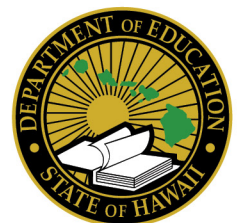


Employment Report

School Year 2019-2020



Office of Talent Management
Hawaii State Department of Education



Executive Summary

The annual Hawaii State Department of Education (DOE) Employment Report is a summary of workforce data, and employment figures and characteristics of newly-hired teachers and Classified/Support Services Personnel (CSSP) for the School Year (SY) 2019-2020 as well as data from prior years.



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Workforce Data

The DOE employs about 13,000 teachers, librarians and counselors, and an additional 12,000 educational officers, civil servants, and support services personnel to ensure that all students have an equal opportunity for a high-quality education.

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

BU	Exclusive Representative	Collective Bargaining Group	Employee Count
01	UPW	Blue Collar, Non-Supervisory	2,294
02	HGEA	Blue Collar, Supervisory	257
03	HGEA	White Collar, Non-Supervisory	4,567
04	HGEA	White Collar, Supervisory	266
05	HSTA	Teachers	12,874
06	HGEA	Educational Officers	960
09	HGEA	Registered Professional Nurse, Non-Supervisory	2
10	UPW	Institutional, Health and Correctional Workers	35
13	HGEA	Professional and Scientific, Non-Supervisory	961
23	HGEA	Professional and Scientific, Supervisory	49
35	Excluded	Professional and Scientific, Managerial	23
45	HSTA	Teachers – Half Time	115
55	Excluded	Teachers – Reserve Officer's Training Corps	53
56	Excluded	Educational Officers	132
63	Excluded	White Collar, Non-Supervisory	127
73	Excluded	Professional and Scientific, Non-Supervisory	36
93	Excluded	Professional and Scientific, Supervisory	6
96	Excluded	Leadership Team	28

As of October 1, 2019.

Table II – Gender by Bargaining Unit

BU	Exclusive Representative	Collective Bargaining Group	Female	Male
01	UPW	Blue Collar, Non-Supervisory	1,050	1,244
02	HGEA	Blue Collar, Supervisory	103	154
03	HGEA	White Collar, Non-Supervisory	3,872	695
04	HGEA	White Collar, Supervisory	246	20
05	HSTA	Teachers	9,732	3,142
06	HGEA	Educational Officers	516	444
09	HGEA	Registered Professional Nurse, Non-Supervisory	1	1
10	UPW	Institutional, Health and Correctional Workers	26	9
13	HGEA	Professional and Scientific, Non-Supervisory	700	261
23	HGEA	Professional and Scientific, Supervisory	21	28
35	Excluded	Professional and Scientific, Managerial	11	12
45	HSTA	Teachers – Half Time	96	19
55	Excluded	Teachers – Reserve Officer's Training Corps	1	52
56	Excluded	Educational Officers	77	55
63	Excluded	White Collar, Non-Supervisory	108	19
73	Excluded	Professional and Scientific, Non-Supervisory	27	9
93	Excluded	Professional and Scientific, Supervisory	5	1
96	Excluded	Leadership Team	15	13

As of October 1, 2019.

Table III – Ethnicity

Ethnicity	Teachers	Administrators	CSSP
American Indian or Alaska Native	40	2	13
Black or African American	147	11	77
Chinese	441	48	313
Filipino	966	57	1,504
Hawaiian/Part Hawaiian	1,411	167	2,387
Hispanic	18	2	51
Japanese	3,163	332	1,705
Korean	153	15	66
Other Asian	51	4	47
Other Pacific Islander	34	0	55
Samoan	74	8	176
White	3,253	234	1,027
Two or More Races	3,291	239	1,203

As of October 1, 2019.

