

Employment Report

SCHOOL YEAR 2016-2017



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) 2016-2017 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 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	2012-2013*	2013-2014	2014-2015	2015-2016	2016-2017
July	688	736	670	852	823
August	102	110	109	94	115
September	75	79	64	56	74
October	62	53	39	50	62
November	25	30	29	28	30
December	17	18	12	11	13
January	126	137	126	107	106
February	40	46	26	42	23
March	0	1	15	0	7
April	1	0	0	0	0
May	0	0	0	0	0
June	1	0	0	0	0
Total	1,137	1,210	1,090	1,240	1,253

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.

*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
2012-2013	865	272	1,137
2013-2014	925	285	1,210
2014-2015	843	247	1,090
2015-2016	1,002	238	1,240
2016-2017	1,012	241	1,253

Table III - Resident Status of Newly Employed Teachers

Status										
	2012-2013*		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	906	79.7%	992	82.0%	877	80.5%	1,084	87.4%	1,007	80.4%
Non-Resident	231	20.3%	218	18.0%	213	19.5%	156	12.6%	246	19.6%
Total	1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	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.

*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	
	2016-2017	
	Amount	Percent
Brigham Young University - Hawaii	19	1.5%
Chaminade University	76	6.1%
Hawaii Pacific University	23	1.8%
Kaho'iwai	2	0.2%
Leeward Community College	6	0.5%
TFA Alt Cert - Hawaii	5	0.4%
University of Hawaii - Hilo	35	2.8%
University of Hawaii - Manoa	191	15.2%
University of Hawaii - West Oahu	22	1.8%
University of Phoenix - Hawaii	8	0.6%
Total of In-State SATEP College Degrees	387	30.9%
Total of Out-of-State SATEP College Degrees	572	45.6%
New Teachers Hired without SATEP Degree	294	23.5%
Total	1,253	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									
	2012-2013*		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	86	14.3%	71	12.1%	58	12.7%	66	11.7%	63	11.1%
Female	514	85.7%	517	87.9%	398	87.3%	497	88.3%	506	88.9%

Secondary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2012-2013*		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	195	37.4%	219	36.7%	202	35.4%	237	35.6%	232	34.7%
Female	327	62.6%	377	63.3%	368	64.6%	429	64.4%	436	65.3%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	School Year									
	2012-2013*		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	5	33.3%	7	26.9%	18	28.1%	4	36.4%	5	31.2%
Female	10	66.7%	19	73.1%	46	71.9%	7	63.6%	11	68.8%

Total Teacher Gender by Amount/Percentage										
Gender	School Year									
	2012-2013*		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	286	25.2%	297	24.5%	278	25.5%	307	24.8%	300	23.9%
Female	851	74.8%	913	75.5%	812	74.5%	933	75.2%	953	76.1%
Total	1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	100.0%

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

Table VI - Degree Status of Newly Employed Teachers

Type	School Year									
	2012-2013*		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	414	36.4%	545	45.0%	451	41.4%	601	48.5%	580	46.3%
BA and 5th year	355	31.2%	353	29.2%	217	19.9%	181	14.6%	202	16.1%
Master	256	22.5%	305	25.2%	406	37.2%	434	35.0%	459	36.7%
Ph.D.	0	0.0%	2	0.2%	12	1.1%	18	1.4%	8	0.6%
Other	112	9.9%	5	0.4%	4	0.4%	6	0.5%	4	0.3%
Total	1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	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.

