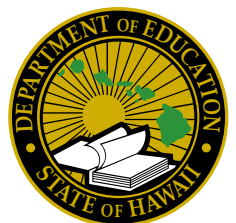


Employment Report

School Year 2018-2019



Office of Talent Management
Hawaii State Department of Education



Executive Summary

The annual Hawaii State Department of Education (DOE) Employment Report is a summary of workforce data and employment figures and characteristics of newly-hired teachers and Classified/Support Services Personnel (CSSP) for the School Year (SY) 2018-2019 as well as data from prior years.



Table of Contents

- Executive Summary** 2
- Workforce Data** 4
 - Table I – Total Salaried Employees by Bargaining Unit (BU)..... 5
 - Table II – Gender by Bargaining Unit 6
 - Table III – Ethnicity..... 7
 - Table IV – Reasons for Voluntary Teacher Separations..... 8
 - Table V – Reasons for Voluntary Educational Officer Separations..... 9
 - Table VI – Reasons for Voluntary CSSP Employee Separations..... 10
- Teachers**..... 11
 - Table I – Number of Newly Employed Teachers by Month of Hire 12
 - Table II – Number of Newly Employed Teachers by Each Year..... 13
 - Table III – Resident Status of Newly Employed Teachers 14
 - Table IV – In-State and Out-of-State, State Approved Teacher Education Program (SATEP) 15
 - Table V – Gender and Grade-Level Assignment of Newly Employed Teachers 16
 - Table VI – Degree Status of Newly Employed Teachers..... 17
 - Table VII – Previous Teaching Experience of Newly Employed Teachers 18
 - Table VIII – Assignment of Newly Employed Teachers by District 19
 - Table IX – Assignment of Newly Employed Teachers by Subject and District..... 20
 - Table X – Newly Employed Teachers SY 2018-2019 Initial Status by District..... 22
 - Table XI – Cumulative Initial Employment Status by School Year 23
- Classified/Support Services Personnel (CSSP)**..... 24
 - Table I – Number of Newly Employed CSSP Employees by Month of Hire 25
 - Table II – Number of Newly Employed CSSP Employees by District 26
 - Table III – Gender of Newly Employed CSSP Employees 27
 - Table IV – Employment Status of Newly Employed CSSP Employees..... 28
 - Table V – Occupation of Newly Employed CSSP Employees..... 29
 - Table VI – Position of Newly Employed CSSP Employees 30



Workforce Data

The DOE is the largest employer in the state with about 13,000 teachers, librarians and counselors, and an additional 12,000 educational officers, civil service, and support services personnel who help ensure that all students have equal opportunity for a high-quality education.

Table I – Total Salaried Employees by Bargaining Unit (BU)

BU	Exclusive Representative	Collective Bargaining Group	Employee Count
01	UPW	Blue Collar, Non-Supervisory	2,254
02	HGEA	Blue Collar, Supervisory	249
03	HGEA	White Collar, Non-Supervisory	4,570
04	HGEA	White Collar, Supervisory	267
05	HSTA	Teachers	12,820
06	HGEA	Educational Officers	942
09	HGEA	Registered Professional Nurse, Non-Supervisory	2
10	UPW	Institutional, Health and Correctional Workers	34
13	HGEA	Professional and Scientific, Non-Supervisory	940
23	HGEA	Professional and Scientific, Supervisory	48
35	Excluded	Professional and Scientific, Managerial	24
45	HSTA	Teachers – Half Time	105
55	Excluded	Teachers – ROTC	55
56	Excluded	Educational Officers	125
63	Excluded	White Collar, Non-Supervisory	126
73	Excluded	Professional and Scientific, Non-Supervisory	39
93	Excluded	Professional and Scientific, Supervisory	7
96	Excluded	Leadership Team	29

As of October 1, 2018.

