	2367	961.8	1060	1.41%
• Tier 2	5899	2463.99	2638	3.50%
• Tier 3	19561	9186.21	9516	12.62%
• Tier 4	125914	54134.65	56552	74.99%
• Lifetime substitute allowance	25	9.08	12	0.02%
• Non-tier License	147	118.85	127	0.17%
• Administrative license	3894	3332.26	3390	4.50%
• Manual Override	3	2.17	3	0.004%
• Special Education Multidisciplinary Team	456	101.51	223	0.30%
In Compliance by Permission	**7318**	**2346.11**	**2962**	**3.93%**
• Innovative Program Permission	1119	238.74	322	0.43%
• Out-of-Field Permission	6189	2098.37	2640	3.50%
• Administrative Waiver	10	9.00	10	0.01%

Fiscal Year 2023 Violation Rate = 0.39%

Zero File Folder Numbers

When an individual does not have a file folder number they are reported with 0000000 as the file folder number. Previously there was not a way, outside of STAR staff individual notes, to track the zero file folder numbers. With the current PELSB database it has been discovered that there is a way to separately pull records with a zero file folder number. However, since we cannot include this data in the headcount numbers due to not knowing if multiple zero file folder numbers within a district are more than one person, the zero file folder number data will now be reported separately. Unfortunately, this will not be included in the violation rate since the violation rate is a percentage of licensed staff in violation. Fortunately, the number of zero file folder number individuals is small so it would not make a significant difference. The percentage in the included tables is based on the assignment number in violation (585) plus the total number of assignments reported with a zero file folder number (28) for a total of all **assignments in violation of 613**.

Statewide Zero File Folder Number Data

Category	Number of Assignments	FTE of Assignments	Percentage
Totals	28	16.83	4.57%
• Teachers (all)	25	14.15	4.08%
• Related Service Providers	3	2.68	0.49%
• Administrators	0	0	0%

Zero File Folder Number Data by District Type

For district data on zero file folder numbers, the total is based on the overall assignment number of 613. The remaining three percentages are based on the total number of assignments within the district type.

District Type	Category	Number of Assignments	FTE of Assignments	Percentage
01 – Independent Districts and Schools	Totals	19	9.13	3.10%
	• Teachers (all)	17	7.45	89.47%
	• Related Service Providers	2	1.68	10.53%
	• Administrators	0	0	0%
03- Special Districts and Schools	Totals	7	5.7	1.14%
	• Teachers (all)	7	5.7	100%
	• Related Service Providers	0	0	0%
	• Administrators	0	0	0%
07 – Charter Schools	Totals	2	1	0.33%
	• Teachers (all)	1	1	50%
	• Related Service Providers	1	1	50%
	• Administrators	0	0	0%

Data across the Years

- The charts and tables found in this section provide information across a number of years.
- Fiscal Year 21 the snapshot date was January 4 (as opposed to the normal October 1) due to the pandemic.
- Fiscal Year 20 was the first year the new STAR system was used.

Violation Rate across the Years

Fiscal Year	Headcount	Headcount in Violation	Violation Rate
2023	75412	295	0.39%
2022	74881	409	0.55%
2021	74716	540	0.72%
2020	74210	644	0.86%
2019	73581	152	0.23%
2018	73581	219	0.21%

