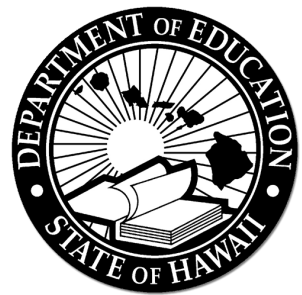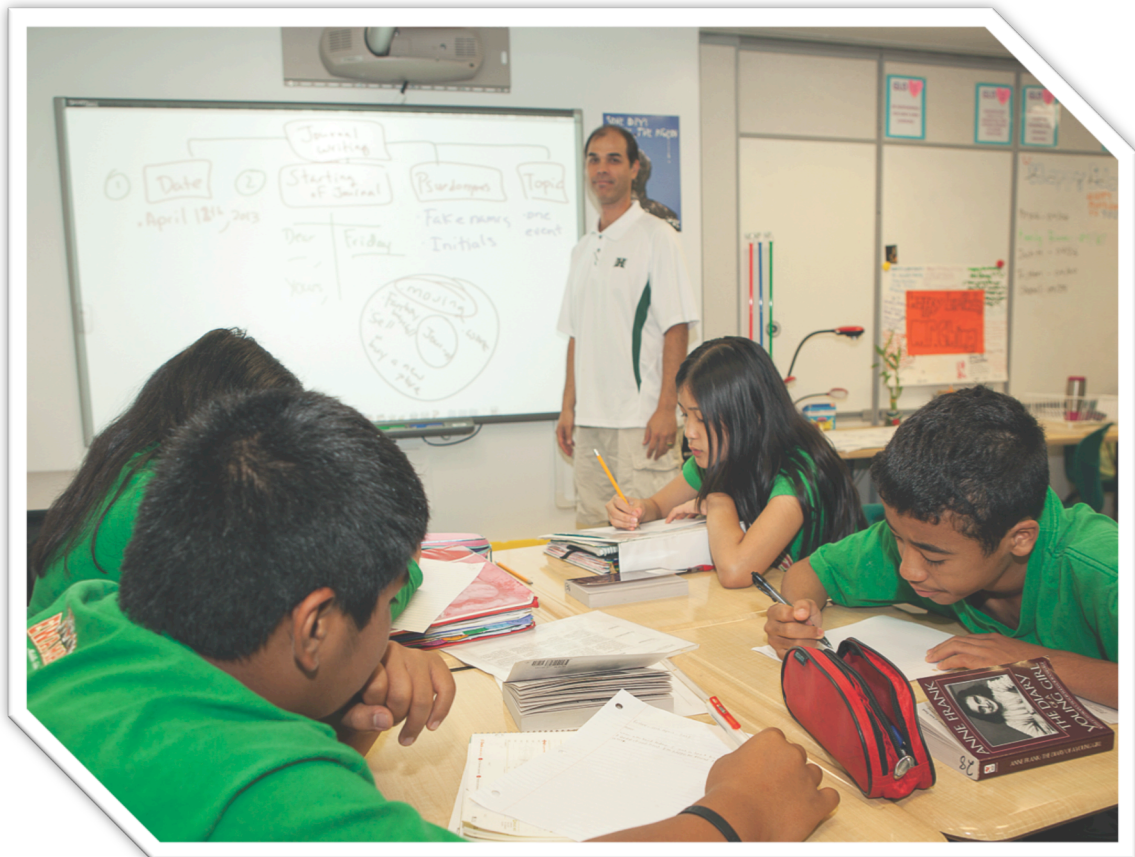# Employment Report

SCHOOL YEAR 2012-2013

HawaiiPublicSchools.org

Executive Summary

The annual Hawaii State Department of Education (DOE) Employment Report is a summary of employment figures and characteristics of newly-hired teachers and classified support services personnel for the 2012-2013 school year as well as data from prior years.

Table of Contents

Student achievement is at the core of the Hawaii State Department and Board of Education Strategic Plan, which sets targets for multiple progress indicators that we can all monitor through 2018. The Strategic Plan goals are:

- **Student Success:** All students demonstrate they are on a path toward success in college, career and citizenship.

- **Staff Success:** The Department has a high-performing culture where employees have the training, support and professional development to contribute effectively to student success.

- **Successful Systems of Support:** The system and culture of the Department work to effectively organize financial, human, and community resources in support of student success.

Teachers

Teachers are one of the most important professions in the DOE. Hawaii teachers play a significant role in helping students develop the knowledge necessary for being responsible and productive community members after high school.

Table 1 Number of New Teachers by Month of Hire

Month	2008-09	2009-10	2010-11	2011-12	2012-13
July	795	403	520	641	688
August	104	90	157	121	102
September	84	59	65	83	75
October	88	67	47	68	62
November	39	39	39	35	25
December	22	19	7	14	17
January	117	146	125	158	126
February	40	59	79	50	40
March	35	1	2	2	0
April	1	0	0	0	1
May	0	0	0	1	0
June	3	1	1	0	1
Total	**1,328**	**884**	**1,042**	**1,173**	**1,137**

This table shows the number of new teacher employees hired monthly. The data include all new elementary, secondary, and special education teachers, school librarians, school counselors and Reserve Officers' Training Corps (ROTC) instructors.

Table 2 Number of New Teachers Employed Each Year

Year	Total Employed As of September 30	Total Employed From October to June	Grand Total Employed For Each Year Since 2007-08
2008-09	986	342	**1,328**
2009-10	553	331	**884**
2010-11	743	299	**1,042**
2011-12	845	328	**1,173**
2012-13	865	272	**1,137**

This table shows the number of new teachers employed since the 2008-09 School Year.

Table 3 Residency Status of Newly Employed Teachers

Status	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	1,019	76.7%	709	80.2%	898	86.2%	972	82.9%	906	79.7%
Non-Resident	309	23.3%	175	19.8%	144	13.8%	201	17.1%	231	20.3%
Total	**1,328**	**100.0%**	**884**	**100.0%**	**1,042**	**100.0%**	**1,173**	**100.0%**	**1,137**	**100.0%**

This table shows the residence status of new teachers. The resident category includes returning and new State residents.