Table II – Gender by Bargaining Unit

BU	Exclusive Representative	Collective Bargaining Group	Female	Male
01	UPW	Blue Collar, Non-Supervisory	46%	54%
02	HGEA	Blue Collar, Supervisory	41%	59%
03	HGEA	White Collar, Non-Supervisory	85%	15%
04	HGEA	White Collar, Supervisory	93%	7%
05	HSTA	Teachers	76%	24%
06	HGEA	Educational Officers	54%	46%
09	HGEA	Registered Professional Nurse, Non-Supervisory	50%	50%
10	UPW	Institutional, Health and Correctional Workers	68%	32%
13	HGEA	Professional and Scientific, Non-Supervisory	73%	27%
23	HGEA	Professional and Scientific, Supervisory	38%	63%
35	Excluded	Professional and Scientific, Managerial	52%	48%
45	HSTA	Teachers – Half Time	86%	14%
55	Excluded	Teachers – ROTC	4%	96%
56	Excluded	Educational Officers	59%	41%
63	Excluded	White Collar, Non-Supervisory	87%	13%
73	Excluded	Professional and Scientific, Non-Supervisory	77%	23%
93	Excluded	Professional and Scientific, Supervisory	71%	29%
96	Excluded	Leadership Team	55%	45%

As of October 1, 2018.

Table III – Ethnicity

Ethnicity	Teachers	Administrators	CSSP
American Indian or Alaska Native	0.2%	0.1%	0.1%
Black or African American	1.0%	1.1%	0.8%
Chinese	3.3%	4.1%	3.7%
Filipino	7.2%	4.7%	17.1%
Hawaiian/Part Hawaiian	10.7%	14.6%	27.5%
Hispanic	2.6%	1.8%	2.7%
Japanese	25.0%	31.4%	20.1%
Korean	1.1%	1.2%	0.9%
Other Asian	0.3%	0.2%	0.4%
Other Pacific Islander	0.3%	0.0%	0.5%
Samoan	0.5%	0.5%	1.9%
White	23.9%	20.6%	12.0%
Two or More Races	24.0%	19.6%	12.4%

As of October 1, 2018.

Table IV – Reasons for Voluntary Teacher Separations

Separation Reason	SY 2014-2015	SY 2015-2016	SY 2016-2017	SY 2017-2018	SY 2018-2019
Resignation	688	827	862	820	755
a. Leaving Hawaii	325	396	412	423	375
b. Non-DOE Teaching	42	53	51	68	65
c. Non-Teaching Job/Education	108	127	131	116	106
d. Work Place Environment	52	68	73	66	70
e. Family/Personal/Other	161	183	195	147	139
Retirement	341	306	338	275	274
Total	1,029	1,133	1,200	1,095	1,029

Table V – Reasons for Voluntary Educational Officer Separations

Separation Reason	SY 2014-2015	SY 2015-2016	SY 2016-2017	SY 2017-2018	SY 2018-2019
Resignation	31	24	28	27	29
a. Leaving Hawaii	9	6	8	8	12
b. Non-DOE Teaching	1	0	0	2	1
c. Non-Teaching Job/Education	10	12	11	9	12
d. Work Place Environment	1	1	0	1	1
e. Family/Personal/Other	10	5	9	7	3
Retirement	42	43	32	37	44
Total	73	67	60	64	73

Table VI – Reasons for Voluntary CSSP Employee Separations

Separation Reason	SY 2014-2015*	SY 2015-2016*	SY 2016-2017*	SY 2017-2018*	SY 2018-2019*
Resignation	398	448	423	483	500
a. Leaving Hawaii	87	116	111	121	127
b. Non-DOE Teaching	1	0	0	0	4
c. Non-Teaching Job/Education	193	207	172	202	198
d. Work Place Environment	28	32	19	39	52
e. Family/Personal/Other	89	93	121	121	119
Retirement	211	281	254	297	251
Total	609	729	677	780	751

*July 1 to June 30



2030 Promise Plan

The 2030 Promise Plan represents a planful commitment by the DOE and the Board of Education to boldly stand on the power and promise of public education. The power comes from our core mission of equity, excellence, and innovation. The promise is in our delivery of this mission by ensuring access, engagement and voice for all. To ensure the success of our students and staff, the 2030 Promise Plan focuses on five promise themes: Hawaii, Equity, School Design, Empowerment and Innovation. Our staff are vital to the successful fulfillment of these promises.

Teachers

High-quality teachers are key to fulfilling the 2030 Promise Plan. Hawaii teachers play a significant role in helping students develop the knowledge and skills necessary for being responsible and productive community members after high school.

