

Employment Report

SCHOOL YEAR 2014-2015



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 (CSSP) for the School Year (SY) 2014-2015 as well as data from prior years.

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Student achievement is at the core of the DOE and Board of Education Strategic Plan, which sets targets for multiple progress indicators that can be monitored 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 DOE 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 DOE work to effectively organize financial, human, and community resources in support of student success.

Teachers

Teaching is 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 I - Number of Newly Employed Teachers by Month of Hire

Month	2010-2011*	2011-2012*	2012-2013*	2013-2014	2014-2015
July	520	641	688	736	670
August	157	121	102	110	109
September	65	83	75	79	64
October	47	68	62	53	39
November	39	35	25	30	29
December	7	14	17	18	12
January	125	158	126	137	126
February	79	50	40	46	26
March	2	2	0	1	15
April	0	0	1	0	0
May	0	1	0	0	0
June	1	0	1	0	0
Total	1,042	1,173	1,137	1,210	1,090

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

*Includes Public Charter School (PCS) data from schools that purchased DOE Personnel Services.

Table II - Number of Newly Employed Teachers Each Year

Year	Total Employed As of September 30	Total Employed From October to June	Grand Total Employed For Each Year
2010-2011	743	299	1,042
2011-2012	845	328	1,173
2012-2013	865	272	1,137
2013-2014	925	285	1,210
2014-2015	843	247	1,090

This table shows the number of newly employed teachers since the SY 2010-2011.

Table III - Resident Status of Newly Employed Teachers

Status										
	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	898	86.2%	972	82.9%	906	79.7%	992	82.0%	877	80.5%
Non-Resident	144	13.8%	201	17.1%	231	20.3%	218	18.0%	213	19.5%
Total	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%

This table shows the resident status of newly employed teachers. The Resident category includes returning and new state residents.

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.

*Includes PCS data from schools that purchased DOE Personnel Services.

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

College	School Year	
	2014-2015	
	Amount	Percent
Brigham Young University - Hawaii	17	1.6%
Chaminade University	66	6.0%
Hawaii Pacific University	15	1.4%
Leeward Community College	3	0.3%
Teach For America – Alt-Certification	2	0.2%
University of Hawaii - Hilo	23	2.1%
University of Hawaii - Manoa	206	18.9%
University of Hawaii - West Oahu	25	2.3%
University of Phoenix - Hawaii	18	1.6%
Total of In-State SATEP College Degrees	375	34.4%
Total of Out-of-State SATEP College Degrees	483	44.3%
New Teachers Hired without SATEP Degree	232	21.3%
Total	1,090	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.

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

Elementary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	56	10.8%	76	12.9%	86	14.3%	71	12.1%	58	12.7%
Female	462	89.2%	514	87.1%	514	85.7%	517	87.9%	398	87.3%

Secondary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	198	39.1%	197	37.1%	195	37.4%	219	36.7%	202	35.4%
Female	308	60.9%	334	62.9%	327	62.6%	377	63.3%	368	64.6%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	School Year									
	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	2	11.1%	21	40.4%	5	33.3%	7	26.9%	18	28.1%
Female	16	88.9%	31	59.6%	10	66.7%	19	73.1%	46	71.9%

Total Teacher Gender by Amount/Percentage										
Gender	School Year									
	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	256	24.6%	294	25.1%	286	25.2%	297	24.5%	278	25.5%
Female	786	75.4%	879	74.9%	851	74.8%	913	75.5%	812	74.5%
Total	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%

This table shows the gender of newly employed teachers.

*Includes PCS data from schools that purchased DOE Personnel Services.

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

Elementary										
Age Bracket	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
21-25	179	34.6%	180	30.5%	190	31.7%	197	31.0%	166	36.4%
26-30	126	24.3%	143	24.2%	144	24.0%	144	22.6%	74	16.2%
31-35	66	12.7%	88	14.9%	72	12.0%	86	13.5%	63	13.8%
36-40	46	8.9%	49	8.3%	68	11.3%	51	8.0%	59	12.9%
41-45	34	6.6%	54	9.2%	47	7.8%	52	8.2%	30	6.6%
46-50	23	4.4%	24	4.1%	30	5.0%	44	6.9%	28	6.2%
51-55	19	3.7%	21	3.6%	17	2.8%	27	4.3%	19	4.2%
56-60	17	3.3%	22	3.7%	19	3.2%	19	3.0%	7	1.5%
61-65	7	1.4%	8	1.4%	13	2.2%	12	1.9%	8	1.8%
66+	1	0.2%	1	0.2%	0	0.0%	4	0.6%	2	0.4%