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

Table VII - Previous Teaching Experience of Newly Employed Teachers

Years of Experience	School Year									
	2012-2013*		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	785	69.0%	818	67.6%	771	70.7%	825	66.5%	808	64.5%
1	61	5.4%	67	5.5%	62	5.7%	63	5.1%	71	5.7%
2	53	4.7%	49	4.1%	43	4.0%	59	4.7%	63	5.0%
3	37	3.3%	44	3.6%	25	2.3%	46	3.7%	54	4.3%
4	46	4.0%	33	2.7%	26	2.5%	35	2.8%	29	2.3%
5	28	2.5%	23	1.9%	20	1.8%	27	2.2%	33	2.6%
6	20	1.8%	31	2.6%	31	2.8%	28	2.3%	29	2.3%
7	13	1.1%	20	1.7%	23	2.1%	22	1.8%	20	1.6%
8	17	1.5%	16	1.3%	13	1.2%	22	1.8%	22	1.8%
9	15	1.3%	21	1.7%	11	1.0%	18	1.4%	21	1.7%
10	8	0.7%	14	1.2%	10	0.9%	19	1.5%	17	1.3%
11	9	0.8%	18	1.5%	9	0.8%	12	1.0%	20	1.6%
12	7	0.6%	6	0.5%	9	0.8%	11	0.9%	10	0.8%
13+	38	3.3%	50	4.1%	37	3.4%	53	4.3%	56	4.5%
Total	1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	100.0%

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

Table VIII - Assignment of Newly Employed Teachers by District

District	School Year									
	2012-2013*		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	2	0.2%	2	0.2%	1	0.1%	2	0.2%	2	0.2%
Honolulu	198	17.4%	175	14.5%	153	14.0%	159	12.8%	191	15.2%
Central	207	18.2%	203	16.8%	162	14.9%	189	15.2%	250	20.0%
Leeward	276	24.3%	323	26.7%	267	24.5%	317	25.6%	287	22.9%
Windward	109	9.6%	122	10.0%	122	11.2%	135	10.9%	107	8.5%
Hawaii	159	14.0%	175	14.5%	160	14.7%	182	14.7%	162	13.0%
Maui	132	11.6%	141	11.6%	139	12.7%	169	13.6%	191	15.2%
Kauai	54	4.7%	69	5.7%	86	7.9%	87	7.0%	63	5.0%
Total	1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	100.0%

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

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

Elementary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	0	0	1	0	1	0	0	0	2	0.4%
Counselor	2	4	4	3	2	3	0	0	18	3.2%
Elementary	51	100	79	28	58	60	14	0	390	68.5%
Librarian	1	0	0	1	1	0	0	0	3	0.5%
Other	0	0	0	0	1	0	0	0	1	0.2%
Special Education	17	43	47	14	15	16	3	0	155	27.2%
Total	71	147	131	46	78	79	17	0	569	100.0%

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	2	2	2	4	3	2	3	0	18	2.7%
Business Education	0	2	0	1	0	1	0	0	4	0.6%
Career and Technical Education	4	4	6	3	1	5	1	0	24	3.6%
Computer	0	0	0	0	0	0	2	0	2	0.3%
Counselor	4	6	6	3	0	6	4	0	29	4.3%
Curriculum Coordinator	2	0	0	0	0	0	0	0	2	0.3%
Economics	0	0	0	0	0	0	1	0	1	0.1%
Elementary	5	0	0	1	9	13	0	0	28	4.2%
English	21	14	21	9	12	18	4	0	99	14.8%
English Language Learner	0	0	0	0	0	1	0	0	1	0.1%
Guidance/Personal Transition	1	4	1	0	1	0	0	0	7	1.0%
Hawaiian Language	0	0	0	0	0	1	0	0	1	0.1%
Health	0	0	0	0	0	2	0	0	2	0.3%
Industrial Arts/Vocational Education	0	1	0	0	0	0	0	0	1	0.1%
Mathematics	18	16	33	9	10	12	4	0	102	15.3%
Multi-Disciplinary	2	0	3	3	0	3	5	0	16	2.4%
Music	2	2	1	1	0	0	0	0	6	0.9%
Physical Education	2	0	2	2	1	1	3	0	11	1.7%
ROTC	1	1	1	1	0	1	0	0	5	0.8%
Science	11	9	18	7	5	9	5	0	64	9.6%
Social Studies	6	1	13	2	9	7	0	0	38	5.7%
Special Education	25	35	46	10	32	25	14	0	187	28.0%
World Languages	3	6	2	2	1	3	0	0	17	2.6%
Other	2	0	0	1	0	0	0	0	3	0.5%
Total	111	103	155	59	84	110	46	0	668	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
English	1	0	0	0	0	0	0	0	1	6.3%
Math	2	0	0	0	0	1	0	0	3	18.7%
Science	1	0	0	0	0	0	0	0	1	6.3%
Social Studies	2	0	0	0	0	0	0	0	2	12.5%
Special Education	1	0	1	1	0	1	0	2	6	37.5%
Other	2	0	0	1	0	0	0	0	3	18.7%
Total	9	0	1	2	0	2	0	2	16	100.0%