Table I – Number of Newly Employed Teachers by Month of Hire

Month	SY 2014-2015	SY 2015-2016	SY 2016-2017	SY 2017-2018	SY 2018-2019
July	670	852	823	26	897
August	109	94	115	1,057	127
September	64	56	74	57	51
October	39	50	62	50	45
November	29	28	30	26	17
December	12	11	13	9	14
January	126	107	106	116	88
February	26	42	23	22	31
March	15	0	7	16	20
April	0	0	0	1	1
May	0	0	0	0	0
June	0	0	0	0	0
Total	1,090	1,240	1,253	1,380	1,291

This table shows newly employed teachers by month of hire. The data includes previously separated DOE teachers that were rehired as new elementary, secondary, and special education teachers, school librarians, school counselors, and Reserve Officers' Training Corps (ROTC) instructors.

Table II – Number of Newly Employed Teachers by Each Year

School Year	Total Employed as of September 30	Total Employed from October to June	Grand Total Employed for Each Year
2014-2015	843	247	1,090
2015-2016	1,002	238	1,240
2016-2017	1,012	241	1,253
2017-2018	1,140	240	1,380
2018-2019	1,075	216	1,291

Table III – Resident Status of Newly Employed Teachers

Status	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	877	80.5%	1,084	87.4%	1,007	80.4%	1,069	77.5%	1,016	78.7%
Non-Resident	213	19.5%	156	12.6%	246	19.6%	311	22.5%	275	21.3%
Total	1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%

The definition of resident does not require any criteria except physical residence in Hawaii, regardless of length of residence, and includes teachers who may have relocated shortly before employment. The resident category includes returning and new state residents.

Table IV – In-State and Out-of-State, State Approved Teacher Education Program (SATEP)

College	SY 2018-2019	
	Amount	Percent
Brigham Young University - Hawaii	14	1.1%
Chaminade University	56	4.3%
Hawaii Pacific University	13	1.0%
iteach Hawaii	2	0.2%
Kaho'iwai	1	0.1%
Leeward Community College	7	0.5%
University of Hawaii - Hilo	27	2.1%
University of Hawaii - Manoa	182	14.1%
University of Hawaii - West Oahu	28	2.2%
University of Phoenix - Hawaii	12	0.9%
Total of In-State SATEP College Degrees	342	26.5%
Total of Out-of-State SATEP College Degrees	556	43.1%
*Total of Previously Recognized In-State SATEP Degrees	3	0.2%
New Teachers Hired without SATEP Degree	390	30.2%
Total	1,291	100.0%

This table shows the number of newly employed teachers hired with degrees from in-state and out-of-state colleges and universities, and reflects the college or university where the teacher education program was completed, whether it was prior to or during the school year.

*Total includes in-state SATEP degrees that were previously recognized by the DOE.

Table V – Gender and Grade-Level Assignment of Newly Employed Teachers

Elementary Teacher Gender by Amount/Percentage										
Gender	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	58	12.7%	66	11.7%	63	11.1%	66	10.1%	70	11.7%
Female	398	87.3%	497	88.3%	506	88.9%	587	89.9%	529	88.3%

Secondary Teacher Gender by Amount/Percentage										
Gender	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	202	35.4%	237	35.6%	232	34.7%	267	39.3%	242	37.1%
Female	368	64.6%	429	64.4%	436	65.3%	412	60.7%	410	62.9%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	18	28.1%	4	36.4%	5	31.2%	17	35.4%	12	30.0%
Female	46	71.9%	7	63.6%	11	68.8%	31	64.6%	28	70.0%

Total Teacher Gender by Amount/Percentage										
Gender	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	278	25.5%	307	24.8%	300	23.9%	350	25.4%	324	25.1%
Female	812	74.5%	933	75.2%	953	76.1%	1,030	74.6%	967	74.9%
Total	1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%

Table VI – Degree Status of Newly Employed Teachers

Type	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	451	41.4%	601	48.5%	580	46.3%	612	44.3%	655	50.7%
BA and 5th year	217	19.9%	181	14.6%	202	16.1%	236	17.1%	175	13.6%
Master	406	37.2%	434	35.0%	459	36.7%	501	36.3%	446	34.6%
Ph.D.	12	1.1%	18	1.4%	8	0.6%	20	1.5%	12	0.9%
Other	4	0.4%	6	0.5%	4	0.3%	11	0.8%	3	0.2%
Total	1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%

This data represents the highest degree earned by newly employed teachers, which includes teachers pending official verification of degrees conferred. The Other category includes Career and Technical Education (CTE) teachers and ROTC instructors without degrees.