HEADCOUNT OF LICENSED STAFF

FY23	FY22	FY21	FY20	FY19	FY18
75411	74881	74716	74210	73581	72778

VIOLATION BY HEADCOUNT

FY23	FY22	FY21	FY20	FY19	FY18
295	409	540	644	152	219
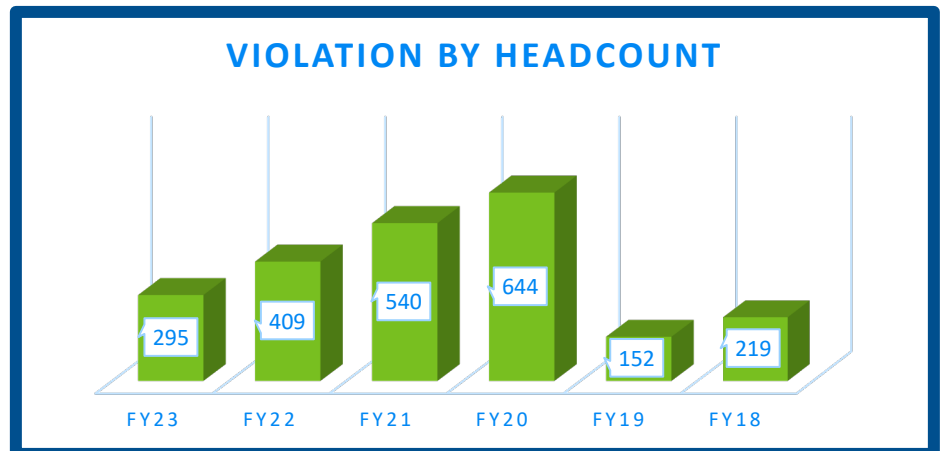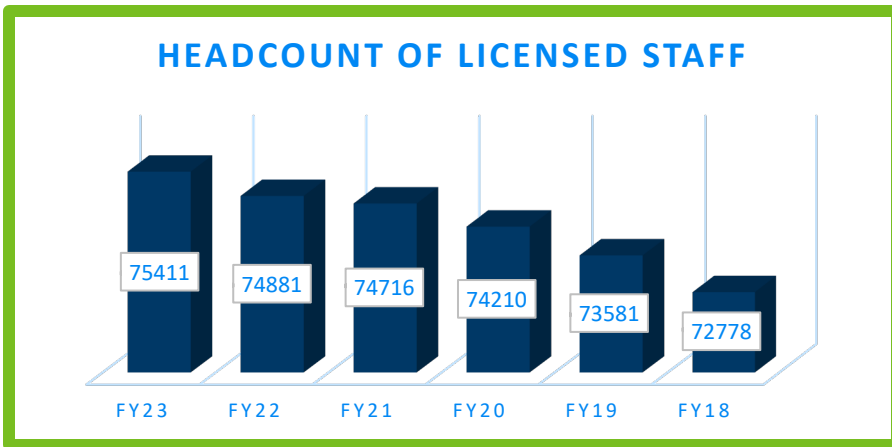
Three- Year Comparison

The three-year comparison table gives an overall picture of educator licensures within districts and charter schools at the time of the fall STAR report.

- Cells containing NA: the data was not separated into these categories during that fiscal year.

Category	FY2023		FY2022		FY2021	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Totals	**75411**	**100%**	**74881**	**100%**	**74716**	**100%**
• Teachers (all)	65779	87.23%	65558	87.55%	NA	NA
o Teachers – Instructional assignments	61940	82.14%	91873	82.63%	NA	NA
o Teacher – Non-Instructional assignments	13911	18.45%	12994	17.35%	NA	NA
• Related Service Providers	6525	8.65%	6344	8.47%	NA	NA
• Administrators	3379	4.48%	3258	4.35%	NA	NA
Violations	**295**	**0.39%**	**409**	**0.55%**	**540**	**0.72%**
• Teachers (all)	269	0.36%	396	0.53%	NA	NA
o Teachers – Instructional assignments	267	0.35%	385	0.51%	NA	NA
o Teacher – Non-Instructional assignments	8	0.01%	26	0.03%	NA	NA
• Related Services	10	0.01%	11	0.01%	NA	NA
• Administrators	2	0.003%	2	0.003%	NA	NA
• Removed from Assignment	14	0.02%	NA	NA	NA	NA
In Compliance by License type or Cert Code	**73211**	**97.08%**	**72971**	**97.45%**	**72634**	**97.21%**
• Tier 1	1060	1.41%	657	0.88%	596	0.80%
• Tier 2	2638	3.50%	2334	3.12%	2032	2.72%
• Tier 3	9516	12.62%	8106	10.83%	6129	8.20%
• Tier 4	56552	74.99%	58589	78.24%	60601	81.11%
• Lifetime substitute allowance	12	0.02%	3	0.004%	3	0.004%
• Non-tier License	127	0.17%	113	0.15%	105	0.14%
• Administrative license	3390	4.50%	3271	4.37%	3267	4.37%
• Manual Override	3	0.004%	1	0.001%	0	0.00%
• Special Education Multidisciplinary Team	223	0.30%	214	0.29%	169	0.23%
In Compliance by Permission	**2962**	**3.93%**	**2490**	**3.33%**	**2530**	**3.39%**
• Innovative Program Permission	322	0.43%	332	0.44%	340	0.46%
• Out-of-Field Permission	2640	3.50%	2162	2.89%	2192	2.93%
• Administrative Waiver	10	0.013%	4	0.005%	7	0.01%

District Data

Minnesota Public school districts and charter schools are required to complete the STAR report if they report students through the MDE MARSS report.

When a district employs licensed staff, but all assignments occur outside of the district, the district may choose not to complete STAR. Only the district that receives services reports the assignment.

Additional information about districts can be found on the Minnesota Department of Education website at https://public.education.mn.gov/MDEAnalytics/Summary.jsp or https://public.education.mn.gov/MdeOrgView/.