Secondary										
Age Bracket	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
21-25	121	23.9%	148	27.9%	137	26.2%	145	26.3%	158	27.7%
26-30	149	29.4%	137	25.8%	109	20.9%	116	21.0%	107	18.8%
31-35	78	15.4%	64	12.1%	91	17.4%	75	13.6%	84	14.7%
36-40	46	9.1%	51	9.6%	59	11.3%	56	10.1%	63	11.0%
41-45	30	5.9%	40	7.5%	40	7.7%	52	9.4%	59	10.3%
46-50	27	5.3%	30	5.6%	25	4.8%	49	8.9%	36	6.3%
51-55	25	4.9%	28	5.3%	31	5.9%	39	7.1%	34	6.0%
56-60	16	3.2%	20	3.8%	15	2.9%	11	2.0%	21	3.7%
61-65	9	1.8%	10	1.9%	12	2.3%	5	0.9%	6	1.1%
66+	5	1.0%	3	0.6%	3	0.6%	4	0.7%	2	0.4%

K-12 State and District Resource Teachers										
Age Bracket	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
21-25	2	11.1%	9	17.3%	2	13.3%	2	9.1%	14	21.9%
26-30	5	27.8%	13	25.0%	3	20.0%	6	27.3%	13	20.3%
31-35	3	16.7%	4	7.7%	2	13.3%	2	9.1%	11	17.2%
36-40	1	5.6%	12	23.1%	4	26.7%	3	13.6%	7	10.9%
41-45	1	5.6%	5	9.6%	1	6.7%	4	18.2%	6	9.4%
46-50	2	11.1%	2	3.8%	1	6.7%	4	18.2%	2	3.1%
51-55	2	11.1%	3	5.8%	1	6.7%	1	4.5%	3	4.7%
56-60	1	5.6%	3	5.8%	0	0.0%	0	0.0%	5	7.8%
61-65	1	5.6%	1	1.9%	0	0.0%	0	0.0%	3	4.7%
66+	0	0.0%	0	0.0%	1	6.7%	0	0.0%	0	0.0%

*Includes PCS data from schools that purchased DOE Personnel Services.

Table VI (continued) - Age and Grade-Level Assignments of Newly Employed Teachers

Total										
Age Bracket	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
	21-25	302	29.0%	337	28.7%	329	28.9%	344	28.4%	338
26-30	280	26.9%	293	25.1%	256	22.5%	266	22.0%	194	17.8%
31-35	147	14.1%	156	13.3%	165	14.5%	163	13.5%	158	14.5%
36-40	93	8.9%	112	9.6%	131	11.5%	110	9.1%	129	11.8%
41-45	65	6.2%	99	8.4%	88	7.7%	108	8.9%	95	8.7%
46-50	52	5.0%	56	4.8%	56	4.9%	97	8.0%	66	6.1%
51-55	46	4.4%	52	4.4%	49	4.3%	67	5.5%	56	5.1%
56-60	34	3.3%	45	3.8%	34	3.0%	30	2.5%	33	3.0%
61-65	17	1.6%	19	1.6%	25	2.3%	17	1.4%	17	1.6%
66+	6	0.6%	4	0.3%	4	0.4%	8	0.7%	4	0.4%
Total	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%

This table reflects the age distribution of newly employed teachers.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table VII - Degree Status of Newly Employed Teachers

Type	School Year									
	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	516	49.5%	498	42.5%	414	36.4%	545	45.0%	451	41.4%
BA & 5th year	180	17.3%	213	18.2%	355	31.2%	353	29.2%	217	19.9%
Master	338	32.4%	451	38.4%	256	22.5%	305	25.2%	406	37.2%
Ph.D.	4	0.4%	5	0.4%	0	0.0%	2	0.2%	12	1.1%
Other	4	0.4%	6	0.5%	112	9.9%	5	0.4%	4	0.4%
Total	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	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 teachers and ROTC instructors without degrees.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table VIII - Previous Teaching Experience of Newly Employed Teachers