Table VII – Previous Teaching Experience of Newly Employed Teachers

Years of Experience	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	771	70.7%	825	66.5%	808	64.5%	796	57.7%	773	59.9%
1	62	5.7%	63	5.1%	71	5.7%	72	5.2%	93	7.2%
2	43	4.0%	59	4.7%	63	5.0%	62	4.5%	73	5.7%
3	25	2.3%	46	3.7%	54	4.3%	79	5.7%	54	4.2%
4	26	2.5%	35	2.8%	29	2.3%	43	3.1%	39	3.0%
5	20	1.8%	27	2.2%	33	2.6%	63	4.6%	34	2.6%
6	31	2.8%	28	2.3%	29	2.3%	32	2.3%	28	2.2%
7	23	2.1%	22	1.8%	20	1.6%	47	3.4%	25	1.9%
8	13	1.2%	22	1.8%	22	1.8%	31	2.2%	28	2.2%
9	11	1.0%	18	1.4%	21	1.7%	20	1.5%	18	1.4%
10	10	0.9%	19	1.5%	17	1.3%	19	1.4%	20	1.5%
11	9	0.8%	12	1.0%	20	1.6%	24	1.7%	13	1.0%
12	9	0.8%	11	0.9%	10	0.8%	15	1.1%	13	1.0%
13+	37	3.4%	53	4.3%	56	4.5%	77	5.6%	80	6.2%
Total	1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%

Table VIII – Assignment of Newly Employed Teachers by District

District	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	1	0.1%	2	0.2%	2	0.2%	3	0.2%	3	0.2%
Honolulu	153	14.0%	159	12.8%	191	15.2%	192	13.9%	162	12.6%
Central	162	14.9%	189	15.2%	250	20.0%	240	17.4%	226	17.5%
Leeward	267	24.5%	317	25.6%	287	22.9%	327	23.7%	307	23.8%
Windward	122	11.2%	135	10.9%	107	8.5%	149	10.8%	114	8.8%
Hawaii	160	14.7%	182	14.7%	162	13.0%	202	14.6%	217	16.8%
Maui	139	12.7%	169	13.6%	191	15.2%	186	13.5%	182	14.1%
Kauai	86	7.9%	87	7.0%	63	5.0%	81	5.9%	80	6.2%
Total	1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%

Table IX – Assignment of Newly Employed Teachers by Subject and District

Elementary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Counselor	1	2	6	2	3	3	1	0	18	3.0%
Elementary	51	65	101	31	58	58	14	0	378	63.1%
Librarian	0	0	0	2	0	0	0	0	2	0.3%
Special Education	19	53	45	22	27	23	9	0	198	33.1%
Other	1	0	1	0	1	0	0	0	3	0.5%
Total	72	120	153	57	89	84	24	0	599	100.0%

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	5	2	2	0	2	2	1	0	14	2.1%
Career and Technical Education	4	2	9	1	10	8	1	0	35	5.4%
Computer	0	0	0	0	1	1	0	0	2	0.3%
Counselor	3	3	4	3	5	6	4	0	28	4.3%
Elementary	0	0	0	1	6	0	0	0	7	1.1%
English	14	13	23	7	10	8	10	0	85	13.0%
English Language Learner	1	0	0	0	1	1	1	0	4	0.6%
Guidance/Personal Transition	1	0	0	0	0	0	0	0	1	0.2%
Hawaiian Immersion	0	1	0	0	0	0	0	0	1	0.2%
Hawaiian Language	0	0	1	1	1	1	1	0	5	0.8%
Health	0	1	3	0	3	1	0	0	8	1.2%
Librarian	0	0	0	0	1	0	0	0	1	0.2%
Mathematics	18	28	21	4	18	12	6	0	107	16.4%
Multi-Disciplinary	1	1	2	0	0	0	0	0	4	0.6%
Music	1	3	0	0	3	2	1	0	10	1.5%
Physical Education	1	0	3	2	1	2	1	0	10	1.5%
ROTC	0	2	0	3	0	0	1	0	6	0.9%
Science	8	7	23	11	4	10	7	0	70	10.7%
Social Studies	7	11	14	3	11	5	7	0	58	8.9%
Special Education	19	28	46	16	27	26	15	0	177	27.2%
World Languages	1	3	1	3	2	0	0	0	10	1.5%
Other	0	0	2	2	3	2	0	0	9	1.4%
Total	84	105	154	57	109	87	56	0	652	100.0%