Total										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	2	2	3	4	4	2	3	0	20	1.6%
Business Education	0	2	0	1	0	1	0	0	4	0.3%
Career and Technical Education	4	4	6	3	1	5	1	0	24	1.9%
Computer	0	0	0	0	0	0	2	0	2	0.2%
Counselor	6	10	10	6	2	9	4	0	47	3.7%
Curriculum Coordinator	2	0	0	0	0	0	0	0	2	0.2%
Economics	0	0	0	0	0	0	1	0	1	0.1%
Elementary	56	100	79	29	67	73	14	0	418	33.3%
English	22	14	21	9	12	18	4	0	100	8.0%
English Language Learner	0	0	0	0	0	1	0	0	1	0.1%
Guidance/Personal Transition	1	4	1	0	1	0	0	0	7	0.5%
Hawaiian Language	0	0	0	0	0	1	0	0	1	0.1%
Health	0	0	0	0	0	2	0	0	2	0.2%
Industrial Arts/Vocational Education	0	1	0	0	0	0	0	0	1	0.1%
Librarian	1	0	0	1	1	0	0	0	3	0.2%
Mathematics	20	16	33	9	10	13	4	0	105	8.4%
Multi-Disciplinary	2	0	3	3	0	3	5	0	16	1.3%
Music	2	2	1	1	0	0	0	0	6	0.5%
Physical Education	2	0	2	2	1	1	3	0	11	0.9%
ROTC	1	1	1	1	0	1	0	0	5	0.4%
Science	12	9	18	7	5	9	5	0	65	5.2%
Social Studies	8	1	13	2	9	7	0	0	40	3.2%
Special Education	43	78	94	25	47	42	17	2	348	27.8%
World Languages	3	6	2	2	1	3	0	0	17	1.3%
Other	4	0	0	2	1	0	0	0	7	0.5%
Total	191	250	287	107	162	191	63	2	1,253	100.0%

Table X - Newly Employed Teachers SY 2016-2017 Initial Status by District

District	Tenured	Prob	Temp-V	Temp-W	Temp-5	Temp-T	Total	Percent
Licensure Status	SATEP Complete				Non-SATEP			
Honolulu	14	118	5	19	35	0	191	15.2%
Central	6	165	6	23	37	13	250	20.1%
Leeward	19	149	6	27	59	27	287	22.9%
Windward	11	56	5	6	29	0	107	8.5%
Hawaii	10	96	7	11	21	17	162	12.9%
Maui	14	97	8	26	46	0	191	15.2%
Kauai	4	42	1	7	9	0	63	5.0%
State	0	0	0	1	1	0	2	0.2%
Total	78	723	38	120	237	57	1,253	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.

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	School Year									
		2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	SATEP Complete	94	8.2%	75	6.2%	64	5.9%	82	6.6%	78	6.2%
Prob		442	38.9%	521	43.1%	583	53.5%	668	53.9%	723	57.7%
Temp-V		32	2.8%	30	2.5%	101	9.3%	54	4.4%	38	3.1%
Temp-W		351	30.9%	332	27.4%	110	10.1%	108	8.7%	120	9.6%
Temp-5	Non	125	11.0%	154	12.7%	141	12.9%	241	19.4%	237	18.9%
Temp-T	SATEP	93	8.2%	98	8.1%	91	8.3%	87	7.0%	57	4.5%
Total		1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	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.

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.