The definition of "resident applicant" 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.

Table 4 In-State and Out-of-State State Approved Teacher Education Program (SATEP)

College	School Year 2012-13	
	Amount	Percent
Brigham Young University – Hawaii	14	1.2%
Chaminade University	96	8.4%
Hawaii Pacific University	13	1.1%
University of Hawaii – Hilo	35	3.1%
University of Hawaii – Manoa	257	22.6%
University of Hawaii - West Oahu	12	1.1%
University of Phoenix – Hawaii	54	4.7%
UH-Hilo – Kahuawaiola TEP*	2	0.2%
Alternative Certification	61	5.4%
Total of In-state College Degrees	544	47.8%
Total of Out-of-state College Degrees	481	42.3%
New Teachers Hired without State Approved Teacher Education Program (SATEP) Degree	112	9.9%
Total	1,137	100.0%

This table shows the number of new teachers hired with degrees from in-state and out-of-state colleges and universities and reflects the college or university of where the teacher education program was completed.

*The UH-Hilo – Kahuawaiola TEP program produces graduates once every two years.

Table 5 Gender and Grade-Level Assignment of Newly Employed Teachers

Elementary										
	School Year									
Gender	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	87	14.0%	53	12.2%	56	10.8%	76	12.9%	86	14.3%
Female	534	86.0%	381	87.8%	462	89.2%	514	87.1%	514	85.7%

Secondary										
	School Year									
Gender	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	258	38.7%	150	37.4%	198	39.1%	197	37.1%	195	37.4%
Female	409	61.3%	251	62.6%	308	60.9%	334	62.9%	327	62.6%

K-12*										
	School Year									
Gender	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	16	40.0%	10	20.4%	2	11.1%	21	40.4%	5	33.3%
Female	24	60.0%	39	79.6%	16	88.9%	31	59.6%	10	66.7%

Total										
	School Year									
Gender	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	361	27.2%	213	24.1%	256	24.6%	294	25.1%	286	25.2%
Female	967	72.8%	671	75.9%	786	75.4%	879	74.9%	851	74.8%
Total	**1,328**	**100.0%**	**884**	**100.0%**	**1,042**	**100.0%**	**1,173**	**100.0%**	**1,137**	**100.0%**

This table shows the gender of new teachers.

*K-12 refers to those teachers in state and district resource teacher positions.

Table 6 Age and Grade-Level Assignments of Newly Employed Teachers

Elementary										
Age Bracket	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
21-25	166	26.7%	102	23.5%	179	34.6%	180	30.5%	190	31.7%
26-30	174	28.0%	128	29.5%	126	24.3%	143	24.2%	144	24.0%
31-35	79	12.7%	60	13.8%	66	12.7%	88	14.9%	72	12.0%
36-40	62	10.0%	36	8.3%	46	8.9%	49	8.3%	68	11.3%
41-45	47	7.6%	21	4.8%	34	6.6%	54	9.2%	47	7.8%
46-50	38	6.1%	27	6.2%	23	4.4%	24	4.1%	30	5.0%
51-55	26	4.2%	28	6.5%	19	3.7%	21	3.6%	17	2.8%
56-60	17	2.7%	21	4.8%	17	3.3%	22	3.7%	19	3.2%
61-65	8	1.3%	11	2.5%	7	1.4%	8	1.4%	13	2.2%
66+	4	0.6%	0	0.0%	1	0.2%	1	0.2%	0	0.0%

Secondary										
Age Bracket	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
21-25	137	20.5%	103	25.7%	121	23.9%	148	27.9%	137	26.2%
26-30	178	26.7%	114	28.4%	149	29.4%	137	25.8%	109	20.9%
31-35	107	16.0%	54	13.5%	78	15.4%	64	12.1%	91	17.4%
36-40	61	9.1%	41	10.2%	46	9.1%	51	9.6%	59	11.3%
41-45	52	7.8%	23	5.7%	30	5.9%	40	7.5%	40	7.7%
46-50	45	6.7%	23	5.7%	27	5.3%	30	5.6%	25	4.8%
51-55	35	5.2%	14	3.5%	25	4.9%	28	5.3%	31	5.9%
56-60	29	4.3%	20	5.0%	16	3.2%	20	3.8%	15	2.9%
61-65	14	2.1%	8	2.0%	9	1.8%	10	1.9%	12	2.3%
66+	9	1.3%	1	0.2%	5	1.0%	3	0.6%	3	0.6%

K-12										
Age Bracket	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
21-25	6	15.0%	6	12.2%	2	11.1%	9	17.3%	2	13.3%
26-30	9	22.5%	7	14.3%	5	27.8%	13	25.0%	3	20.0%
31-35	7	17.5%	9	18.4%	3	16.7%	4	7.7%	2	13.3%
36-40	1	2.5%	4	8.2%	1	5.6%	12	23.1%	4	26.7%
41-45	2	5.0%	5	10.2%	1	5.6%	5	9.6%	1	6.7%
46-50	2	5.0%	4	8.2%	2	11.1%	2	3.8%	1	6.7%
51-55	2	5.0%	3	6.1%	2	11.1%	3	5.8%	1	6.7%
56-60	6	15.0%	5	10.2%	1	5.6%	3	5.8%	0	0.0%
61-65	4	10.0%	6	12.2%	1	5.6%	1	1.9%	0	0.0%
66+	1	2.5%	0	0.0%	0	0.0%	0	0.0%	1	6.7%

Total										
Age Bracket	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
21-25	309	23.3%	211	23.9%	302	29.0%	337	28.7%	329	28.9%
26-30	361	27.2%	249	28.2%	280	26.9%	293	25.0%	256	22.5%
31-35	193	14.5%	123	13.9%	147	14.1%	156	13.3%	165	14.5%
36-40	124	9.3%	81	9.2%	93	8.9%	112	9.5%	131	11.5%
41-45	101	7.6%	49	5.5%	65	6.2%	99	8.4%	88	7.7%
46-50	85	6.4%	54	6.1%	52	5.0%	56	4.8%	56	4.9%
51-55	63	4.7%	45	5.1%	46	4.4%	52	4.4%	49	4.3%
56-60	52	3.9%	46	5.2%	34	3.3%	45	3.8%	34	3.0%
61-65	26	2.0%	25	2.8%	17	1.6%	19	1.6%	25	2.2%
66+	14	1.1%	1	0.1%	6	0.6%	4	0.3%	4	0.4%
Total	**1,328**	**100.0%**	**884**	**100.0%**	**1,042**	**100.0%**	**1,173**	**100.0%**	**1,137**	**100.0%**

This table reflects the age distribution of new teachers hired.