Table IX (continued) – Assignment of Newly Employed Teachers by Subject and District

K-12 State and District Resource Teachers										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Career and Technical Education	0	0	0	0	1	1	0	0	2	5.0%
Counselor	0	0	0	0	2	0	0	0	2	5.0%
Elementary	1	0	0	0	2	2	0	1	6	15.0%
English	0	0	0	0	0	1	0	0	1	2.5%
Hawaiian Immersion	0	0	0	0	1	0	0	0	1	2.5%
Hawaiian Language	0	0	0	0	1	0	0	0	1	2.5%
Health	0	0	0	0	1	0	0	0	1	2.5%
Mathematics	0	0	0	0	2	0	0	0	2	5.0%
Physical Education	0	0	0	0	1	1	0	0	2	5.0%
Science	0	0	0	0	1	1	0	0	2	5.0%
Social Studies	0	1	0	0	1	1	0	0	3	7.5%
Special Education	5	0	0	0	4	3	0	2	14	35.0%
Other	0	0	0	0	2	1	0	0	3	7.5%
Total	6	1	0	0	19	11	0	3	40	100.0%

Total										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	5	2	2	0	2	2	1	0	14	1.1%
Career and Technical Education	4	2	9	1	11	9	1	0	37	2.9%
Computer	0	0	0	0	1	1	0	0	2	0.1%
Counselor	4	5	10	5	10	9	5	0	48	3.7%
Elementary	52	65	101	32	66	60	14	1	391	30.3%
English	14	13	23	7	10	9	10	0	86	6.7%
English Language Learner	1	0	0	0	1	1	1	0	4	0.3%
Guidance/Personal Transition	1	0	0	0	0	0	0	0	1	0.1%
Hawaiian Immersion	0	1	0	0	1	0	0	0	2	0.1%
Hawaiian Language	0	0	1	1	2	1	1	0	6	0.5%
Health	0	1	3	0	4	1	0	0	9	0.7%
Librarian	0	0	0	2	1	0	0	0	3	0.2%
Mathematics	18	28	21	4	20	12	6	0	109	8.4%
Multi-Disciplinary	1	1	2	0	0	0	0	0	4	0.3%
Music	1	3	0	0	3	2	1	0	10	0.8%
Physical Education	1	0	3	2	2	3	1	0	12	0.9%
ROTC	0	2	0	3	0	0	1	0	6	0.5%
Science	8	7	23	11	5	11	7	0	72	5.6%
Social Studies	7	12	14	3	12	6	7	0	61	4.7%
Special Education	43	81	91	38	58	52	24	2	389	30.1%
World Languages	1	3	1	3	2	0	0	0	10	0.8%
Other	1	0	3	2	6	3	0	0	15	1.2%
Total	162	226	307	114	217	182	80	3	1,291	100.0%

Table X – Newly Employed Teachers SY 2018-2019 Initial Status by District

District	Tenured	Prob	*Temp-V	Temp-W	Temp-5	Temp-T	Total	Percent
Licensure Status	SATEP Complete				Non-SATEP			
Honolulu	17	89	0	21	35	0	162	12.6%
Central	10	120	0	19	64	13	226	17.5%
Leeward	18	168	0	33	51	37	307	23.8%
Windward	8	62	0	12	32	0	114	8.8%
Hawaii	11	107	0	21	64	14	217	16.8%
Maui	11	77	0	35	59	0	182	14.1%
Kauai	3	43	0	14	20	0	80	6.2%
State	0	1	0	1	1	0	3	0.2%
Total	78	667	0	156	326	64	1,291	100.0%

Tenured: Former tenured teachers returning to employment.

Prob: Hawaii licensed teachers earning probationary credit.

*Temp-V: Hawaii licensed teachers who are employed outside of their area of preparation in special education, school counseling, or school library services.
*As of SY 17-18, employment status was not being used.

Temp-W: Teachers who have completed a teacher education program but do not yet have a Hawaii license. This category includes teachers who may be licensed in other states.