Years of Experience	School Year									
	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	709	68.0%	776	66.2%	785	69.0%	818	67.6%	771	70.7%
1	78	7.5%	64	5.5%	61	5.4%	67	5.5%	62	5.7%
2	46	4.4%	67	5.7%	53	4.7%	49	4.1%	43	4.0%
3	59	5.7%	54	4.6%	37	3.3%	44	3.6%	25	2.3%
4	32	3.1%	43	3.7%	46	4.0%	33	2.7%	26	2.5%
5	23	2.2%	31	2.6%	28	2.5%	23	1.9%	20	1.8%
6	18	1.7%	26	2.2%	20	1.8%	31	2.6%	31	2.8%
7	18	1.7%	24	2.0%	13	1.1%	20	1.7%	23	2.1%
8	9	0.8%	11	0.9%	17	1.5%	16	1.3%	13	1.2%
9	6	0.6%	9	0.8%	15	1.3%	21	1.7%	11	1.0%
10	8	0.8%	5	0.4%	8	0.7%	14	1.2%	10	0.9%
11	4	0.4%	16	1.4%	9	0.8%	18	1.5%	9	0.8%
12	7	0.7%	12	1.0%	7	0.6%	6	0.5%	9	0.8%
13+	25	2.4%	35	3.0%	38	3.3%	50	4.1%	37	3.4%
Total	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%

This table shows previous teaching experiences of newly employed teachers.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table IX - Assignment of Newly Employed Teachers by District

District	School Year									
	2010-2011*		2011-2012*		2012-2013*		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	0	0.0%	0	0.0%	2	0.2%	2	0.2%	1	0.1%
Honolulu	146	14.0%	174	14.8%	198	17.4%	175	14.5%	153	14.0%
Central	248	23.8%	226	19.3%	207	18.2%	203	16.8%	162	14.9%
Leeward	216	20.7%	268	22.8%	276	24.3%	323	26.7%	267	24.5%
Windward	86	8.3%	101	8.6%	109	9.6%	122	10.0%	122	11.2%
Hawaii	146	14.0%	159	13.6%	159	14.0%	175	14.5%	160	14.7%
Maui	109	10.5%	141	12.0%	132	11.6%	141	11.6%	139	12.7%
Kauai	37	3.5%	64	5.5%	54	4.7%	69	5.7%	86	7.9%
Charter Schools	54	5.2%	40	3.4%	0	0.0%	0	0.0%	0	0.0%
Total	1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%

This table shows the district placement of newly employed teachers.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table X - Assignment of Newly Employed Teachers by Subject and District

Elementary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	1	0	2	0	0	0	0	0	3	0.7%
Counselor	2	2	3	3	3	2	1	0	16	3.5%
Elementary	47	36	63	37	41	32	15	0	271	59.4%
ELL	1	0	0	0	0	0	0	0	1	0.2%
English	0	0	1	1	0	0	0	0	2	0.4%
Librarian	2	0	0	1	1	0	1	0	5	1.1%
Math	0	0	1	0	0	0	0	0	1	0.2%
Special Education	20	27	43	25	14	12	14	0	155	34.1%
Student Services Coordinator	0	0	1	0	0	1	0	0	2	0.4%
Total	73	65	114	67	59	47	31	0	456	100.0%

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Academic /Data Coach	0	0	0	0	2	0	0	0	2	0.4%
Art	2	5	2	1	3	2	2	0	17	3.0%
Business Education	1	0	0	0	0	0	0	0	1	0.1%
Career & Technical Education	5	4	13	6	6	3	1	0	38	6.7%
Computer	0	0	2	0	0	0	0	0	2	0.4%
Counselor	5	0	3	4	2	2	4	0	20	3.5%
Elementary	7	0	0	0	1	6	5	0	19	3.3%
ELL	0	0	0	0	1	1	0	0	2	0.4%
English	12	14	28	7	10	12	11	0	94	16.5%
Guidance /Personal Transition	1	0	2	1	0	0	1	0	5	0.9%
Hawaiian Language	0	0	0	1	1	2	0	0	4	0.7%
Health	2	2	0	1	2	1	0	0	8	1.4%
Mathematics	6	20	22	6	4	13	5	0	76	13.3%
Multi-Disciplinary	3	0	4	0	1	1	4	0	13	2.3%
Music	0	2	0	1	1	0	1	0	5	0.9%
Physical Education	2	0	0	1	0	1	2	0	6	1.1%
Reading	1	0	0	0	0	0	0	0	1	0.1%
ROTC	0	5	0	0	0	0	0	0	5	0.9%
Science	6	11	16	2	6	10	3	0	54	9.5%
Social Studies	1	7	5	5	1	4	1	0	24	4.2%
Special Education	15	20	47	12	28	17	14	0	153	26.8%
Special Motivation	0	0	0	0	0	1	0	0	1	0.1%
World Languages	2	4	6	1	4	0	1	0	18	3.1%
Other	0	1	1	0	0	0	0	0	2	0.4%
Total	71	95	151	49	73	76	55	0	570	100.0%