Table 7 Degree Status of Newly Employed Teachers

Type	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	989	74.5%	641	72.5%	516	49.5%	498	42.5%	414	36.4%
BA & 5th year	112	8.4%	74	8.4%	180	17.3%	213	18.2%	355	31.2%
Master	192	14.5%	151	17.1%	338	32.4%	451	38.4%	256	22.5%
Ph.D.	3	0.2%	1	0.1%	4	0.4%	5	0.4%	0	0.0%
Other	32	2.4%	17	1.9%	4	0.4%	6	0.5%	112	9.9%
Total	1,328	100.0%	884	100.0%	1,042	100.0%	1,173	100.0%	1,137	100.0%

The data from School Year 2012-13 represents the highest degree at which a new hired teacher completed a SATEP. "Other" indicates the number of teachers hired without a State Approved Teacher Education Program (SATEP).

The data from School Year 2011-12 and prior represents the highest degree (not necessarily SATEP) earned by new teachers, which includes teachers pending official verification, clarification or confirmation of degrees conferred. The "Other" category also includes teachers without degrees and ROTC instructors without degrees.

Table 8 Previous Teaching Experience of Newly Employed Teachers

Years of Experience	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	942	70.9%	614	69.5%	709	68.0%	776	66.2%	785	69.0%
1	77	5.8%	43	4.9%	78	7.5%	64	5.5%	61	5.4%
2	58	4.4%	38	4.3%	46	4.4%	67	5.7%	53	4.7%
3	57	4.3%	33	3.7%	59	5.7%	54	4.6%	37	3.3%
4	45	3.4%	28	3.2%	32	3.1%	43	3.7%	46	4.0%
5	26	2.0%	20	2.3%	23	2.2%	31	2.6%	28	2.5%
6	17	1.3%	18	2.0%	18	1.7%	26	2.2%	20	1.8%
7	20	1.5%	19	2.1%	18	1.7%	24	2.0%	13	1.1%
8	16	1.2%	11	1.2%	9	0.9%	11	0.9%	17	1.5%
9	11	0.8%	8	0.9%	6	0.6%	9	0.8%	15	1.3%
10	9	0.7%	8	0.9%	8	0.8%	5	0.4%	8	0.7%
11	5	0.4%	4	0.5%	4	0.4%	16	1.4%	9	0.8%
12	2	0.2%	11	1.2%	7	0.7%	12	1.0%	7	0.6%
13+	43	3.2%	29	3.3%	25	2.4%	35	3.0%	38	3.3%
Total	**1,328**	**100.0%**	**884**	**100.0%**	**1,042**	**100.0%**	**1,173**	**100.0%**	**1,137**	**100.0%**

This table shows previous teaching experiences of new teachers.

Table 9 Placement of Newly Employed Teachers by District

District	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13*	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	2	0.2%	2	0.2%	0	0.0%	0	0.0%	2	0.2%
Honolulu	166	12.4%	104	11.9%	146	14.0%	174	14.8%	198	17.4%
Central	228	17.2%	167	18.9%	248	23.8%	226	19.3%	207	18.2%
Leeward	298	22.4%	228	25.8%	216	20.7%	268	22.8%	276	24.3%
Windward	100	7.5%	78	8.8%	86	8.3%	101	8.6%	109	9.6%
Hawaii	168	12.7%	108	12.2%	146	14.0%	159	13.6%	159	14.0%
Maui	188	14.2%	92	10.4%	109	10.5%	141	12.0%	132	11.6%
Kauai	72	5.4%	34	3.8%	37	3.6%	64	5.5%	54	4.7%
Charter Schools	106	8.0%	71	8.0%	54	5.2%	40	3.4%	0	0.0%
Total	**1,328**	**100.0%**	**884**	**100.0%**	**1,042**	**100.0%**	**1,173**	**100.0%**	**1,137**	**100.0%**

This table shows the district placement of new teachers.
*Does not include Public Charter School data.

Table 10 Placement of Newly Employed Teachers by Subject & District

Elementary									
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Grades PK-3	40	33	39	12	32	37	12	0	205	34.2%
Grades K-6	29	13	18	12	8	4	4	0	88	14.7%
Grades 4-6	16	17	31	7	16	15	2	0	104	17.3%
Counselor	2	8	3	0	2	0	0	0	15	2.5%
Librarian	1	1	0	1	2	1	1	0	7	1.2%
Special Education	25	36	36	19	15	11	4	0	146	24.3%
SPED/Pre-School	5	7	10	1	4	2	1	0	30	5.0%
Student Svcs Coord	0	0	0	1	4	0	0	0	5	0.8%
Other	0	0	0	0	0	0	0	0	0	0.0%
Total	118	115	137	53	83	70	24	0	600	100.0%

