

Employment Report

SCHOOL YEAR 2017-2018



HawaiiPublicSchools.org



Executive Summary

The annual Hawaii State Department of Education (HIDOE) 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) 2017-2018 as well as data from prior years.

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Strategic Plan

Student achievement is at the core of the HIDOE and Board of Education Strategic Plan, which sets targets for multiple progress indicators that can be monitored through 2020. 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 HIDOE 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 HIDOE 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 HIDOE. 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	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
July	736	670	852	823	26
August	110	109	94	115	1,057
September	79	64	56	74	57
October	53	39	50	62	50
November	30	29	28	30	26
December	18	12	11	13	9
January	137	126	107	106	116
February	46	26	42	23	22
March	1	15	0	7	16
April	0	0	0	0	1
May	0	0	0	0	0
June	0	0	0	0	0
Total	1,210	1,090	1,240	1,253	1,380

This table shows newly employed teachers by month of hire. The data include previously separated HIDEOE teachers who 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 Each Year

Year	Total Employed as of September 30	Total Employed from October to June	Grand Total Employed for Each Year
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
2017-2018	1,140	240	1,380

Table III - Resident Status of Newly Employed Teachers

Status										
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	992	82.0%	877	80.5%	1,084	87.4%	1,007	80.4%	1,069	77.5%
Non-Resident	218	18.0%	213	19.5%	156	12.6%	246	19.6%	311	22.5%
Total	1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	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	School Year	
	2017-2018	
	Amount	Percent
Brigham Young University - Hawaii	19	1.4%
Chaminade University	68	4.9%
Hawaii Pacific University	20	1.4%
iteach Hawaii	2	0.1%
Kaho'iwai	1	0.1%
Leeward Community College	3	0.2%
TFA Alt Cert - Hawaii	5	0.4%
University of Hawaii - Hilo	36	2.6%
University of Hawaii - Manoa	187	13.6%
University of Hawaii - West Oahu	21	1.5%
University of Phoenix - Hawaii	18	1.3%
Total of In-State SATEP College Degrees	380	27.5%
Total of Out-of-State SATEP College Degrees	623	45.2%
New Teachers Hired without SATEP Degree	377	27.3%
Total	1,380	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.

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

Elementary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	71	12.1%	58	12.7%	66	11.7%	63	11.1%	66	10.1%
Female	517	87.9%	398	87.3%	497	88.3%	506	88.9%	587	89.9%

Secondary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	219	36.7%	202	35.4%	237	35.6%	232	34.7%	267	39.3%
Female	377	63.3%	368	64.6%	429	64.4%	436	65.3%	412	60.7%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	7	26.9%	18	28.1%	4	36.4%	5	31.2%	17	35.4%
Female	19	73.1%	46	71.9%	7	63.6%	11	68.8%	31	64.6%

Total Teacher Gender by Amount/Percentage										
Gender	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	297	24.5%	278	25.5%	307	24.8%	300	23.9%	350	25.4%
Female	913	75.5%	812	74.5%	933	75.2%	953	76.1%	1,030	74.6%
Total	1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	100.0%

Table VI - Degree Status of Newly Employed Teachers

Type	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	545	45.0%	451	41.4%	601	48.5%	580	46.3%	612	44.3%
BA and 5th year	353	29.2%	217	19.9%	181	14.6%	202	16.1%	236	17.1%
Master	305	25.2%	406	37.2%	434	35.0%	459	36.7%	501	36.3%
Ph.D.	2	0.2%	12	1.1%	18	1.4%	8	0.6%	20	1.5%
Other	5	0.4%	4	0.4%	6	0.5%	4	0.3%	11	0.8%
Total	1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	100.0%