Table X (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
Art	0	0	0	1	0	0	0	0	1	1.6%
Business Education	0	0	0	0	1	0	0	0	1	1.6%
Career and Technical Education	1	0	0	0	0	1	0	0	2	3.1%
Comprehensive School Alienation Program	1	0	0	0	0	0	0	0	1	1.6%
Counselor	1	0	0	0	0	0	0	0	1	1.6%
Elementary	1	0	0	1	4	5	0	0	11	17.1%
ELL	0	0	0	0	0	1	0	0	1	1.6%
English	0	0	0	0	4	1	0	0	5	7.8%
Health	0	0	0	0	0	1	0	0	1	1.6%
Librarian	0	0	0	0	2	0	0	0	2	3.1%
Mathematics	1	0	0	1	2	1	0	0	5	7.8%
Physical Education	1	0	0	0	0	0	0	0	1	1.6%
Science	0	0	0	0	4	1	0	0	5	7.8%
Social Studies	0	0	0	0	1	1	0	0	2	3.1%
Special Education	2	1	0	3	10	4	0	0	20	31.2%
Student Services Coordinator	1	0	0	0	0	0	0	0	1	1.6%
Other	0	1	2	0	0	0	0	1	4	6.2%
Total	9	2	2	6	28	16	0	1	64	100.0%

Total										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Academic/Data Coach	0	0	0	0	2	0	0	0	2	0.2%
Art	3	5	4	2	3	2	2	0	21	1.9%
Business Education	1	0	0	0	1	0	0	0	2	0.2%
Career and Technical Education	6	4	13	6	6	4	1	0	40	3.7%
Comprehensive School Alienation Program	1	0	0	0	0	0	0	0	1	0.1%
Computer	0	0	2	0	0	0	0	0	2	0.2%
Counselor	8	2	6	7	5	4	5	0	37	3.4%
Elementary	55	36	63	38	46	43	20	0	301	27.6%
ELL	1	0	0	0	1	2	0	0	4	0.4%
English	12	14	29	8	14	13	11	0	101	9.3%
Guidance /Personal Transition	1	0	2	1	0	0	1	0	5	0.4%
Hawaiian Language	0	0	0	1	1	2	0	0	4	0.4%
Health	2	2	0	1	2	2	0	0	9	0.8%
Librarian	2	0	0	1	3	0	1	0	7	0.6%
Mathematics	7	20	23	7	6	14	5	0	82	7.5%
Multi-Disciplinary	3	0	4	0	1	1	4	0	13	1.2%
Music	0	2	0	1	1	0	1	0	5	0.4%
Physical Education	3	0	0	1	0	1	2	0	7	0.6%
Reading	1	0	0	0	0	0	0	0	1	0.1%
ROTC	0	5	0	0	0	0	0	0	5	0.4%
Science	6	11	16	2	10	11	3	0	59	5.4%
Social Studies	1	7	5	5	2	5	1	0	26	2.4%
Special Education	37	48	90	40	52	33	28	0	328	30.1%
Special Motivation	0	0	0	0	0	1	0	0	1	0.1%
Student Services Coordinator	1	0	1	0	0	1	0	0	3	0.3%
World Languages	2	4	6	1	4	0	1	0	18	1.7%
Other	0	2	3	0	0	0	0	1	6	0.6%
Total	153	162	267	122	160	139	86	1	1,090	100.0%

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

Table XI - Newly Employed Teachers Employment Status by District

District	Tenured	Prob	Temp-V	Temp-W	Temp-5	Temp-T	Total	Percent
Licensure Status	SATEP Complete				Non-SATEP			
Honolulu	7	85	27	11	23	0	153	14.0%
Central	9	85	21	14	14	19	162	14.9%
Leeward	13	134	25	24	30	41	267	24.5%
Windward	10	78	9	15	10	0	122	11.2%
Hawaii	11	77	11	15	15	31	160	14.7%
Maui	12	79	5	16	27	0	139	12.7%
Kauai	2	44	3	15	22	0	86	7.9%
State	0	1	0	0	0	0	1	0.1%
Total	64	583	101	110	141	91	1,090	100.0%

This table shows the number of newly employed 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 do not have a license.