Overall District Data

Districts in Minnesota	Number of Districts	Percentage
Total districts	570	100%
Total districts that complete the STAR Report	551	96.67%

Reporting Districts by Fiscal Year

FY23 Percentage is based on total districts that complete the STAR report 551.

District Type	FY23 Percentage	FY23	FY22	FY21	FY20	FY19
01 – Independent Districts and Schools	58.98%	325	325	326	327	327
03 – Special Districts and Schools	0.36%	2	2	2	2	2
06 – Intermediate Districts and Schools	0.73%	4	4	4	4	4
07 – Charter Schools	32.67%	180	178	173	168	164
50 – Miscellaneous Cooperatives	0.54%	3	3	3	3	3
51 – Vocational Cooperatives	0.36%	2	2	2	2	2
52 – Special Education Cooperatives	2.90%	16	16	15	15	15
61 – Education Districts	2.18%	12	12	12	12	12
70 – State Operated Schools	0.36%	2	2	2	2	2
83 – Service Cooperative	0.91%	5	5	5	5	5
Total Number of Districts Reporting	**100%**	**551**	**549**	**544**	**540**	**536**

District Assignments

Notes for *District Assignments* table:

- **District Type Percentage:** Overall Total percentage is based on the overall total headcount of each district type and shows the total percentage of licensed staff in that specific district type.
- **Statewide Percentage:**
  - Overall Total percentage is based on the overall total headcount of all reported staff 75411.
  - The percentage for teacher and related services is based on the overall total headcount of teacher and related services 72169.
  - The percentage for administrators is based on the overall total headcount of administrators 3379.

District Type	Category	Number of Assignments	Total FTE	Headcount	District Type Percentage	Statewide Percentage
01 – Independent Districts and Schools	Overall Total	143292	62055.78	64376	100%	85.37%
	Teacher/ Related Services licensed	133947	57297.97	59896	93.04%	82.99%
	Teacher/ Related Services permissions (OFP/ IPP)	5778	1820.88	2294	3.56%	3.18%
	Teacher and Related Services Violation	330	87.54	152	0.24%	0.21%
	Administrative Licensed	3226	2839.22	2890	4.49%	85.53%
	Administrative permissions	9	8	9	0.01%	0.27%
	Administrative Violation	2	2.17	2	0.003%	0.06%
03- Special Districts and Schools	Overall Total	6682	3167.98	3326	100%	4.41%
	Teacher/ Related Services licensed	6171	2903.31	3083	92.69%	4.27%
	Teacher/ Related Services permissions (OFP/ IPP)	196	56.02	76	2.29%	0.11%
	Teacher and Related Services Violation	165	63.94	84	2.53%	0.12%
	Administrative Licensed	150	144.71	145	4.36%	4.29%
	Administrative permissions	0	0	0	0%	0%
	Administrative Violation	0	0	0	0%	0%
06 – Intermediate Districts and Schools	Overall Total	1972	910.75	983	100%	1.30%
	Teacher/ Related Services licensed	1580	734.64	809	82.30%	1.12%
	Teacher/ Related Services permissions (OFP/ IPP)	244	94.43	111	11.29%	0.15%
	Teacher and Related Services Violation	10	3.22	4	0.41%	0.01%
	Administrative Licensed	138	78.46	77	7.83%	2.28%
	Administrative permissions	0	0	0	0%	0%
	Administrative Violation	0	0	0	0%	0%

District Type	Category	Number of Assignments	Total FTE	Headcount	District Type Percentage	Statewide Percentage
07 – Charter Schools	Overall Total	12172	5800.53	6163	100%	8.17%
	Teacher/ Related Services licensed	11052	5287.7	5677	92.11%	7.87%
	Teacher/ Related Services permissions (OFP/ IPP)	803	294.06	378	6.13%	0.52%
	Teacher and Related Services Violation	69	40.26	49	0.80%	0.07%
	Administrative Licensed	247	177.51	202	3.28%	5.98%
	Administrative permissions	1	1	1	0.02%	0.03%
	Administrative Violation	0	0	0	0%	0%
50 – Miscellaneous Cooperatives	Overall Total	111	38.01	71	100%	0.09%
	Teacher/ Related Services licensed	87	28.7	63	88.73%	0.09%
	Teacher/ Related Services permissions (OFP/ IPP)	19	4.38	7	9.86%	0.01%
	Teacher and Related Services Violation	0	0	0	0%	0%
	Administrative Licensed	6	4.93	5	7.04%	0.15%
	Administrative permissions	0	0	0	0%	0%
	Administrative Violation	0	0	0	0%	0%
51 – Vocational Cooperatives	Overall Total	33	25.48	26	100%	0.03%
	Teacher/ Related Services licensed	27	22.49	23	88.46%	0.03%
	Teacher/ Related Services permissions (OFP/ IPP)	3	0.99	1	3.85%	0.001%
	Teacher and Related Services Violation	0	0	0	0%	0%
	Administrative Licensed	3	2	2	7.69%	0.06%
	Administrative permissions	0	0	0	0%	0%
	Administrative Violation	0	0	0	0%	0%
52 – Special Education Cooperatives	Overall Total	533	299.45	358	100%	0.47%
	Teacher/ Related Services licensed	437	245.93	301	84.08%	0.42%
	Teacher/ Related Services permissions (OFP/ IPP)	46	17.82	22	6.15%	0.03%
	Teacher and Related Services Violation	1	0.2	1	0.28%	0.001%
	Administrative Licensed	49	35.5	40	11.17%	1.18%
	Administrative permissions	0	0	0	0%	0%
	Administrative Violation	0	0	0	0%	0%