Temp-5: Teachers who have not completed a teacher education program.

Temp-T: Teachers who have not completed a teacher education program and are currently in the Teach for America Program.

“Licensed teachers” refers to those teachers who have been issued a Hawaii teaching license by the Hawaii Teacher Standards Board following completion of a SATEP.

Table XI – Cumulative Initial Employment Status by School Year

Employment Status	Licensure Status	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	SATEP Complete	64	5.9%	82	6.6%	78	6.2%	89	6.5%	78	6.0%
Prob		583	53.5%	668	53.9%	723	57.7%	799	57.9%	667	51.7%
*Temp-V		101	9.3%	54	4.4%	38	3.1%	0	0.0%	0	0.0%
Temp-W		110	10.1%	108	8.7%	120	9.6%	115	8.3%	156	12.1%
Temp-5	Non SATEP	141	12.9%	241	19.4%	237	18.9%	316	22.9%	326	25.2%
Temp-T		91	8.3%	87	7.0%	57	4.5%	61	4.4%	64	5.0%
Total		1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%

- Tenured: Former tenured teachers returning to employment.
- Prob: Hawaii licensed teachers earning probationary credit.
- *Temp-V: Hawaii licensed teachers who are employed outside of their area of preparation in special education, school counseling, or school library services.
*As of SY 17-18, employment status was not being used.
- Temp-W: Teachers who have completed a teacher education program but do not yet have a Hawaii license. This category includes teachers who may be licensed in other states.
- Temp-5: Teachers who have not completed a teacher education program.
- Temp-T: Teachers who have not completed a teacher education program and are currently in the Teach for America Program.

“Licensed teachers” refers to those teachers who have been issued a Hawaii teaching license by the Hawaii Teacher Standards Board following completion of a SATEP.



Classified/Support Services Personnel (CSSP)

Highly-qualified support staff contribute toward successful students, schools and offices. CSSP staff help our schools and state offices in many ways, ranging from para-professional instruction and behavioral assessments, to school food services and maintenance of campuses and offices. The work performed by these individuals help to make a positive impact in supporting a healthy and vibrant learning environment for DOE students and staff.

Table I – Number of Newly Employed CSSP Employees by Month of Hire

Month	SY 2014-2015	SY 2015-2016	SY 2016-2017	SY 2017-2018	SY 2018-2019
July	126	97	109	54	61
August	78	62	98	198	150
September	90	78	81	83	68
October	68	74	88	100	96
November	80	84	90	86	78
December	49	68	84	69	63
January	102	82	82	103	70
February	53	67	83	65	69
March	66	58	75	82	77
April	72	53	66	59	58
May	38	40	49	71	52
June	41	35	30	50	44
Total	863	798	935	1,020	886

Table II– Number of Newly Employed CSSP Employees by District

District	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	67	7.8%	90	11.3%	61	6.5%	79	7.7%	76	8.6%
Honolulu	136	15.7%	105	13.2%	150	16.0%	142	13.9%	160	18.1%
Central	149	17.3%	112	14.0%	183	19.6%	180	17.7%	152	17.2%
Leeward	169	19.6%	126	15.8%	154	16.5%	172	16.9%	159	17.9%
Windward	100	11.6%	83	10.4%	76	8.1%	89	8.7%	82	9.2%
Hawaii	78	9.0%	103	12.9%	137	14.7%	155	15.2%	106	12.0%
Maui	106	12.3%	123	15.4%	114	12.2%	160	15.7%	111	12.5%
Kauai	58	6.7%	56	7.0%	60	6.4%	43	4.2%	40	4.5%
Total	863	100.0%	798	100.0%	935	100.0%	1,020	100.0%	886	100.0%

Table III – Gender of Newly Employed CSSP Employees

Status	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	604	70.0%	546	68.4%	663	70.9%	717	70.3%	620	70.0%
Male	259	30.0%	252	31.6%	272	29.1%	303	29.7%	266	30.0%
Total	863	100.0%	798	100.0%	935	100.0%	1,020	100.0%	886	100.0%

Table IV – Employment Status of Newly Employed CSSP Employees

Status	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	649	75.2%	627	78.6%	700	74.9%	756	74.1%	666	75.2%
Part-Time	214	24.8%	171	21.4%	235	25.1%	264	25.9%	220	24.8%
Total	863	100.0%	798	100.0%	935	100.0%	1,020	100.0%	886	100.0%