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. SATEP Complete are teachers that have completed a SATEP program, whereas Non-SATEP are teachers who have not.

Table XII - Cumulative Employment Status by School Year

Employment Status	Licensure Status	School Year									
		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	SATEP Complete	34	3.3%	50	4.3%	94	8.2%	75	6.2%	64	5.9%
Prob		297	28.5%	343	29.2%	442	38.9%	521	43.1%	583	53.5%
Temp-V		11	1.1%	29	2.5%	32	2.8%	30	2.5%	101	9.3%
Temp-W		461	44.2%	534	45.5%	351	30.9%	332	27.4%	110	10.1%
Temp-5	Non	119	11.4%	125	10.7%	125	11.0%	154	12.7%	141	12.9%
Temp-T	SATEP	66	6.3%	52	4.4%	93	8.2%	98	8.1%	91	8.3%
Temp-R	Licensed/ Emergency	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total		1,042	100.0%	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%

This table shows the number of teachers hired in the past school years 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 do not have a license.

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 refers to those teachers who have been issued a Hawaii teaching license by the Hawaii Teacher Standards Board. SATEP Complete are teachers that have completed a SATEP program, whereas Non-SATEP are teachers who have not.

XIII - Reasons for Voluntary Teacher Separations

Reasons for Voluntary Teacher Separations					
Separation Reason	8/1/10 - 7/31/11	8/1/11 - 7/31/12	8/1/12 - 7/31/13	8/1/13 - 7/31/14	8/1/14 - 7/31/15
Resignation	529	624	635	690	717
a. Employment Opportunities	159	158	187	185	208
b. Personal Reason	93	107	99	106	129
c. Education – Continuing	47	48	44	49	36
d. Work Place Environment Issues	20	44	39	53	52
e. Relocation	162	217	184	239	240
f. Other /No Reason Provided	48	50	82	58	52
Retirement	300	310	286	335	352
Total	829	934	921	1,025	1,069

This table shows the major reasons for an individual's voluntary departure from the DOE.



Classified/Support Services Personnel (CSSP)

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 of Hire	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
July	62	64	64	94	126
August	34	58	25	82	78
September	35	62	47	60	90
October	46	34	50	74	68
November	58	65	52	71	80
December	45	43	20	47	49
January	61	71	41	82	102
February	86	77	55	61	53
March	87	69	58	63	66
April	61	25	48	75	72
May	71	32	54	58	38
June	16	11	28	31	41
Total	662	611	542	798	863

This table shows the number of newly employed CSSP employees hired monthly.

Notes:

1. SY 2010-2011 reflects hires from 7/1/10 to 5/31/11.
2. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
3. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
4. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.
5. SY 2014-2015 reflects hires from 7/1/14 to 6/30/15.

Table II - Number of Newly Employed CSSP Employees by District/Division

District/Division	School Year									
	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	57	8.6%	47	7.7%	58	10.7%	77	9.6%	67	7.8%
Honolulu	95	14.4%	117	19.1%	100	18.5%	112	14.0%	136	15.7%
Central	89	13.4%	103	16.9%	89	16.4%	129	16.2%	149	17.3%
Leeward	117	17.7%	87	14.2%	99	18.3%	122	15.3%	169	19.6%
Windward	72	10.9%	44	7.2%	55	10.1%	87	10.9%	100	11.6%
Hawaii	134	20.2%	91	14.9%	50	9.2%	66	8.3%	78	9.0%
Maui	66	10.0%	96	15.7%	68	12.6%	160	20.1%	106	12.3%
Kauai	32	4.8%	26	4.3%	23	4.2%	45	5.6%	58	6.7%
Total	662	100.0%	611	100.0%	542	100.0%	798	100.0%	863	100.0%

This table reflects the number of newly employed CSSP employees by district/division.