The data represent the highest degree earned by newly employed teachers, and 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	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	818	67.6%	771	70.7%	825	66.5%	808	64.5%	796	57.7%
1	67	5.5%	62	5.7%	63	5.1%	71	5.7%	72	5.2%
2	49	4.1%	43	4.0%	59	4.7%	63	5.0%	62	4.5%
3	44	3.6%	25	2.3%	46	3.7%	54	4.3%	79	5.7%
4	33	2.7%	26	2.5%	35	2.8%	29	2.3%	43	3.1%
5	23	1.9%	20	1.8%	27	2.2%	33	2.6%	63	4.6%
6	31	2.6%	31	2.8%	28	2.3%	29	2.3%	32	2.3%
7	20	1.7%	23	2.1%	22	1.8%	20	1.6%	47	3.4%
8	16	1.3%	13	1.2%	22	1.8%	22	1.8%	31	2.2%
9	21	1.7%	11	1.0%	18	1.4%	21	1.7%	20	1.5%
10	14	1.2%	10	0.9%	19	1.5%	17	1.3%	19	1.4%
11	18	1.5%	9	0.8%	12	1.0%	20	1.6%	24	1.7%
12	6	0.5%	9	0.8%	11	0.9%	10	0.8%	15	1.1%
13+	50	4.1%	37	3.4%	53	4.3%	56	4.5%	77	5.6%
Total	1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	100.0%

Table VIII - Assignment of Newly Employed Teachers by District

District	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	2	0.2%	1	0.1%	2	0.2%	2	0.2%	3	0.2%
Honolulu	175	14.5%	153	14.0%	159	12.8%	191	15.2%	192	13.9%
Central	203	16.8%	162	14.9%	189	15.2%	250	20.0%	240	17.4%
Leeward	323	26.7%	267	24.5%	317	25.6%	287	22.9%	327	23.7%
Windward	122	10.0%	122	11.2%	135	10.9%	107	8.5%	149	10.8%
Hawaii	175	14.5%	160	14.7%	182	14.7%	162	13.0%	202	14.6%
Maui	141	11.6%	139	12.7%	169	13.6%	191	15.2%	186	13.5%
Kauai	69	5.7%	86	7.9%	87	7.0%	63	5.0%	81	5.9%
Total	1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	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	7	5	3	3	3	2	1	0	24	3.7%
Elementary	52	78	92	46	57	58	27	0	410	62.8%
English Language Learner	1	0	0	0	0	1	0	0	2	0.3%
Hawaiian Immersion	0	0	0	3	0	0	0	0	3	0.5%
Librarian	0	0	1	0	0	0	0	0	1	0.1%
Special Education	16	44	55	31	25	32	6	0	209	32.0%
Other	0	1	1	0	1	1	0	0	4	0.6%
Total	76	128	152	83	86	94	34	0	653	100.0%

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	4	2	5	2	2	0	1	0	16	2.4%
Business Education	1	0	1	0	1	0	0	0	3	0.4%
Career and Technical Education	2	4	12	4	4	7	3	0	36	5.3%
Computer	0	0	1	0	0	2	0	0	3	0.4%
Counselor	1	1	4	2	3	5	3	0	19	2.9%
Drama/Theater Arts	0	1	0	1	0	0	0	0	2	0.3%
Elementary	0	0	0	3	10	0	0	0	13	1.9%
English	19	24	17	12	11	11	6	0	100	14.7%
English Language Learner	2	1	0	0	2	2	0	0	7	1.0%
Guidance/Personal Transition	1	1	0	0	1	0	0	0	3	0.4%
Hawaiian Immersion	0	0	0	0	0	2	0	0	2	0.3%
Hawaiian Language	0	1	1	0	0	0	0	0	2	0.3%
Health	2	0	0	2	5	1	1	0	11	1.6%
Librarian	1	0	0	0	0	0	0	0	1	0.1%
Mathematics	15	13	20	6	10	10	6	0	80	11.8%
Multi-Disciplinary	0	0	1	0	0	0	1	0	2	0.3%
Music	0	4	3	3	0	1	0	0	11	1.6%
Physical Education	1	1	2	1	3	2	0	0	10	1.5%
ROTC	3	1	1	0	1	1	1	0	8	1.2%
Science	11	12	23	6	10	9	7	0	78	11.5%
Social Studies	9	8	19	4	6	11	7	0	64	9.4%
Special Education	26	33	55	17	25	16	10	0	182	26.8%
World Languages	3	3	4	2	2	4	1	0	19	2.9%
Other	0	1	1	0	5	0	0	0	7	1.0%
Total	101	111	170	65	101	84	47	0	679	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	0	0	0	1	2.1%
Elementary	0	0	0	0	4	2	0	0	6	12.5%
English	0	0	0	0	4	1	0	0	5	10.4%
Guidance/Personal Transition	0	0	0	0	0	1	0	0	1	2.1%
Hawaiian Immersion	7	0	0	0	0	0	0	1	8	16.7%
Mathematics	0	0	0	0	1	2	0	0	3	6.2%
ROTC	0	0	0	0	0	0	0	1	1	2.1%
Science	0	0	0	0	0	1	0	0	1	2.1%
Social Studies	0	0	0	0	2	0	0	0	2	4.2%
Special Education	8	1	4	1	1	1	0	1	17	35.4%
Other	0	0	1	0	2	0	0	0	3	6.2%
Total	15	1	5	1	15	8	0	3	48	100.0%