Secondary									
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Arts	5	3	5	4	3	0	0	0	20	3.8%
Career & Technical Ed	2	3	9	3	10	8	3	0	38	7.3%
Counselor	1	4	4	1	4	3	4	0	21	4.0%
Curriculum Coord	0	1	0	0	0	0	0	0	1	0.2%
Educational Technology	0	0	0	0	0	0	0	0	0	0.0%
ELL	0	0	0	0	2	0	0	0	2	0.4%
English/Language Arts	14	8	25	10	12	12	4	0	85	16.3%
Health	1	2	1	1	1	0	0	0	6	1.1%
Librarian	0	0	0	1	1	0	0	0	2	0.4%
Mathematics	17	17	17	6	9	8	3	0	77	14.8%
Multi-Disciplinary	1	1	3	2	3	3	1	0	14	2.7%
Physical Education	3	1	3	0	1	0	1	0	9	1.7%
Registrar	1	0	0	0	0	0	0	0	1	0.2%
ROTC	0	1	4	1	0	0	0	0	6	1.1%
Science	5	11	12	4	1	4	3	0	40	7.7%
Social Studies	2	6	10	3	2	4	1	0	28	5.4%
Special Education	24	26	42	17	23	18	6	0	156	29.9%
Student Act Coord	0	0	0	0	0	0	0	0	0	0.0%
Student Svcs Coord	0	0	0	0	1	0	0	0	1	0.2%
World Languages	2	2	4	2	0	2	3	0	15	2.9%
Other	0	0	0	0	0	0	0	0	0	0.0%
Total	78	86	139	55	73	62	29	0	522	100.0%

Table 10 (cont'd) Placement of Newly Employed Teachers by Subject & District

K-12									
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Grades PK-3	0	0	0	0	0	0	0	0	0	0.0%
Grades K-6	0	0	0	0	0	0	0	0	0	0.0%
Grades 4-6	0	0	0	0	0	0	0	0	0	0.0%
Arts	0	0	0	0	0	0	0	0	0	0.0%
Career & Technical Ed	0	0	0	0	0	0	0	0	0	0.0%
Counselor	0	0	0	0	0	0	0	0	0	0.0%
Educational Technology	0	0	0	0	0	0	0	0	0	0.0%
English/Language Arts	1	3	0	0	0	0	0	1	5	33.3%
Health	0	0	0	0	0	0	0	0	0	0.0%
Librarian	0	0	0	0	0	0	0	0	0	0.0%
Mathematics	0	1	0	0	0	0	0	0	1	6.7%
Multi-Disciplinary	0	0	0	0	0	0	0	0	0	0.0%
Physical Education	0	0	0	0	0	0	0	0	0	0.0%
ROTC	0	0	0	0	0	0	0	0	0	0.0%
Science	0	0	0	0	0	0	0	0	0	0.0%
Social Studies	0	0	0	0	0	0	0	0	0	0.0%
Special Education	0	2	0	0	2	0	1	0	5	33.3%
SPED/Pre-School	0	0	0	0	0	0	0	0	0	0.0%
Student Act Coord	0	0	0	0	0	0	0	0	0	0.0%
Student Svcs Coord	0	0	0	0	0	0	0	0	0	0.0%
World Languages	0	0	0	0	0	0	0	0	0	0.0%
Other	1	0	0	1	1	0	0	1	4	26.7%
Total	2	6	0	1	3	0	1	2	15	100.0%

Total									
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Arts	5	3	5	4	3	0	0	0	20	1.8%
Career & Technical Ed	2	3	9	3	10	8	3	0	38	3.3%
Counselor	3	12	7	1	6	3	4	0	36	3.2%
Curriculum Coord	0	1	0	0	0	0	0	0	1	0.1%
Educational Technology	0	0	0	0	0	0	0	0	0	0.0%
ELL	0	0	0	0	2	0	0	0	2	0.2%
English/Language Arts	15	11	25	10	12	12	4	1	90	7.9%
Grades PK-3	40	33	39	12	32	37	12	0	205	18.0%
Grades K-6	29	13	18	12	8	4	4	0	88	7.7%
Grades 4-6	16	17	31	7	16	15	2	0	104	9.1%
Health	1	2	1	1	1	0	0	0	6	0.5%
Librarian	1	1	0	2	3	1	1	0	9	0.8%
Mathematics	17	18	17	6	9	8	3	0	78	6.9%
Multi-Disciplinary	1	1	3	2	3	3	1	0	14	1.2%
Physical Education	3	1	3	0	1	0	1	0	9	0.8%
Registrar	1	0	0	0	0	0	0	0	1	0.1%
ROTC	0	1	4	1	0	0	0	0	6	0.5%
Science	5	11	12	4	1	4	3	0	40	3.5%
Social Studies	2	6	10	3	2	4	1	0	28	2.5%
Special Education	49	64	78	36	40	29	11	0	307	27.0%
SPED/Pre-School	5	7	10	1	4	2	1	0	30	2.6%
Student Act Coord	0	0	0	0	0	0	0	0	0	0.0%
Student Svcs Coord	0	0	0	1	5	0	0	0	6	0.5%
World Languages	2	2	4	2	0	2	3	0	15	1.3%
Other	1	0	0	1	1	0	0	1	4	0.4%
Total	**198**	**207**	**276**	**109**	**159**	**132**	**54**	**2**	**1,137**	**100.0%**

This table shows the placement of new teachers by subject and district.

Table 11 Newly Employed Teachers by District Employment Status

District	Tenured	Prob	Temp-V	Temp-W	Temp-5	Temp-T	Temp-R	Total	Percent
Licensure Status	Licensed			Emergency Hire			Licensed / Emergency Hire	Total	Percent
Honolulu	17	71	5	76	23	6	0	198	17.4%
Central	18	84	6	53	23	23	0	207	18.2%
Leeward	19	83	9	103	33	29	0	276	24.3%
Windward	8	43	5	30	19	4	0	109	9.6%
Hawaii	15	61	2	31	19	31	0	159	14.0%
Maui	7	76	4	39	6	0	0	132	11.6%
Kauai	9	23	1	19	2	0	0	54	4.7%
State	1	1	0	0	0	0	0	2	0.2%
Total	**94**	**442**	**32**	**351**	**125**	**93**	**0**	**1,137**	**100.0%**

This table shows the number of teachers hired by employment status.

Tenured: Former tenured teachers returning to employment.
Prob: Licensed teachers earning probationary credit.
Temp-V: Licensed teachers who are employed outside of their area of preparation in special education, school counseling, or school library services.
Temp-W: Teachers who have completed a teacher education program but have not completed all PRAXIS examinations.
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.
Temp-R: Teachers who are in 50% or 100% positions and are retired and licensed.