Notes:

1. SY 2010-2011 reflects hires from 7/1/10 to 5/31/11.
2. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
3. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
4. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.
5. SY 2014-2015 reflects hires from 7/1/14 to 6/30/15.

Table III - Gender of Newly Employed CSSP Employees

Gender	School Year									
	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	478	72.2%	434	71.0%	370	68.3%	597	74.8%	604	70.0%
Male	184	27.8%	177	29.0%	172	31.7%	201	25.2%	259	30.0%
Total	662	100.0%	611	100.0%	542	100.0%	798	100.0%	863	100.0%

This table reflects the number of newly employed CSSP employees by gender.

Notes:

1. SY 2010-2011 reflects hires from 7/1/10 to 5/31/11.
2. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
3. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
4. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.
5. SY 2014-2015 reflects hires from 7/1/14 to 6/30/15.

Table IV - Employment Status of Newly Employed CSSP Employees

Full-Time/ Part-Time	School Year									
	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	400	60.4%	410	67.1%	328	60.5%	504	63.2%	649	75.2%
Part-Time	262	39.6%	201	32.9%	214	39.5%	294	36.8%	214	24.8%
Total	662	100.0%	611	100.0%	542	100.0%	798	100.0%	863	100.0%

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

Notes:

1. SY 2010-2011 reflects hires from 7/1/10 to 5/31/11.
2. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
3. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
4. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.
5. SY 2014-2015 reflects hires from 7/1/14 to 6/30/15.

Table V - Age of Newly Employed CSSP Employees

Age Bracket	School Year									
	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Under 18*	10	1.5%	7	1.1%	11	2.0%	18	2.3%	0	0.0%
18 – 20	7	1.0%	6	1.0%	7	1.3%	13	1.6%	10	1.2%
21 – 25	70	10.6%	74	12.1%	66	12.2%	107	13.4%	121	14.0%
26 – 30	111	16.8%	116	19.1%	88	16.2%	125	15.7%	131	15.2%
31 – 35	92	13.9%	96	15.7%	74	13.7%	121	15.1%	139	16.1%
36 – 40	92	13.9%	68	11.1%	66	12.2%	97	12.2%	115	13.3%
41 – 45	72	10.9%	69	11.3%	72	13.3%	86	10.8%	127	14.7%
46 – 50	62	9.3%	62	10.1%	55	10.1%	82	10.3%	73	8.5%
51 – 55	66	10.0%	59	9.7%	49	9.0%	73	9.1%	66	7.6%
56 – 60	65	9.8%	32	5.2%	39	7.2%	53	6.6%	52	6.0%
61 – 65	11	1.7%	17	2.8%	13	2.4%	20	2.5%	23	2.7%
66+	4	0.6%	5	0.8%	2	0.4%	3	0.4%	6	0.7%
Total	662	100.0%	611	100.0%	542	100.0%	798	100.0%	863	100.0%

This table reflects the age distribution of newly employed CSSP employees.

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

Notes:

1. SY 2010-2011 reflects hires from 7/1/10 to 5/31/11.
2. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
3. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
4. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.
5. SY 2014-2015 reflects hires from 7/1/14 to 6/30/15.

Table VI - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	129	19.5%	109	17.8%	123	22.7%	166	20.8%	190	22.0%
Blue-Collar (Supervisory)	4	0.6%	3	0.5%	2	0.4%	3	0.4%	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	3	0.4%	1	0.2%	0	0.0%	7	0.9%	5	0.6%
Professional and Scientific	110	16.6%	86	14.1%	101	18.6%	129	16.2%	114	13.2%
Student Helper	13	2.0%	17	2.8%	20	3.7%	29	3.6%	9	1.1%
Registered Professional Nurse	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White-Collar (Non-Supervisory)	395	59.7%	393	64.3%	295	54.4%	464	58.1%	536	62.1%
White-Collar (Supervisory)	7	1.1%	0	0.0%	1	0.2%	0	0.0%	6	0.7%
Total	662	100.0%	611	100.0%	542	100.0%	798	100.0%	863	100.0%

This table reflects the number of newly employed CSSP employees by type of occupation.