Table IV – Reasons for Voluntary Teacher Separations

Reasons for Voluntary Teacher Separations					
Separation Reason	SY 15-16	SY 16-17	SY 17-18	SY 18-19	SY 19-20
Resignation	827	862	820	755	674
a. Leaving Hawaii	396	412	423	375	367
b. Non-DOE Teaching	53	51	68	65	38
c. Non-Teaching Job/Education	127	131	116	106	86
d. Work Place Environment	68	73	66	70	44
e. Family/Personal/Other	183	195	147	139	139
Retirement	306	338	275	274	287
Total	1,133	1,200	1,095	1,029	961

Table V – Reasons for Voluntary Educational Officer Separations

Reasons for Voluntary Educational Officer Separations					
Separation Reason	SY 15-16	SY 16-17	SY 17-18	SY 18-19	SY 19-20
Resignation	24	28	27	29	26
a. Leaving Hawaii	6	8	8	12	7
b. Non-DOE Teaching	0	0	2	1	0
c. Non-Teaching Job/Education	12	11	9	12	10
d. Work Place Environment	1	0	1	1	5
e. Family/Personal/Other	5	9	7	3	4
Retirement	43	32	37	44	28
Total	67	60	64	73	54

Table VI – Reasons for Voluntary CSSP Employee Separations

Reasons for Voluntary CSSP Employee Separations					
Separation Reason	SY 15-16*	SY 16-17*	SY 17-18*	SY 18-19*	SY 19-20*
Resignation	448	423	483	500	393
a. Leaving Hawaii	116	111	121	127	88
b. Non-DOE Teaching	0	0	0	4	2
c. Non-Teaching Job/Education	207	172	202	198	156
d. Work Place Environment	32	19	39	52	32
e. Family/Personal/Other	93	121	121	119	115
Retirement	281	254	297	251	198
Total	729	677	780	751	591

*July 1 to June 30



2030 Promise Plan

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

Teachers

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

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

Month	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
July	852	823	26	897	887
August	94	115	1,057	127	121
September	56	74	57	51	63
October	50	62	50	45	34
November	28	30	26	17	25
December	11	13	9	14	12
January	107	106	116	88	95
February	42	23	22	31	37
March	0	7	16	20	0
April	0	0	1	1	0
May	0	0	0	0	0
June	0	0	0	0	0
Total	1,240	1,253	1,380	1,291	1,274

This table shows newly employed teachers by the 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 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
2015-2016	1,002	238	1,240
2016-2017	1,012	241	1,253
2017-2018	1,140	240	1,380
2018-2019	1,075	216	1,291
2019-2020	1,071	203	1,274

Table III - Resident Status of Newly Employed Teachers

Status	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	1,084	87.4%	1,007	80.4%	1,069	77.5%	1,016	78.7%	947	74.3%
Non-Resident	156	12.6%	246	19.6%	311	22.5%	275	21.3%	327	25.7%
Total	1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%	1,274	100.0%

The definition of resident does not require any criteria except physical residence in Hawaii, regardless of the 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	
	2019-2020	
	Amount	Percent
Brigham Young University - Hawaii	19	1.5%
Chaminade University	73	5.7%
Hawaii Pacific University	6	0.5%
iteach Hawaii	3	0.2%
Kaho'iwai	4	0.3%
Leeward Community College	10	0.8%
University of Hawaii - Hilo	27	2.1%
University of Hawaii - Manoa	200	15.7%
University of Hawaii - West Oahu	32	2.5%
University of Phoenix - Hawaii	5	0.4%
Total of In-State SATEP College Degrees		
	379	29.7%
Total of Out-of-State SATEP College Degrees		
	606	47.6%
New Teachers Hired without SATEP Degree		
	289	22.7%
Total	1,274	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 before 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									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	66	11.7%	63	11.1%	66	10.1%	70	11.7%	68	12.7%
Female	497	88.3%	506	88.9%	587	89.9%	529	88.3%	466	87.3%

Secondary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	237	35.6%	232	34.7%	267	39.3%	242	37.1%	255	37.0%
Female	429	64.4%	436	65.3%	412	60.7%	410	62.9%	435	63.0%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	4	36.4%	5	31.2%	17	35.4%	12	30.0%	15	30.0%
Female	7	63.6%	11	68.8%	31	64.6%	28	70.0%	35	70.0%