Licensed teachers have completed a State-Approved Teacher Education program that included student teaching, plus all PRAXIS examinations required by the Hawaii Teacher Standards Board.   Licensed teachers also include retired teachers hired by the Department.

Table 12 Cumulative Employment Status by School Year

Employment Status	Licensure Status	School Year									
		2008-09		2009-10		2010-11		2011-12		2012-13	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	Licensed	43	3.2%	49	5.5%	34	3.3%	50	4.3%	94	8.3%
Prob		482	36.3%	408	46.1%	297	28.5%	343	29.2%	442	38.9%
Temp-V		26	2.0%	40	4.5%	11	1.1%	29	2.5%	32	2.8%
Temp-W	Emergency Hire	398	30.0%	182	20.6%	461	44.2%	534	45.5%	351	30.9%
Temp-5		212	15.9%	75	8.5%	119	11.4%	125	10.7%	125	11.0%
Temp-T		53	4.0%	59	6.7%	66	6.3%	52	4.4%	93	8.2%
Temp-R	Licensed / Emergency Hire	8	0.6%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Total		**1,328**	**100.0%**	**884**	**100.0%**	**1,042**	**100.0%**	**1,173**	**100.0%**	**1,137**	**100.0%**

This table shows the number of teachers hired by appointment codes.

Tenured: Former tenured teachers returning to employment.
Prob: Licensed teachers earning probationary credit.
Temp-V: Licensed teachers who are employed outside of their area of preparation in special education, school counseling, or school library services.
Temp-W: Teachers who have completed a teacher education program but have not completed all PRAXIS examinations.
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.
Temp-R: Teachers who are in 50% or 100% positions and are retired and licensed.

Table 13 Reasons for Teachers Leaving the Department of Education

Termination
11%

Retirement
30%

Resignation
59%

n=1088
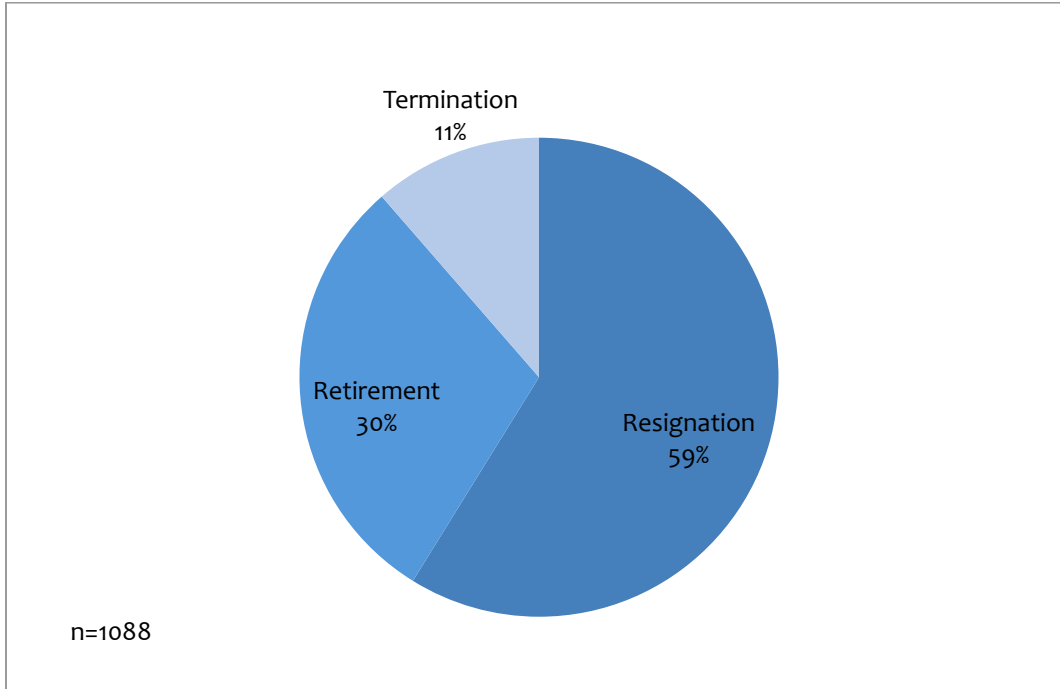
Resignations	Retirements	Terminations
• Spouse Job-Transfer • Moving (Mainland or other destination) • Resignation (no reason given) • Personal (Child Care, Health, Care for another family member)	• Voluntary Service Retirement • Ordinary Disability Retirement	• Teacher not qualified (did not meet licensure requirements) • No position available • No show for employment • Unsatisfactory performance

This graphic shows (highest to lowest in summation) the major reasons for an individual's departure from the DOE.

Classified and Support Services Personnel (CSSP)

Classified personnel support schools in many ways, ranging from school food service to para-professional instruction. The work performed by these individuals help to make a positive impact on in supporting a healthy and vibrant learning environment for DOE students and staff.

Table 1Number of New CSSP Employees by Month of Hire

Month	2008-09	2009-10	2010-11	2011-12	2012-13
July	99	78	62	64	64
August	71	55	34	58	25
September	78	62	35	62	47
October	82	77	46	34	50
November	87	78	58	65	52
December	48	33	45	43	20
January	52	60	61	71	41
February	43	54	86	77	55
March	46	72	87	69	58
April	54	44	61	25	48
May	34	28	71	32	54
June	0	0	16	11	28
Total	**694**	**641**	**662**	**611**	**542**

This table shows the number of new CSSP employees hired monthly.

Notes:

1. 2008-2009 SY reflects hires from 7/1/08 to 5/31/09.
2. 2009-2010 SY reflects hires from 7/1/09 to 5/31/10.
3. 2010-2011 SY reflects hires from 7/1/10 to 6/30/11.
4. 2011-2012 SY reflects hires from 7/1/11 to 6/30/12.
5. 2012-2013 SY reflects hires from 7/1/12 to 6/30/13.