Table V – Occupation of Newly Employed CSSP Employees

Occupation	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	190	22.0%	156	19.5%	216	23.1%	255	25.0%	215	24.2%
Blue-Collar (Supervisory)	2	0.2%	1	0.1%	2	0.2%	6	0.6%	2	0.2%
Excluded Managerial	1	0.1%	2	0.3%	0	0.0%	0	0.0%	1	0.1%
Institutional, Health, and Correction Officers	5	0.6%	6	0.8%	6	0.7%	3	0.3%	4	0.5%
Professional and Scientific	114	13.2%	116	14.5%	114	12.2%	145	14.2%	136	15.3%
Student Helper	9	1.1%	9	1.1%	3	0.3%	3	0.3%	4	0.5%
Registered Professional Nurse	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White-Collar (Non-Supervisory)	536	62.1%	502	62.9%	594	63.5%	602	59.0%	520	58.7%
White-Collar (Supervisory)	6	0.7%	6	0.8%	0	0.0%	6	0.6%	4	0.5%
Total	863	100.0%	798	100.0%	935	100.0%	1,020	100.0%	886	100.0%

Table VI – Position of Newly Employed CSSP Employees

Position	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	9	1.0%	3	0.4%	9	1.0%	11	1.1%	8	0.9%
Accountant	0	0.0%	3	0.4%	0	0.0%	1	0.1%	2	0.2%
Administrative Services Assistant	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Architect	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Athletic Health Care Trainer	9	1.0%	6	0.8%	7	0.8%	13	1.3%	5	0.6%
Auditor	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Automated Systems Equipment Technician	2	0.2%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Automotive Mechanic	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Automotive Technician	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Behavioral Health Specialist	43	5.1%	40	5.0%	39	4.2%	47	4.6%	48	5.5%
Bilingual/Bicultural School-Home Assistant	3	0.4%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
Building Construction Inspector	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Building Maintenance Helper	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%
Building Maintenance Worker	0	0.0%	4	0.5%	2	0.2%	3	0.3%	3	0.3%
Bus Driver	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Cafeteria Helper	71	8.2%	50	6.3%	76	8.1%	106	10.4%	80	9.1%
Carpenter	1	0.1%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Child Nutrition Programs Administrator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Claims Pre-Audit Supervisor	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Clinical Psychologist	4	0.5%	7	0.9%	7	0.8%	6	0.6%	9	1.0%
Communication Aide	5	0.6%	3	0.4%	7	0.8%	5	0.5%	11	1.2%
Community Relations Program Assistant	0	0.0%	0	0.0%	0	0.0%	2	0.2%	0	0.0%
Compositor	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Computer Programmer	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Data Processing Systems Analyst	11	1.3%	4	0.5%	0	0.0%	4	0.4%	10	1.1%

Table VI (continued)– Position of Newly Employed CSSP Employees

Position	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Data Processing User Support Technician	26	3.0%	31	3.9%	40	4.3%	24	2.3%	23	2.6%
Departmental Contracts Specialist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
District PCNC Assistant	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Educational Assistant	294	34.1%	268	33.6%	301	32.2%	320	31.4%	259	29.3%
Educational Interpreter	0	0.0%	2	0.3%	1	0.1%	1	0.1%	0	0.0%
Electrician	3	0.4%	2	0.3%	0	0.0%	1	0.1%	2	0.2%
Energy Conservation Coordinator	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Engineer	2	0.2%	4	0.5%	1	0.1%	3	0.3%	1	0.1%
Executive Office on Early Learning Director	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Food Services Driver	5	0.6%	2	0.3%	4	0.4%	2	0.2%	4	0.5%
General Professional	1	0.1%	0	0.0%	1	0.1%	0	0.0%	2	0.2%
General Laborer	2	0.2%	1	0.1%	0	0.0%	1	0.1%	1	0.1%
Heavy Truck Driver	1	0.1%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Houseparent for Deaf/Blind	0	0.0%	0	0.0%	2	0.2%	0	0.0%	0	0.0%
Human Services Professional	4	0.5%	4	0.5%	4	0.4%	6	0.6%	2	0.2%
Janitor	0	0.0%	1	0.1%	2	0.2%	1	0.1%	1	0.1%
Legal Clerk	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Library Assistant	5	0.6%	9	1.1%	5	0.5%	4	0.4%	7	0.8%
Mason	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Military Liaison Administrative Assistant	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Occupational Therapist	1	0.1%	2	0.3%	1	0.1%	5	0.5%	2	0.2%
Office Assistant	109	12.6%	114	14.3%	143	15.3%	155	15.2%	135	15.3%
Offset Press Operator	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Personnel Clerk	8	0.9%	14	1.7%	11	1.2%	9	0.9%	11	1.2%
Personnel Management Specialist	1	0.1%	5	0.6%	7	0.8%	2	0.2%	1	0.1%
Personnel Technician	0	0.0%	2	0.3%	0	0.0%	0	0.0%	0	0.0%
Personnel Program Manager	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Table VI (continued)– Position of Newly Employed CSSP Employees