Notes:

1. SY 2010-2011 reflects hires from 7/1/10 to 5/31/11.
2. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
3. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
4. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.
5. SY 2014-2015 reflects hires from 7/1/14 to 6/30/15.

Table VII - Position of Newly Employed CSSP Employees

Position	School Year									
	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	8	1.2%	11	1.8%	6	1.1%	10	1.2%	9	1.0%
Accountant	3	0.4%	0	0.0%	3	0.6%	3	0.4%	0	0.0%
Administrative Services Assistant	0	0.0%	1	0.2%	0	0.0%	1	0.1%	1	0.1%
Alternative School Project Coordinator	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Architect	2	0.3%	1	0.2%	0	0.0%	1	0.1%	0	0.0%
Athletic Health Care Trainer	8	1.2%	5	0.8%	6	1.1%	10	1.2%	9	1.0%
Audiologist	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Auditor	1	0.2%	0	0.0%	1	0.2%	1	0.1%	0	0.0%
Automated Systems Equipment Technician	0	0.0%	0	0.0%	2	0.3%	1	0.1%	2	0.2%
Automotive Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Auxiliary Services Administrator	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Behavioral Health Specialist	36	5.4%	36	5.9%	27	5.0%	42	5.3%	43	5.1%
Bilingual/Bicultural S/H Assistant	1	0.2%	1	0.2%	1	0.2%	2	0.3%	3	0.4%
Building Maintenance Worker	0	0.0%	3	0.5%	2	0.3%	0	0.0%	0	0.0%
Bus Driver	4	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Business Management Officer	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cafeteria Helper	53	8.0%	49	8.0%	58	10.7%	58	7.3%	71	8.2%
Carpenter	1	0.2%	2	0.3%	1	0.2%	0	0.0%	1	0.1%
Claims Pre Audit Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Clinical Psychologist	5	0.7%	6	0.9%	4	0.7%	5	0.6%	4	0.5%
Communication Aide	4	0.6%	6	0.9%	0	0.0%	4	0.5%	5	0.6%
Compositor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Computer Programmer	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Data Processing Systems Analyst	2	0.3%	1	0.2%	1	0.2%	4	0.5%	11	1.3%
Data Processing User Support Technician	6	0.9%	14	2.3%	9	1.6%	15	1.9%	26	3.0%
District PCNC Assistant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Educational Assistant	200	30.2%	221	36.1%	179	33.0%	247	31.0%	294	34.1%
Educational Interpreter	4	0.6%	1	0.2%	1	0.2%	2	0.3%	0	0.0%
Electrician	1	0.2%	0	0.0%	0	0.0%	0	0.0%	3	0.4%
Engineer	3	0.4%	0	0.0%	3	0.6%	4	0.5%	2	0.2%
EOEL Operations and Fiscal Manager	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
EOEL Policy Analyst	0	0.0%	0	0.0%	2	0.3%	0	0.0%	0	0.0%
EOEL Program Manager	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
EOEL Project Manager	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%
Executive Secretary to the Superintendent	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%

Table VII (continued) - Position of Newly Employed CSSP Employees

Position	School Year									
	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Food Services Driver	1	0.2%	2	0.3%	1	0.2%	3	0.4%	5	0.6%
General Professional	1	0.2%	1	0.2%	1	0.2%	0	0.0%	1	0.1%
General Laborer	1	0.2%	1	0.2%	0	0.0%	0	0.0%	2	0.2%
Heavy Truck Driver	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.1%
Houseparent for Deaf/Blind	2	0.3%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Human Services Professional	4	0.6%	0	0.0%	1	0.2%	4	0.5%	4	0.5%
Janitor	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Legal Clerk	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Library Assistant	3	0.4%	4	0.6%	2	0.3%	6	0.8%	5	0.6%
Litigation Coordinator	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Mason	2	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Occupational Therapist	1	0.2%	3	0.5%	1	0.2%	1	0.1%	1	0.1%
Office Assistant	120	18.1%	82	13.4%	66	12.2%	123	15.4%	109	12.6%
Personnel Clerk	6	0.9%	5	0.8%	3	0.6%	5	0.6%	8	0.9%
Personnel Management Specialist	2	0.3%	1	0.2%	1	0.2%	1	0.1%	1	0.1%
Personnel Program Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Physical Therapist	1	0.2%	1	0.2%	0	0.0%	0	0.0%	1	0.1%
Plumber	2	0.3%	1	0.2%	1	0.2%	1	0.1%	2	0.2%
Power Mower Operator	0	0.0%	0	0.0%	0	0.0%	2	0.3%	0	0.0%
Pre-Audit Clerk	3	0.4%	0	0.0%	3	0.6%	4	0.5%	1	0.1%
Private Secretary	2	0.3%	1	0.2%	0	0.0%	3	0.4%	2	0.2%
Procurement and Contracts Support Specialist	1	0.2%	0	0.0%	1	0.2%	0	0.0%	2	0.2%
Professional Trainee	2	0.3%	1	0.2%	1	0.2%	2	0.3%	1	0.1%
Professional Worker	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Program Specialist	3	0.4%	4	0.6%	3	0.6%	5	0.6%	1	0.1%
Public Works Manager	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Research Statistician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Based Occupational Therapy Assistant	1	0.2%	0	0.0%	0	0.0%	2	0.3%	1	0.1%
School Administrative Services Assistant	3	0.4%	0	0.0%	1	0.2%	0	0.0%	4	0.5%
School Baker	1	0.2%	2	0.3%	3	0.6%	1	0.1%	7	0.8%
School Bus Transportation Officer	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Table VII (continued) - Position of Newly Employed CSSP Employees