District Type	Category	Number of Assignments	Total FTE	Headcount	District Type Percentage	Statewide Percentage
61 – Education Districts	Overall Total	882	322.14	408	100%	0.54%
	Teacher/ Related Services licensed	661	258.03	346	84.80%	0.48%
	Teacher/ Related Services permissions (OFP/ IPP)	168	35.91	55	13.48%	0.08%
	Teacher and Related Services Violation	6	0.18	1	0.25%	0.001%
	Administrative Licensed	47	28.02	34	8.33%	1.01%
	Administrative permissions	0	0	0	0%	0%
	Administrative Violation	0	0	0	0%	0%
70 – State Operated Schools	Overall Total	177	75.9	76	100%	0.10%
	Teacher/ Related Services licensed	161	63.55	64	84.21%	0.09%
	Teacher/ Related Services permissions (OFP/ IPP)	5	1.35	2	2.63%	0.003%
	Teacher and Related Services Violation	2	2	2	2.63%	0.003%
	Administrative Licensed	9	9	9	11.84%	0.27%
	Administrative permissions	0	0	0	0%	0%
	Administrative Violation	0	0	0	0%	0%
83 – Service Cooperative	Overall Total	315	160.12	194	100%	0.26%
	Teacher/ Related Services licensed	249	135.94	169	87.11%	0.23%
	Teacher/ Related Services permissions (OFP/ IPP)	46	11.27	13	6.70%	0.02%
	Teacher and Related Services Violation	0	0	0	0%	0%
	Administrative Licensed	20	12.91	15	7.73%	0.44%
	Administrative permissions	0	0	0	0%	0%
	Administrative Violation	0	0	0	0%	0%

Update on 2022-2023 Violations

Notes for the Updated Violations Table:

- This data includes updates to the violations as communicated from the districts between February 24, 2023 and April 4, 2023.
- This table includes violations for Teachers, Related Services, and Administrators.
- Violations percentage is based on overall total headcount 75411.
- Cleared and not cleared percentage based on overall violation headcount 295.

Category	Assignment	FTE	Headcount	Percentage
Violations as of 2-24-22	586	199.51	295	0.39%
Cleared	122	46.5	60	20.34%
• Cert Code 80 (removed from position) *(Although these individuals are located under the violations, they count as cleared.)*	31	10.51	14	4.75%
• Assignment should have been overridden but was missed by PELSB staff	3	0.73	3	1.02%
• Individual received Out-of-Field Permission	26	8.8	12	4.07%
• District emailed after data finalized that the staff had been removed from the assignment	2	1.38	2	0.68%
• The incorrect grade code was reported	1	0.12	1	0.33%
• Individual has received the appropriate license	20	9.56	11	3.73%
• Individual received an Innovative Program Permission	7	1.34	2	0.68%
• Individual renewed their educator license	31	13.06	14	4.75%
• Reported with zero file folder number, has since received license	1	1	1	0.33%
Not cleared	464	154.01	238	80.68%
• Renewed license, but it does not cover the assignment	12	4.55	6	2.03%
• Permission received, but does not cover the assignment	1	0.14	1	0.33%
• Holds wrong license	284	91.56	151	51.19%
• Assignment is outside of license grade level	45	13.94	32	10.85%
• License expired	104	34.24	45	15.25%
• Individual does not hold any license	18	9.58	10	3.39%
• Reported with zero file folder number (does not include headcount)	27	15.83	unknown	unknown

After calculating the violations cleared since the data was finalized, there remained 0.32% of licensed staff in violation.