Table 2 Number of New CSSP Employees by District/Division

District	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Board of Education	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Central	113	16.3%	117	18.3%	89	13.4%	103	16.9%	89	16.4%
Hawaii	106	15.3%	101	15.8%	134	20.2%	91	14.9%	50	9.2%
Honolulu	103	14.8%	75	11.7%	95	14.4%	117	19.1%	100	18.5%
Kauai	44	6.3%	42	6.6%	32	4.8%	26	4.3%	23	4.2%
Leeward	122	17.6%	97	15.1%	117	17.7%	87	14.2%	99	18.3%
Maui	86	12.4%	118	18.4%	66	10.0%	96	15.7%	68	12.5%
State	65	9.4%	29	4.5%	57	8.6%	47	7.7%	58	10.7%
Windward	54	7.8%	62	9.7%	72	10.9%	44	7.2%	55	10.1%
Total	**694**	**100.0%**	**641**	**100.0%**	**662**	**100.0%**	**611**	**100.0%**	**542**	**100.0%**

This table reflects the number of new hires by District.

Notes:

1. 2008-2009 SY reflects hires from 7/1/08 to 5/31/09.
2. 2009-2010 SY reflects hires from 7/1/09 to 5/31/10.
3. 2010-2011 SY reflects hires from 7/1/10 to 6/30/11.
4. 2011-2012 SY reflects hires from 7/1/11 to 6/30/12.
5. 2012-2013 SY reflects hires from 7/1/12 to 6/30/13.

Table 3 Gender of Newly Hired CSSP Employees

| Gender | School Year | | | | | | | | | |
| | 2008-09 | | 2009-10 | | 2010-11 | | 2011-12 | | 2012-13 | |
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	498	71.8%	480	74.9%	478	72.2%	434	71.0%	366	67.5%
Male	196	28.2%	161	25.1%	184	27.8%	177	29.0%	168	31.0%
Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	1.5%
Total	**694**	**100.0%**	**641**	**100.0%**	**662**	**100.0%**	**611**	**100.0%**	**542**	**100.0%**

This table reflects the number of new hires by gender. The "Other" category includes new hires that elected not to answer this question.

Notes:

1. 2008-2009 SY reflects hires from 7/1/08 to 5/31/09.
2. 2009-2010 SY reflects hires from 7/1/09 to 5/31/10.
3. 2010-2011 SY reflects hires from 7/1/10 to 6/30/11.
4. 2011-2012 SY reflects hires from 7/1/11 to 6/30/12.
5. 2012-2013 SY reflects hires from 7/1/12 to 6/30/13.

Table 4 Employment Status of Newly Hired CSSP Employees

Full-Time/ Part-Time	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	386	55.6%	375	58.5%	400	60.4%	410	67.1%	328	60.5%
Part-Time	308	44.4%	266	41.5%	262	39.6%	201	32.9%	214	39.5%
Total	**694**	**100.0%**	**641**	**100.0%**	**662**	**100.0%**	**611**	**100.0%**	**542**	**100.0%**

This table reflects the number of employees in full-time and part-time positions.

Notes:

1. 2008-2009 SY reflects hires from 7/1/08 to 5/31/09.
2. 2009-2010 SY reflects hires from 7/1/09 to 5/31/10.
3. 2010-2011 SY reflects hires from 7/1/10 to 6/30/11.
4. 2011-2012 SY reflects hires from 7/1/11 to 6/30/12.
5. 2012-2013 SY reflects hires from 7/1/12 to 6/30/13.

Table 5 Age of Newly Employed CSSP Employees

Age Bracket	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Under 18*	6	0.9%	1	0.2%	10	1.5%	7	1.1%	11	2.0%
18 – 20	12	1.7%	5	0.8%	7	1.1%	6	1.0%	7	1.3%
21 – 25	83	12.0%	72	11.2%	70	10.6%	74	12.1%	66	12.2%
26 – 30	111	16.0%	126	19.7%	111	16.8%	116	19.0%	88	16.2%
31 – 35	102	14.7%	107	16.7%	92	13.9%	96	15.7%	74	13.7%
36 – 40	85	12.2%	62	9.7%	92	13.9%	68	11.1%	66	12.2%
41 – 45	84	12.1%	77	12.0%	72	10.9%	69	11.3%	72	13.3%
46 – 50	95	13.7%	64	10.0%	62	9.4%	62	10.1%	55	10.1%
51 – 55	63	9.1%	54	8.4%	66	10.0%	59	9.7%	49	9.0%
56 – 60	35	5.0%	47	7.3%	65	9.8%	32	5.2%	39	7.2%
61 – 65	15	2.2%	21	3.3%	11	1.7%	17	2.8%	13	2.4%
66+	3	0.4%	5	0.8%	4	0.6%	5	0.8%	2	0.4%
Total	**694**	**100.0%**	**641**	**100.0%**	**662**	**100.0%**	**611**	**100.0%**	**542**	**100.0%**

This table reflects the age distribution of new hires.

*Employees under 18 years of age are hired student helpers.

Notes:

1. 2008-2009 SY reflects hires from 7/1/08 to 5/31/09.
2. 2009-2010 SY reflects hires from 7/1/09 to 5/31/10.
3. 2010-2011 SY reflects hires from 7/1/10 to 6/30/11.
4. 2011-2012 SY reflects hires from 7/1/11 to 6/30/12.
5. 2012-2013 SY reflects hires from 7/1/12 to 6/30/13.

Table 6 Occupation of Newly Employed CSSP Employees

| Occupation | School Year | | | | | | | | | |
| | 2008-09 | | 2009-10 | | 2010-11 | | 2011-12 | | 2012-13 | |
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	170	24.5%	101	15.8%	129	19.5%	109	17.8%	123	22.7%
Blue-Collar (Supervisory)	2	0.3%	3	0.5%	4	0.6%	3	0.5%	2	0.4%
Excluded Managerial	5	0.7%	0	0.0%	1	0.2%	2	0.3%	0	0.0%
Institutional, Health, and Correction Officers	0	0.0%	0	0.0%	3	0.5%	1	0.2%	0	0.0%
Professional and Scientific	120	17.3%	105	16.4%	110	16.6%	86	14.1%	101	18.6%
Student Helper	9	1.3%	4	0.6%	13	2.0%	17	2.8%	20	3.7%
Registered Professional Nurse	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White-Collar (Non-Supervisory)	386	55.6%	427	66.6%	395	59.7%	393	64.3%	295	54.4%
White-Collar (Supervisory)	2	0.3%	1	0.2%	7	1.1%	0	0.0%	1	0.2%
Total	**694**	**100.0%**	**641**	**100.0%**	**662**	**100.0%**	**611**	**100.0%**	**542**	**100.0%**

This table reflects the number of employees by type of occupation.