Position	School Year									
	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School Cook	2	0.3%	6	0.9%	1	0.2%	9	1.1%	5	0.6%
School Custodian	60	9.0%	42	6.8%	54	10.0%	88	11.0%	89	10.3%
School Dormitory Attendant	0	0.0%	0	0.0%	0	0.0%	5	0.6%	4	0.5%
School Food Services Manager	3	0.4%	2	0.3%	2	0.3%	3	0.4%	2	0.2%
School Health Aide	12	1.8%	20	3.2%	10	1.8%	22	2.8%	28	3.2%
School Lunch Services Supervisor	0	0.0%	0	0.0%	2	0.3%	2	0.3%	1	0.1%
School Psychologist	16	2.4%	9	1.4%	11	2.0%	19	2.4%	8	0.9%
School Safety and Security Officer	4	0.6%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
School Security Attendant	21	3.1%	22	3.6%	12	2.2%	14	1.7%	43	5.1%
Secretary	4	0.6%	5	0.8%	3	0.6%	5	0.6%	2	0.2%
Social Worker	1	0.2%	1	0.2%	2	0.3%	3	0.4%	3	0.4%
Speech Pathologist	17	2.5%	14	2.3%	26	4.8%	18	2.3%	17	2.2%
Student Helper	13	1.9%	17	2.7%	20	3.7%	29	3.6%	9	1.0%
Swimming Pool Custodian	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Utility Worker	1	0.2%	0	0.0%	0	0.0%	2	0.3%	0	0.0%
Welder	0	0.0%	0	0.2%	0	0.0%	1	0.1%	0	0.0%
Work Program Specialist	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.1%
Total	662	100.0%	611	100.0%	542	100.0%	798	100.0%	863	100.0%

This table reflects the number of newly employed CSSP employees in specific positions.

Notes:

1. SY 2010-2011 reflects hires from 7/1/10 to 5/31/11.
2. SY 2011-2012 reflects hires from 7/1/11 to 6/30/12.
3. SY 2012-2013 reflects hires from 7/1/12 to 6/30/13.
4. SY 2013-2014 reflects hires from 7/1/13 to 6/30/14.
5. SY 2014-2015 reflects hires from 7/1/14 to 6/30/15.

Table VIII - Reasons for Voluntary CSSP Employee Separations

Reasons for Voluntary CSSP Employee Separations					
Separation Reason	8/1/10 - 7/31/11	8/1/11 - 7/31/12	8/1/12 - 7/31/13	8/1/13 - 7/31/14	8/1/14 - 7/31/15
Resignation	326	360	333	375	403
a. Employment Opportunities	108	124	131	153	164
b. Personal Reason	89	96	84	97	88
c. Education - Continuing	34	30	29	27	29
d. Work Place Environment Issues	25	21	24	26	27
e. Relocation	51	68	47	59	79
f. Other / No Reason Provided	19	21	18	13	16
Retirement	172	163	198	228	244
Total	498	523	531	603	647

This table shows the major reasons for an individual's voluntary departure from the DOE.