Total										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	4	2	5	2	2	0	1	0	16	1.2%
Business Education	1	0	1	0	1	0	0	0	3	0.2%
Career and Technical Education	2	4	12	4	5	7	3	0	37	2.7%
Computer	0	0	1	0	0	2	0	0	3	0.2%
Counselor	8	6	7	5	6	7	4	0	43	3.1%
Drama/Theater Arts	0	1	0	1	0	0	0	0	2	0.1%
Elementary	52	78	92	49	71	60	27	0	429	31.2%
English	19	24	17	12	15	12	6	0	105	7.6%
English Language Learner	3	1	0	0	2	3	0	0	9	0.7%
Guidance/Personal Transition	1	1	0	0	1	1	0	0	4	0.3%
Hawaiian Immersion	7	0	0	3	0	2	0	1	13	0.9%
Hawaiian Language	0	1	1	0	0	0	0	0	2	0.1%
Health	2	0	0	2	5	1	1	0	11	0.8%
Librarian	1	0	1	0	0	0	0	0	2	0.1%
Mathematics	15	13	20	6	11	12	6	0	83	6.0%
Multi-Disciplinary	0	0	1	0	0	0	1	0	2	0.1%
Music	0	4	3	3	0	1	0	0	11	0.8%
Physical Education	1	1	2	1	3	2	0	0	10	0.7%
ROTC	3	1	1	0	1	1	1	1	9	0.7%
Science	11	12	23	6	10	10	7	0	79	5.7%
Social Studies	9	8	19	4	8	11	7	0	66	4.8%
Special Education	50	78	114	49	51	49	16	1	408	29.6%
World Languages	3	3	4	2	2	4	1	0	19	1.4%
Other	0	2	3	0	8	1	0	0	14	1.0%
Total	192	240	327	149	202	186	81	3	1,380	100.0%

Table X - Newly Employed Teachers SY 2017-2018 Initial Status by District

District	Tenured	Prob	*Temp-V	Temp-W	Temp-5	Temp-T	Total	Percent
Licensure Status	SATEP Complete			Non-SATEP				
Honolulu	12	119	0	16	45	0	192	13.9%
Central	17	137	0	16	59	11	240	17.4%
Leeward	16	188	0	27	63	33	327	23.7%
Windward	11	85	0	12	41	0	149	10.8%
Hawaii	10	120	0	14	41	17	202	14.6%
Maui	16	96	0	22	52	0	186	13.5%
Kauai	5	54	0	8	14	0	81	5.9%
State	2	0	0	0	1	0	3	0.2%
Total	89	799	0	115	316	61	1,380	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	School Year									
		2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	SATEP Complete	75	6.2%	64	5.9%	82	6.6%	78	6.2%	89	6.5%
Prob		521	43.1%	583	53.5%	668	53.9%	723	57.7%	799	57.9%
*Temp-V		30	2.5%	101	9.3%	54	4.4%	38	3.1%	0	0.0%
Temp-W		332	27.4%	110	10.1%	108	8.7%	120	9.6%	115	8.3%
Temp-5	Non	154	12.7%	141	12.9%	241	19.4%	237	18.9%	316	22.9%
Temp-T	SATEP	98	8.1%	91	8.3%	87	7.0%	57	4.5%	61	4.4%
Total		1,210	100.0%	1,090	100.0%	1,240	100.0%	1,253	100.0%	1,380	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.