XII - Reasons for Voluntary Teacher Separations

Reasons for Voluntary Teacher Separations										
Separation Reason	8/1/12 - 7/31/13		*8/1/13 - 7/31/14		**8/1/14 - 7/31/15		8/1/15 - 7/31/16		8/1/16 - 7/31/17	
Resignation	639	69.1%	691	67.3%	727	67.4%	793	72.9%	852	72.7%
a. Leaving Hawaii	266	41.6%	332	48.0%	343	47.2%	377	47.5%	411	48.2%
b. Non-DOE Teaching	42	6.6%	47	6.8%	49	6.7%	48	6.1%	49	5.8%
c. Non-Teaching Job/Education	115	18.0%	102	14.8%	114	15.7%	123	15.5%	127	14.9%
d. Work Place Environment	39	6.1%	53	7.7%	53	7.3%	68	8.6%	72	8.5%
e. Family/Personal/Other	177	27.7%	157	22.7%	168	23.1%	177	22.3%	193	22.6%
Retirement	286	30.9%	336	32.7%	352	32.6%	295	27.1%	320	27.3%
Total	925	100.0%	1,027	100.0%	1,079	100.0%	1,088	100.0%	1,172	100.0%

This table shows the separating teacher's self-identified reason for voluntary departure from the DOE.

* Revised 01/05/2018

** Revised 01/05/2018



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	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
July	64	94	126	97	109
August	25	82	78	62	98
September	47	60	90	78	81
October	50	74	68	74	88
November	52	71	80	84	90
December	20	47	49	68	84
January	41	82	102	82	82
February	55	61	53	67	83
March	58	63	66	58	75
April	48	75	72	53	66
May	54	58	38	40	49
June	28	31	41	35	30
Total	542	798	863	798	935

Table II - Number of Newly Employed CSSP Employees by District

District	School Year									
	2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	58	10.7%	77	9.6%	67	7.8%	90	11.3%	61	6.5%
Honolulu	100	18.5%	112	14.0%	136	15.7%	105	13.2%	150	16.0%
Central	89	16.4%	129	16.2%	149	17.3%	112	14.0%	183	19.6%
Leeward	99	18.3%	122	15.3%	169	19.6%	126	15.8%	154	16.5%
Windward	55	10.1%	87	10.9%	100	11.6%	83	10.4%	76	8.1%
Hawaii	50	9.2%	66	8.3%	78	9.0%	103	12.9%	137	14.7%
Maui	68	12.6%	160	20.1%	106	12.3%	123	15.4%	114	12.2%
Kauai	23	4.2%	45	5.6%	58	6.7%	56	7.0%	60	6.4%
Total	542	100.0%	798	100.0%	863	100.0%	798	100.0%	935	100.0%

Table III - Gender of Newly Employed CSSP Employees

Gender	School Year									
	2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	370	68.3%	597	74.8%	604	70.0%	546	68.4%	663	70.9%
Male	172	31.7%	201	25.2%	259	30.0%	252	31.6%	272	29.1%
Total	542	100.0%	798	100.0%	863	100.0%	798	100.0%	935	100.0%

Table IV - Employment Status of Newly Employed CSSP Employees

Full-Time/ Part-Time	School Year									
	2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	328	60.5%	504	63.2%	649	75.2%	627	78.6%	700	74.9%
Part-Time	214	39.5%	294	36.8%	214	24.8%	171	21.4%	235	25.1%
Total	542	100.0%	798	100.0%	863	100.0%	798	100.0%	935	100.0%

Table V - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	123	22.7%	166	20.8%	190	22.0%	156	19.5%	216	23.1%
Blue-Collar (Supervisory)	2	0.4%	3	0.4%	2	0.2%	1	0.1%	2	0.2%
Excluded Managerial	0	0.0%	0	0.0%	1	0.1%	2	0.3%	0	0.0%
Institutional, Health, and Correction Officers	0	0.0%	7	0.9%	5	0.6%	6	0.8%	6	0.7%
Professional and Scientific	101	18.6%	129	16.2%	114	13.2%	116	14.5%	114	12.2%
Student Helper	20	3.7%	29	3.6%	9	1.1%	9	1.1%	3	0.3%
Registered Professional Nurse	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White-Collar (Non-Supervisory)	295	54.4%	464	58.1%	536	62.1%	502	62.9%	594	63.5%
White-Collar (Supervisory)	1	0.2%	0	0.0%	6	0.7%	6	0.8%	0	0.0%
Total	542	100.0%	798	100.0%	863	100.0%	798	100.0%	935	100.0%