Notes:

1. 2008-2009 SY reflects hires from 7/1/08 to 5/31/09.
2. 2009-2010 SY reflects hires from 7/1/09 to 5/31/10.
3. 2010-2011 SY reflects hires from 7/1/10 to 6/30/11.
4. 2011-2012 SY reflects hires from 7/1/11 to 6/30/12.
5. 2012-2013 SY reflects hires from 7/1/12 to 6/30/13.

Table 7 Position of Newly Hired CSSP Employees

Position	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	6	0.9%	3	0.5%	8	1.2%	11	1.8%	6	1.1%
Accountant	4	0.6%	1	0.2%	3	0.5%	0	0.0%	3	0.6%
Administrative Svcs Asst	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
Alt Sch Project Coord	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Architect	4	0.6%	0	0.0%	2	0.3%	1	0.2%	0	0.0%
Athletic Health Care Trainer (formerly Athletic Hlth Care Spclt)	16	2.3%	7	1.1%	8	1.2%	5	0.8%	6	1.1%
Auditor	1	0.1%	1	0.2%	1	0.2%	0	0.0%	1	0.2%
Automated Sys Equip Tech	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%
Automotive Mechanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Auxiliary Services Admin	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%
Behavioral Health Spclt	40	5.8%	47	7.3%	36	5.4%	36	5.9%	27	5.0%
Bilingual/Bicultural S/H Asst	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%
Bldg Maint Worker	2	0.3%	0	0.0%	0	0.0%	3	0.5%	2	0.4%
Bus Driver	0	0.0%	2	0.3%	4	0.6%	0	0.0%	0	0.0%
Business Mgmt Off	5	0.7%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Cabinetmaker	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cafeteria Helper	79	11.4%	34	5.3%	53	8.0%	49	8.0%	58	10.7%
Carpenter	0	0.0%	0	0.0%	1	0.2%	2	0.3%	1	0.2%
Cashier	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Child Nutrition Spclt	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Clerk	12	1.7%	2	0.3%	34	5.1%	16	2.6%	0	0.0%
Clerk Stenographer	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Clerk Typist	57	8.2%	22	3.4%	86	13.0%	54	8.8%	0	0.0%
Clinical Psychologist	3	0.4%	2	0.3%	5	0.8%	6	1.0%	4	0.7%
Comm Chldrn's Council Spclt	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Commodity Distribution Assist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Communication Aide	3	0.4%	5	0.8%	4	0.6%	6	1.0%	0	0.0%
Computer Programmer	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Data Procssg Systs Analyst	4	0.6%	1	0.2%	2	0.3%	1	0.2%	1	0.2%
Departmental Contracts Spclt	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
District PCNC Assistant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DP User Support Tech	4	0.6%	0	0.0%	6	0.9%	14	2.3%	9	1.7%
Educational Assistant	249	35.9%	340	53.0%	200	30.2%	221	36.2%	179	33.0%
Educational Interpreter	1	0.1%	8	1.2%	4	0.6%	1	0.2%	1	0.2%
Educational Interpreter Coordinator	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Electrician	3	0.4%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Energy Conservation Coordinator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Engineer	2	0.3%	0	0.0%	3	0.5%	0	0.0%	3	0.6%
EOEL Operations & Fiscal Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%
EOEL Policy Analyst	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%
EOEL Program Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%
EOEL Project Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%
Executive Secretary to the Supt	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Food Services Driver	1	0.1%	0	0.0%	1	0.2%	2	0.3%	1	0.2%
Gen Prof	0	0.0%	2	0.3%	1	0.2%	1	0.2%	1	0.2%
General Laborer	0	0.0%	0	0.0%	1	0.2%	1	0.2%	0	0.0%
Health Care Contract & Reimbursement Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Heavy Truck Driver	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
Houseparent for Deaf/Blind Ed	0	0.0%	0	0.0%	2	0.3%	1	0.2%	0	0.0%
Human Services Prof	4	0.6%	1	0.2%	4	0.6%	0	0.0%	1	0.2%
Janitor	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Legal Assistant	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Library Assistant	7	1.0%	4	0.6%	3	0.5%	4	0.7%	2	0.4%
Litigation Coordinator	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
Mason	0	0.0%	0	0.0%	2	0.3%	0	0.0%	0	0.0%