Total Teacher Gender by Amount/Percentage										
Gender	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	307	24.8%	300	23.9%	350	25.4%	324	25.1%	338	26.5%
Female	933	75.2%	953	76.1%	1,030	74.6%	967	74.9%	936	73.5%
Total	1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%	1,274	100.0%

Table VI - Degree Status of Newly Employed Teachers

Type	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	601	48.5%	580	46.3%	612	44.3%	655	50.7%	546	42.8%
BA and 5th year	181	14.6%	202	16.1%	236	17.1%	175	13.6%	257	20.2%
Master	434	35.0%	459	36.7%	501	36.3%	446	34.6%	446	35.0%
Ph.D.	18	1.4%	8	0.6%	20	1.5%	12	0.9%	20	1.6%
Other	6	0.5%	4	0.3%	11	0.8%	3	0.2%	5	0.4%
Total	1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%	1,274	100.0%

This data represents the highest degree earned by newly employed teachers, including teachers pending official verification of degrees conferred. The "Other" category includes teachers who do not possess a bachelor's degree but meet requirements to hold a Career and Technical Education permit, a Hawaiian permit, or be a Reserve Officers' Training Corps instructor.

Table VII - Previous Teaching Experience of Newly Employed Teachers

Years of Experience	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	825	66.5%	808	64.5%	796	57.7%	773	59.9%	725	56.9%
1	63	5.1%	71	5.7%	72	5.2%	93	7.2%	91	7.1%
2	59	4.7%	63	5.0%	62	4.5%	73	5.7%	65	5.1%
3	46	3.7%	54	4.3%	79	5.7%	54	4.2%	61	4.8%
4	35	2.8%	29	2.3%	43	3.1%	39	3.0%	51	4.0%
5	27	2.2%	33	2.6%	63	4.6%	34	2.6%	32	2.5%
6	28	2.3%	29	2.3%	32	2.3%	28	2.2%	32	2.5%
7	22	1.8%	20	1.6%	47	3.4%	25	1.9%	30	2.4%
8	22	1.8%	22	1.8%	31	2.2%	28	2.2%	26	2.0%
9	18	1.4%	21	1.7%	20	1.5%	18	1.4%	23	1.8%
10	19	1.5%	17	1.3%	19	1.4%	20	1.5%	18	1.4%
11	12	1.0%	20	1.6%	24	1.7%	13	1.0%	21	1.7%
12	11	0.9%	10	0.8%	15	1.1%	13	1.0%	13	1.0%
13+	53	4.3%	56	4.5%	77	5.6%	80	6.2%	86	6.8%
Total	1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%	1,274	100.0%

Table VIII - Assignment of Newly Employed Teachers by District

District	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	2	0.2%	2	0.2%	3	0.2%	3	0.2%	8	0.6%
Honolulu	159	12.8%	191	15.2%	192	13.9%	162	12.6%	170	13.3%
Central	189	15.2%	250	20.0%	240	17.4%	226	17.5%	245	19.2%
Leeward	317	25.6%	287	22.9%	327	23.7%	307	23.8%	282	22.1%
Windward	135	10.9%	107	8.5%	149	10.8%	114	8.8%	115	9.0%
Hawaii	182	14.7%	162	13.0%	202	14.6%	217	16.8%	206	16.3%
Maui	169	13.6%	191	15.2%	186	13.5%	182	14.1%	177	13.9%
Kauai	87	7.0%	63	5.0%	81	5.9%	80	6.2%	71	5.6%
Total	1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%	1,274	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	2	5	4	5	1	6	1	0	24	4.5%
Elementary	48	78	65	29	47	48	17	0	332	62.1%
Librarian	0	0	0	0	1	0	0	0	1	0.2%
Special Education	19	48	35	22	22	24	6	0	176	33.0%
Other	0	0	0	0	1	0	0	0	1	0.2%
Total	69	131	104	56	72	78	24	0	534	100.0%