XII - Reasons for Voluntary Teacher Separations

Reasons for Voluntary Teacher Separations										
Separation Reason	*8/1/13 - 7/31/14		**8/1/14 - 7/31/15		8/1/15 - 7/31/16		8/1/16 - 7/31/17		8/1/17 - 8/1/18	
Resignation	691	67.3%	727	67.4%	793	72.9%	852	72.7%	817	73.5%
a. Leaving Hawaii	332	48.0%	343	47.2%	377	47.5%	411	48.2%	423	51.8%
b. Non-DOE Teaching	47	6.8%	49	6.7%	48	6.1%	49	5.8%	69	8.4%
c. Non-Teaching Job/Education	102	14.8%	114	15.7%	123	15.5%	127	14.9%	114	14.0%
d. Work Place Environment	53	7.7%	53	7.3%	68	8.6%	72	8.5%	66	8.1%
e. Family/Personal/Other	157	22.7%	168	23.1%	177	22.3%	193	22.6%	145	17.7%
Retirement	336	32.7%	352	32.6%	295	27.1%	320	27.3%	294	26.5%
Total	1,027	100.0%	1,079	100.0%	1,088	100.0%	1,172	100.0%	1,111	100.0%

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

* 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 HIDOE students and staff.

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

Month of Hire	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
July	94	126	97	109	54
August	82	78	62	98	198
September	60	90	78	81	83
October	74	68	74	88	100
November	71	80	84	90	86
December	47	49	68	84	69
January	82	102	82	82	103
February	61	53	67	83	65
March	63	66	58	75	82
April	75	72	53	66	59
May	58	38	40	49	71
June	31	41	35	30	50
Total	798	863	798	935	1,020

Table II - Number of Newly Employed CSSP Employees by District

District	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	77	9.6%	67	7.8%	90	11.3%	61	6.5%	79	7.7%
Honolulu	112	14.0%	136	15.7%	105	13.2%	150	16.0%	142	13.9%
Central	129	16.2%	149	17.3%	112	14.0%	183	19.6%	180	17.7%
Leeward	122	15.3%	169	19.6%	126	15.8%	154	16.5%	172	16.9%
Windward	87	10.9%	100	11.6%	83	10.4%	76	8.1%	89	8.7%
Hawaii	66	8.3%	78	9.0%	103	12.9%	137	14.7%	155	15.2%
Maui	160	20.1%	106	12.3%	123	15.4%	114	12.2%	160	15.7%
Kauai	45	5.6%	58	6.7%	56	7.0%	60	6.4%	43	4.2%
Total	798	100.0%	863	100.0%	798	100.0%	935	100.0%	1,020	100.0%

Table III - Gender of Newly Employed CSSP Employees

Gender	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	597	74.8%	604	70.0%	546	68.4%	663	70.9%	717	70.3%
Male	201	25.2%	259	30.0%	252	31.6%	272	29.1%	303	29.7%
Total	798	100.0%	863	100.0%	798	100.0%	935	100.0%	1,020	100.0%

Table IV - Employment Status of Newly Employed CSSP Employees

Full-Time/ Part-Time	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	504	63.2%	649	75.2%	627	78.6%	700	74.9%	756	74.1%
Part-Time	294	36.8%	214	24.8%	171	21.4%	235	25.1%	264	25.9%
Total	798	100.0%	863	100.0%	798	100.0%	935	100.0%	1,020	100.0%

Table V - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	166	20.8%	190	22.0%	156	19.5%	216	23.1%	255	25.0%
Blue-Collar (Supervisory)	3	0.4%	2	0.2%	1	0.1%	2	0.2%	6	0.6%
Excluded Managerial	0	0.0%	1	0.1%	2	0.3%	0	0.0%	0	0.0%
Institutional, Health, and Correction Officers	7	0.9%	5	0.6%	6	0.8%	6	0.7%	3	0.3%
Professional and Scientific	129	16.2%	114	13.2%	116	14.5%	114	12.2%	145	14.2%
Student Helper	29	3.6%	9	1.1%	9	1.1%	3	0.3%	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)	464	58.1%	536	62.1%	502	62.9%	594	63.5%	602	59.0%
White-Collar (Supervisory)	0	0.0%	6	0.7%	6	0.8%	0	0.0%	6	0.6%
Total	798	100.0%	863	100.0%	798	100.0%	935	100.0%	1,020	100.0%