Table VI - Position of Newly Employed CSSP Employees

Position	School Year									
	2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	6	1.1%	10	1.2%	9	1.0%	3	0.4%	9	1.0%
Accountant	3	0.6%	3	0.4%	0	0.0%	3	0.4%	0	0.0%
Administrative Services Assistant	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Architect	0	0.0%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
Athletic Health Care Trainer	6	1.1%	10	1.2%	9	1.0%	6	0.8%	7	0.8%
Audiologist	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Auditor	1	0.2%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
Automated Systems Equipment Technician	2	0.3%	1	0.1%	2	0.2%	0	0.0%	0	0.0%
Automotive Technician	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Auxiliary Services Administrator	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Behavioral Health Specialist	27	5.0%	42	5.3%	43	5.1%	40	5.0%	39	4.2%
Bilingual/Bicultural School-Home Assistant	1	0.2%	2	0.3%	3	0.4%	1	0.1%	0	0.0%
Building Construction Inspector	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Building Maintenance Worker	2	0.3%	0	0.0%	0	0.0%	4	0.5%	2	0.2%
Bus Driver	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Cafeteria Helper	58	10.7%	58	7.3%	71	8.2%	50	6.3%	76	8.1%
Carpenter	1	0.2%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Claims Pre-Audit Supervisor	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Clinical Psychologist	4	0.7%	5	0.6%	4	0.5%	7	0.9%	7	0.8%
Communication Aide	0	0.0%	4	0.5%	5	0.6%	3	0.4%	7	0.8%
Compositor	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Computer Programmer	0	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
Data Processing Systems Analyst	1	0.2%	4	0.5%	11	1.3%	4	0.5%	0	0.0%
Data Processing User Support Technician	9	1.6%	15	1.9%	26	3.0%	31	3.9%	40	4.3%
District PCNC Assistant	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Educational Assistant	179	33.0%	247	31.0%	294	34.1%	268	33.6%	301	32.2%
Educational Interpreter	1	0.2%	2	0.3%	0	0.0%	2	0.3%	1	0.1%
Electrician	0	0.0%	0	0.0%	3	0.4%	2	0.3%	0	0.0%
Energy Conservation Coordinator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Engineer	3	0.6%	4	0.5%	2	0.2%	4	0.5%	1	0.1%
EOEL Director	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
EOEL Operations and Fiscal Manager	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
EOEL Policy Analyst	2	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
EOEL Program Manager	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
EOEL Project Manager	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Executive Secretary to the Superintendent	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%

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

Position	School Year									
	2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Food Services Driver	1	0.2%	3	0.4%	5	0.6%	2	0.3%	4	0.4%
General Professional	1	0.2%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
General Laborer	0	0.0%	0	0.0%	2	0.2%	1	0.1%	0	0.0%
Heavy Truck Driver	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Houseparent for Deaf/Blind	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Human Services Professional	1	0.2%	4	0.5%	4	0.5%	4	0.5%	4	0.4%
Janitor	0	0.0%	0	0.0%	0	0.0%	1	0.1%	2	0.2%
Legal Clerk	0	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
Library Assistant	2	0.3%	6	0.8%	5	0.6%	9	1.1%	5	0.5%
Mason	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Military Liaison Admin Assistant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Occupational Therapist	1	0.2%	1	0.1%	1	0.1%	2	0.3%	1	0.1%
Office Assistant	66	12.2%	123	15.4%	109	12.6%	114	14.3%	143	15.3%
Offset Press Operator	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Personnel Clerk	3	0.6%	5	0.6%	8	0.9%	14	1.7%	11	1.2%
Personnel Management Specialist	1	0.2%	1	0.1%	1	0.1%	5	0.6%	7	0.8%
Personnel Technician	0	0.0%	0	0.0%	0	0.0%	2	0.3%	0	0.0%
Personnel Program Manager	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Physical Therapist	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Plumber	1	0.2%	1	0.1%	2	0.2%	2	0.3%	1	0.1%
Power Mower Operator	0	0.0%	2	0.3%	0	0.0%	0	0.0%	1	0.1%
Pre-Audit Clerk	3	0.6%	4	0.5%	1	0.1%	4	0.5%	1	0.1%
Private Secretary	0	0.0%	3	0.4%	2	0.2%	2	0.3%	2	0.2%
Procurement and Contracts Support Specialist	1	0.2%	0	0.0%	2	0.2%	1	0.1%	0	0.0%
Professional Trainee	1	0.2%	2	0.3%	1	0.1%	2	0.3%	0	0.0%
Professional Worker	0	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
Program Specialist	3	0.6%	5	0.6%	1	0.1%	5	0.6%	2	0.2%
Public Works Manager	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Purchasing Technician	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Research Statistician	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
School Based Occupational Therapy Assistant	0	0.0%	2	0.3%	1	0.1%	3	0.4%	1	0.1%
School Based Physical Therapy Assistant	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
School Administrative Services Assistant	1	0.2%	0	0.0%	4	0.5%	5	0.6%	0	0.0%
School Baker	3	0.6%	1	0.1%	7	0.8%	6	0.8%	12	1.3%