Position	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Physical Therapist	1	0.1%	0	0.0%	1	0.1%	2	0.2%	1	0.1%
Plumber	2	0.2%	2	0.3%	1	0.1%	1	0.1%	0	0.0%
Power Mower Operator	0	0.0%	0	0.0%	1	0.1%	1	0.1%	3	0.3%
Pre-Audit Clerk	1	0.1%	4	0.5%	1	0.1%	5	0.5%	0	0.0%
Private Secretary	2	0.2%	2	0.3%	2	0.2%	2	0.2%	0	0.0%
Procurement and Contracts Support Specialist	2	0.2%	1	0.1%	0	0.0%	3	0.3%	1	0.1%
Professional Trainee	1	0.1%	2	0.3%	0	0.0%	1	0.1%	0	0.0%
Professional Worker	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Program Specialist	1	0.1%	5	0.6%	2	0.2%	10	1.0%	13	1.5%
Public Works Manager	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Purchasing Technician	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Research Statistician	1	0.1%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
School Based Occupational Therapy Assistant	1	0.1%	3	0.4%	1	0.1%	1	0.1%	4	0.5%
School Based Physical Therapy Assistant	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
School Administrative Services Assistant	4	0.5%	5	0.6%	0	0.0%	6	0.6%	3	0.3%
School Baker	7	0.8%	6	0.8%	12	1.3%	6	0.6%	7	0.8%
School Cook	5	0.6%	8	1.0%	5	0.5%	12	1.2%	9	1.0%
School Custodian	89	10.3%	77	9.6%	111	11.9%	117	11.5%	103	11.7%
School Dormitory Attendant	4	0.5%	2	0.3%	3	0.3%	2	0.2%	0	0.0%
School Food Services Manager	2	0.2%	1	0.1%	2	0.2%	6	0.6%	1	0.1%
School Health Assistant	28	3.2%	16	2.0%	28	3.0%	24	2.3%	22	2.5%
School Lands and Facilities Specialist	0	0.0%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
School Lunch Services Supervisor	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
School Psychologist	8	0.9%	10	1.3%	14	1.5%	13	1.3%	11	1.2%
School Safety and Security Officer	2	0.2%	1	0.1%	0	0.0%	0	0.0%	1	0.1%

Table VI (continued)– Position of Newly Employed CSSP Employees

Position	SY 2014-2015		SY 2015-2016		SY 2016-2017		SY 2017-2018		SY 2018-2019	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School Security Attendant	43	5.1%	27	3.4%	40	4.4%	28	2.7%	35	4.0%
Secretary	2	0.2%	4	0.5%	4	0.4%	10	1.0%	7	0.8%
Social Worker	3	0.4%	4	0.5%	5	0.5%	5	0.5%	3	0.3%
Special Projects Coordinator	0	0.0%	1	0.1%	1	0.1%	0	0.0%	0	0.0%
Speech Language Pathologist	17	2.2%	14	1.7%	16	1.7%	22	2.1%	21	2.4%
Student Helper	9	1.0%	9	1.1%	3	0.3%	3	0.3%	4	0.5%
Television Production Technician	0	0.0%	0	0.0%	1	0.1%	2	0.2%	1	0.1%
Tractor Operator	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Welder	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Work Program Specialist	1	0.1%	0	0.0%	2	0.2%	0	0.0%	0	0.0%
Total	863	100.0%	798	100.0%	935	100.0%	1,020	100.0%	886	100.0%