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	3	2	3	1	5	3	2	0	19	2.8%
Career and Technical Education	8	5	15	3	7	5	1	0	44	6.4%
Counselor	4	1	6	2	2	3	0	0	18	2.6%
Curriculum Coordinator	1	0	0	0	0	1	0	0	2	0.3%
Dance	1	0	0	1	1	0	0	0	3	0.4%
English	20	24	16	7	19	14	10	0	110	15.9%
English Language Learner	4	4	0	1	0	1	1	0	11	1.6%
Guidance/Personal Transition	0	0	0	0	1	0	0	0	1	0.1%
Hawaiian Immersion	0	0	0	1	0	0	0	0	1	0.1%
Hawaiian Language	0	0	0	0	1	0	0	0	1	0.1%
Health	1	0	3	1	2	0	0	0	7	1.0%
Librarian	1	0	0	1	0	1	0	0	3	0.4%
Mathematics	10	13	24	9	13	4	6	0	79	11.5%
Multi-Disciplinary	0	4	2	3	5	1	0	0	15	2.2%
Music	1	0	4	1	3	2	0	0	11	1.6%
Physical Education	1	3	4	3	1	5	1	0	18	2.6%
Reserve Officers' Training Corps	2	1	4	0	0	1	0	0	8	1.2%
Science	5	12	18	9	8	14	7	0	73	10.7%
Social Studies	10	5	18	2	19	6	4	0	64	9.3%
Special Education	19	34	54	12	28	19	13	0	179	25.9%
Technology Coordinator	0	0	1	0	0	0	0	0	1	0.1%
World Languages	2	2	4	1	3	1	1	0	14	2.0%
Other	1	1	0	1	4	1	0	0	8	1.2%
Total	94	111	176	59	122	82	46	0	690	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
Art	0	0	0	0	0	1	0	0	1	2.0%
Career and Technical Education	1	0	0	0	0	0	0	0	1	2.0%
Elementary	1	0	0	0	3	5	0	1	10	20.0%
English	1	0	0	0	3	2	0	0	6	12.0%
Hawaiian Immersion	0	0	0	0	0	0	0	3	3	6.0%
Mathematics	0	0	0	0	0	1	0	0	1	2.0%
Multi-Disciplinary	0	1	0	0	1	0	0	0	2	4.0%
Science	0	0	1	0	1	2	0	0	4	8.0%
Social Studies	0	0	0	0	0	2	0	0	2	4.0%
Special Education	4	0	0	0	4	4	1	4	17	34.0%
Other	0	2	1	0	0	0	0	0	3	6.0%
Total	7	3	2	0	12	17	1	8	50	100.0%

Total										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	3	2	3	1	5	4	2	0	20	1.6%
Career and Technical Education	9	5	15	3	7	5	1	0	45	3.5%
Counselor	6	6	10	7	3	9	1	0	42	3.3%
Curriculum Coordinator	1	0	0	0	0	1	0	0	2	0.2%
Dance	1	0	0	1	1	0	0	0	3	0.2%
Elementary	49	78	65	29	50	53	17	1	342	26.9%
English	21	24	16	7	22	16	10	0	116	9.1%
English Language Learner	4	4	0	1	0	1	1	0	11	0.9%
Guidance/Personal Transition	0	0	0	0	1	0	0	0	1	0.1%
Hawaiian Immersion	0	0	0	1	0	0	0	3	4	0.3%
Hawaiian Language	0	0	0	0	1	0	0	0	1	0.1%
Health	1	0	3	1	2	0	0	0	7	0.5%
Librarian	1	0	0	1	1	1	0	0	4	0.3%
Mathematics	10	13	24	9	13	5	6	0	80	6.3%
Multi-Disciplinary	0	5	2	3	6	1	0	0	17	1.3%
Music	1	0	4	1	3	2	0	0	11	0.9%
Physical Education	1	3	4	3	1	5	1	0	18	1.4%
Reserve Officers' Training Corps	2	1	4	0	0	1	0	0	8	0.6%
Science	5	12	19	9	9	16	7	0	77	6.0%
Social Studies	10	5	18	2	19	8	4	0	66	5.2%
Special Education	42	82	89	34	54	47	20	4	372	29.2%
Technology Coordinator	0	0	1	0	0	0	0	0	1	0.1%
World Languages	2	2	4	1	3	1	1	0	14	1.1%
Other	1	3	1	1	5	1	0	0	12	0.9%
Total	170	245	282	115	206	177	71	8	1,274	100.0%