Table 7 (cont'd) Position of Newly Hired CSSP Employees

Position	School Year									
	2008-09		2009-10		2010-11		2011-12		2012-13	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Occupational Therapist	6	0.9%	2	0.3%	1	0.2%	3	0.5%	1	0.2%
Office Assistant	0	0.0%	0	0.0%	0	0.0%	12	2.0%	66	12.2%
Personnel Clerk	8	1.2%	0	0.0%	6	0.9%	5	0.8%	3	0.6%
Personnel Management Specialist	0	0.0%	0	0.0%	2	0.3%	1	0.2%	1	0.2%
Personnel Program Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Physical Therapist	2	0.3%	2	0.3%	1	0.2%	1	0.2%	0	0.0%
Planner	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Plumber	1	0.1%	0	0.0%	2	0.3%	1	0.2%	1	0.2%
Power Mower Operator	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Pre-Audit Clerk	2	0.3%	0	0.0%	3	0.5%	0	0.0%	3	0.6%
Private Secretary	1	0.1%	2	0.3%	2	0.3%	1	0.2%	0	0.0%
Procurement & Contract Support Specialist	0	0.0%	0	0.0%	1	0.2%	0	0.0%	1	0.2%
Professional Trainee	1	0.1%	0	0.0%	2	0.3%	1	0.2%	1	0.2%
Program Specialist	4	0.6%	0	0.0%	3	0.5%	4	0.7%	3	0.6%
Property Manager	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Psychological Examiner	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Public Works Manager	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
Purchasing Specialist	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Purchasing Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Registered Professional Nurse	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
School Based Occupational Therapy Assistant	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
School Psychologist (Complex Area Based)	0	0.0%	1	0.2%	1	0.2%	0	0.0%	0	0.0%
School Administrative Services Assistant	2	0.3%	1	0.2%	3	0.5%	0	0.0%	1	0.2%
School Baker	5	0.7%	0	0.0%	1	0.2%	2	0.3%	3	0.6%
School Bus Transportation Officer	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
School Cook	7	1.0%	5	0.8%	2	0.3%	6	1.0%	1	0.2%
School Custodian	72	10.4%	59	9.2%	60	9.1%	42	6.9%	54	10.0%
School Food Services Manager	2	0.3%	3	0.5%	3	0.5%	2	0.3%	2	0.4%
School Health Aide	19	2.7%	14	2.2%	12	1.8%	20	3.3%	10	1.8%
School Lunch Services Supervisor	0	0.0%	1	0.2%	0	0.0%	0	0.0%	2	0.4%
School Psychologist	9	1.3%	14	2.2%	15	2.3%	9	1.5%	11	2.0%
School Safety & Security Officer	0	0.0%	0	0.0%	4	0.6%	0	0.0%	0	0.0%
School Security Attend	14	2.0%	23	3.6%	21	3.2%	22	3.6%	12	2.2%
Secretary	1	0.1%	1	0.2%	4	0.6%	5	0.8%	3	0.6%
Social Worker	1	0.1%	0	0.0%	1	0.2%	1	0.2%	2	0.4%
Speech Pathologist	17	2.4%	21	3.3%	17	2.6%	14	2.3%	26	4.8%
Student Helper	9	1.3%	4	0.6%	13	2.0%	17	2.8%	20	3.7%
Swimming Pool Custodian	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
Television Prod Technician	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Transition Center Coordinator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Utility Worker	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Work Program Specialist	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
Total	**694**	**100.0%**	**641**	**100.0%**	**662**	**100.0%**	**611**	**100.0%**	**542**	**100.0%**

This table reflects the number of new employee hires in specific positions.

Notes:

1. 2008-2009 SY reflects hires from 7/1/08 to 5/31/09.
2. 2009-2010 SY reflects hires from 7/1/09 to 5/31/10.
3. 2010-2011 SY reflects hires from 7/1/10 to 6/30/11.
4. 2011-2012 SY reflects hires from 7/1/11 to 6/30/12.
5. 2012-2013 SY reflects hires from 7/1/12 to 6/30/13.

Table 8 Reasons for Classified Staff Leaving the Department of Education

n=685
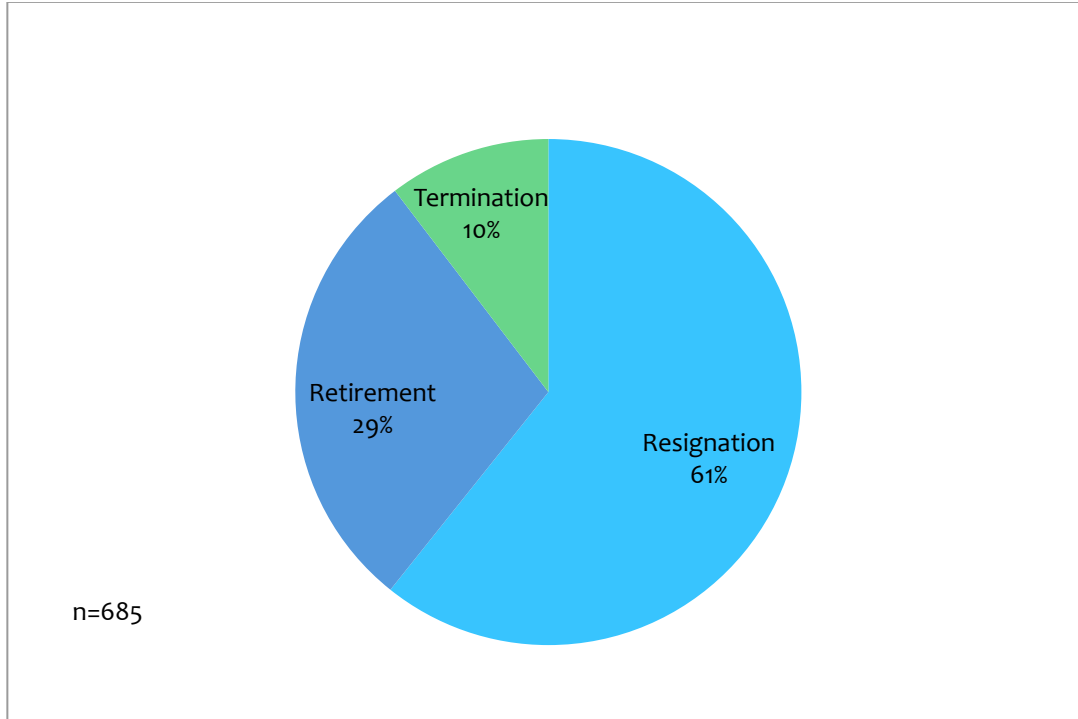
Resignations	Retirements	Terminations
• Other employment (private/gov't) • Personal (Child Care, Health, Care for a family member) • Spouse Job- Transfer • Moving (Mainland or other destination) • Resignation (no reason given)	• Voluntary Service Retirement • Ordinary Disability Retirement	• Weighted Student Formula Adjustments • Position Allocation Adjustments • No position available (i.e. RIF, temp position ends) • Other reasons (i.e. unsatisfactory performance, death, does not meet requirements of the position)

This graphic shows (highest to lowest in summation) the major reasons for an individual's departure from the DOE.