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

Position	School Year									
	2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School Cook	1	0.2%	9	1.1%	5	0.6%	8	1.0%	5	0.5%
School Custodian	54	10.0%	88	11.0%	89	10.3%	77	9.6%	111	11.9%
School Dormitory Attendant	0	0.0%	5	0.6%	4	0.5%	2	0.3%	3	0.3%
School Food Services Manager	2	0.3%	3	0.4%	2	0.2%	1	0.1%	2	0.2%
School Health Aide	10	1.8%	22	2.8%	28	3.2%	16	2.0%	28	3.0%
School Lands and Facilities Specialist	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
School Lunch Services Supervisor	2	0.3%	2	0.3%	1	0.1%	0	0.0%	0	0.0%
School Psychologist	11	2.0%	19	2.4%	8	0.9%	10	1.3%	14	1.5%
School Safety and Security Officer	0	0.0%	0	0.0%	2	0.2%	1	0.1%	0	0.0%
School Security Attendant	12	2.2%	14	1.7%	43	5.1%	27	3.4%	40	4.4%
Secretary	3	0.6%	5	0.6%	2	0.2%	4	0.5%	4	0.4%
Social Worker	2	0.3%	3	0.4%	3	0.4%	4	0.5%	5	0.5%
Special Projects Coordinator	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%
Speech Pathologist	26	4.8%	18	2.3%	17	2.2%	14	1.7%	16	1.7%
Student Helper	20	3.7%	29	3.6%	9	1.0%	9	1.1%	3	0.3%
Television Production Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Tractor Operator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Utility Worker	0	0.0%	2	0.3%	0	0.0%	0	0.0%	0	0.0%
Welder	0	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
Work Program Specialist	0	0.0%	0	0.0%	1	0.1%	0	0.0%	2	0.2%
Total	542	100.0%	798	100.0%	863	100.0%	798	100.0%	935	100.0%

Table VII - Reasons for Voluntary CSSP Employee Separations

Reasons for Voluntary CSSP Employee Separations										
Separation Reason	8/1/12 - 7/31/13		8/1/13 - 7/31/14		8/1/14 - 7/31/15		8/1/15 - 7/31/16		8/1/16 - 7/31/17	
Resignation	333	62.7%	375	62.2%	403	62.3%	431	61.2%	399	64.8%
a. Another Job/Education	147	44.2%	168	44.8%	193	47.9%	203	47.1%	156	39.1%
b. Dissatisfied w/ Work Place Environment	24	7.2%	26	6.9%	27	6.7%	33	7.7%	18	4.5%
c. Leaving Hawaii	55	16.5%	71	18.9%	80	19.9%	85	19.7%	86	21.6%
d. Other/Personal/No Reason	107	32.1%	110	29.4%	103	25.5%	110	25.5%	139	34.8%
Retirement	198	37.3%	228	37.8%	244	37.7%	273	38.8%	217	35.2%
Total	531	100.0%	603	100.0%	647	100.0%	704	100.0%	616	100.0%

This table shows the self-identified reason for an individual's voluntary separation from the DOE.