Table VI - Position of Newly Employed CSSP Employees

Position	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	10	1.2%	9	1.0%	3	0.4%	9	1.0%	11	1.1%
Accountant	3	0.4%	0	0.0%	3	0.4%	0	0.0%	1	0.1%
Administrative Services Assistant	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Architect	1	0.1%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Athletic Health Care Trainer	10	1.2%	9	1.0%	6	0.8%	7	0.8%	13	1.3%
Audiologist	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Auditor	1	0.1%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Automated Systems Equipment Technician	1	0.1%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Automotive Mechanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Automotive Technician	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Behavioral Health Specialist	42	5.3%	43	5.1%	40	5.0%	39	4.2%	47	4.6%
Bilingual/Bicultural School-Home Assistant	2	0.3%	3	0.4%	1	0.1%	0	0.0%	0	0.0%
Building Construction Inspector	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Building Maintenance Helper	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Building Maintenance Worker	0	0.0%	0	0.0%	4	0.5%	2	0.2%	3	0.3%
Bus Driver	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Cafeteria Helper	58	7.3%	71	8.2%	50	6.3%	76	8.1%	106	10.4%
Carpenter	0	0.0%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
Claims Pre-Audit Supervisor	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Clinical Psychologist	5	0.6%	4	0.5%	7	0.9%	7	0.8%	6	0.6%
Communication Aide	4	0.5%	5	0.6%	3	0.4%	7	0.8%	5	0.5%
Community Relations Program Assistant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Compositor	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Computer Programmer	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Data Processing Systems Analyst	4	0.5%	11	1.3%	4	0.5%	0	0.0%	4	0.4%
Data Processing User Support Technician	15	1.9%	26	3.0%	31	3.9%	40	4.3%	24	2.3%
District PCNC Assistant	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Educational Assistant	247	31.0%	294	34.1%	268	33.6%	301	32.2%	320	31.4%
Educational Interpreter	2	0.3%	0	0.0%	2	0.3%	1	0.1%	1	0.1%
Electrician	0	0.0%	3	0.4%	2	0.3%	0	0.0%	1	0.1%
Energy Conservation Coordinator	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Engineer	4	0.5%	2	0.2%	4	0.5%	1	0.1%	3	0.3%
EOEL Director	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
EOEL Operations and Fiscal Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
EOEL Policy Analyst	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
EOEL Program Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
EOEL Project Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Executive Secretary to the Superintendent	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	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Food Services Driver	3	0.4%	5	0.6%	2	0.3%	4	0.4%	2	0.2%
General Professional	0	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
General Laborer	0	0.0%	2	0.2%	1	0.1%	0	0.0%	1	0.1%
Heavy Truck Driver	0	0.0%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
Houseparent for Deaf/Blind	0	0.0%	0	0.0%	0	0.0%	2	0.2%	0	0.0%
Human Services Professional	4	0.5%	4	0.5%	4	0.5%	4	0.4%	6	0.6%
Janitor	0	0.0%	0	0.0%	1	0.1%	2	0.2%	1	0.1%
Legal Clerk	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Library Assistant	6	0.8%	5	0.6%	9	1.1%	5	0.5%	4	0.4%
Mason	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Military Liaison Admin Assistant	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Occupational Therapist	1	0.1%	1	0.1%	2	0.3%	1	0.1%	5	0.5%
Office Assistant	123	15.4%	109	12.6%	114	14.3%	143	15.3%	155	15.2%
Offset Press Operator	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Personnel Clerk	5	0.6%	8	0.9%	14	1.7%	11	1.2%	9	0.9%
Personnel Management Specialist	1	0.1%	1	0.1%	5	0.6%	7	0.8%	2	0.2%
Personnel Technician	0	0.0%	0	0.0%	2	0.3%	0	0.0%	0	0.0%
Personnel Program Manager	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Physical Therapist	0	0.0%	1	0.1%	0	0.0%	1	0.1%	2	0.2%
Plumber	1	0.1%	2	0.2%	2	0.3%	1	0.1%	1	0.1%
Power Mower Operator	2	0.3%	0	0.0%	0	0.0%	1	0.1%	1	0.1%
Pre-Audit Clerk	4	0.5%	1	0.1%	4	0.5%	1	0.1%	5	0.5%
Private Secretary	3	0.4%	2	0.2%	2	0.3%	2	0.2%	2	0.2%
Procurement and Contracts Support Specialist	0	0.0%	2	0.2%	1	0.1%	0	0.0%	3	0.3%
Professional Trainee	2	0.3%	1	0.1%	2	0.3%	0	0.0%	1	0.1%
Professional Worker	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Program Specialist	5	0.6%	1	0.1%	5	0.6%	2	0.2%	10	1.0%
Public Works Manager	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Purchasing Technician	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Research Statistician	0	0.0%	1	0.1%	0	0.0%	1	0.1%	1	0.1%
School Based Occupational Therapy Assistant	2	0.3%	1	0.1%	3	0.4%	1	0.1%	1	0.1%
School Based Physical Therapy Assistant	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
School Administrative Services Assistant	0	0.0%	4	0.5%	5	0.6%	0	0.0%	6	0.6%
School Baker	1	0.1%	7	0.8%	6	0.8%	12	1.3%	6	0.6%

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

Position	School Year									
	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School Cook	9	1.1%	5	0.6%	8	1.0%	5	0.5%	12	1.2%
School Custodian	88	11.0%	89	10.3%	77	9.6%	111	11.9%	117	11.5%
School Dormitory Attendant	5	0.6%	4	0.5%	2	0.3%	3	0.3%	2	0.2%
School Food Services Manager	3	0.4%	2	0.2%	1	0.1%	2	0.2%	6	0.6%
School Health Assistant	22	2.8%	28	3.2%	16	2.0%	28	3.0%	24	2.3%
School Lands and Facilities Specialist	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
School Lunch Services Supervisor	2	0.3%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
School Psychologist	19	2.4%	8	0.9%	10	1.3%	14	1.5%	13	1.3%
School Safety and Security Officer	0	0.0%	2	0.2%	1	0.1%	0	0.0%	0	0.0%
School Security Attendant	14	1.7%	43	5.1%	27	3.4%	40	4.4%	28	2.7%
Secretary	5	0.6%	2	0.2%	4	0.5%	4	0.4%	10	1.0%
Social Worker	3	0.4%	3	0.4%	4	0.5%	5	0.5%	5	0.5%
Special Projects Coordinator	0	0.0%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Speech Pathologist	18	2.3%	17	2.2%	14	1.7%	16	1.7%	22	2.1%
Student Helper	29	3.6%	9	1.0%	9	1.1%	3	0.3%	3	0.3%
Television Production Technician	0	0.0%	0	0.0%	0	0.0%	1	0.1%	2	0.2%
Tractor Operator	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Utility Worker	2	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Welder	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Work Program Specialist	0	0.0%	1	0.1%	0	0.0%	2	0.2%	0	0.0%
Total	798	100.0%	863	100.0%	798	100.0%	935	100.0%	1,020	100.0%

Table VII - Reasons for Voluntary CSSP Employee Separations

Reasons for Voluntary CSSP Employee Separations										
Separation Reason	8/1/13 - 7/31/14		8/1/14 - 7/31/15		8/1/15 - 7/31/16		8/1/16 - 7/31/17		8/1/17 - 8/1/18	
Resignation	375	62.2%	403	62.3%	431	61.2%	399	64.8%	495	61.6%
a. Another Job/Education	168	44.8%	193	47.9%	203	47.1%	156	39.1%	212	42.8%
b. Dissatisfied with Work Place Environment	26	6.9%	27	6.7%	33	7.7%	18	4.5%	41	8.3%
c. Leaving Hawaii	71	18.9%	80	19.9%	85	19.7%	86	21.6%	120	24.2%
d. Other/Personal/No Reason	110	29.4%	103	25.5%	110	25.5%	139	34.8%	122	24.7%
Retirement	228	37.8%	244	37.7%	273	38.8%	217	35.2%	309	38.4%
Total	603	100.0%	647	100.0%	704	100.0%	616	100.0%	804	100.0%

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