Table X - Newly Employed Teachers SY 2019-2020 Initial Status by District

District	Tenured	Prob	*Temp-V	Temp-W	Temp-5	Temp-T	Total	Percent
Licensure Status	SATEP Complete			Non-SATEP				
Honolulu	17	111	0	8	33	1	170	13.3%
Central	16	152	0	19	49	9	245	19.2%
Leeward	20	146	0	31	52	33	282	22.1%
Windward	6	68	0	11	30	0	115	9.0%
Hawaii	16	110	0	23	41	16	206	16.2%
Maui	15	88	0	24	50	0	177	14.0%
Kauai	5	45	0	13	8	0	71	5.6%
State	3	2	0	0	3	0	8	0.6%
Total	98	722	0	129	266	59	1,274	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 issued a Hawaii teaching license by the Hawaii Teacher Standards Board.

Table XI - Cumulative Initial Employment Status by School Year

Employment Status	Licensure Status	School Year									
		2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured		82	6.6%	78	6.2%	89	6.5%	78	6.0%	98	7.7%
Prob	SATEP	668	53.9%	723	57.7%	799	57.9%	667	51.7%	722	56.7%
*Temp-V	Complete	54	4.4%	38	3.1%	0	0.0%	0	0.0%	0	0.0%
Temp-W		108	8.7%	120	9.6%	115	8.3%	156	12.1%	129	10.1%
Temp-5	Non	241	19.4%	237	18.9%	316	22.9%	326	25.2%	266	20.9%
Temp-T	SATEP	87	7.0%	57	4.5%	61	4.4%	64	5.0%	59	4.6%
Total		1,240	100.0%	1,253	100.0%	1,380	100.0%	1,291	100.0%	1,274	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 issued a Hawaii teaching license by the Hawaii Teacher Standards Board.



Classified/Support Services Personnel (CSSP)

CSSP staff help our schools and state offices in many ways, ranging from paraprofessional 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	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
July	97	109	54	61	135
August	62	98	198	150	113
September	78	81	83	68	81
October	74	88	100	96	89
November	84	90	86	78	62
December	68	84	69	63	67
January	82	82	103	70	73
February	67	83	65	69	72
March	58	75	82	77	55
April	53	66	59	58	18
May	40	49	71	52	15
June	35	30	50	44	29
Total	798	935	1,020	886	809

Table II - Number of Newly Employed CSSP Employees by District

District	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	90	11.3%	61	6.5%	79	7.7%	76	8.6%	89	11.0%
Honolulu	105	13.2%	150	16.0%	142	13.9%	160	18.1%	108	13.3%
Central	112	14.0%	183	19.6%	180	17.7%	152	17.2%	127	15.7%
Leeward	126	15.8%	154	16.5%	172	16.9%	159	17.9%	136	16.8%
Windward	83	10.4%	76	8.1%	89	8.7%	82	9.2%	69	8.5%
Hawaii	103	12.9%	137	14.7%	155	15.2%	106	12.0%	138	17.1%
Maui	123	15.4%	114	12.2%	160	15.7%	111	12.5%	97	12.0%
Kauai	56	7.0%	60	6.4%	43	4.2%	40	4.5%	45	5.6%
Total	798	100.0%	935	100.0%	1,020	100.0%	886	100.0%	809	100.0%

Table III - Gender of Newly Employed CSSP Employees

Gender	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	546	68.4%	663	70.9%	717	70.3%	620	70.0%	587	72.6%
Male	252	31.6%	272	29.1%	303	29.7%	266	30.0%	222	27.4%
Total	798	100.0%	935	100.0%	1,020	100.0%	886	100.0%	809	100.0%

Table IV - Employment Status of Newly Employed CSSP Employees

Full-Time/ Part-Time	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	627	78.6%	700	74.9%	756	74.1%	666	75.2%	614	75.9%
Part-Time	171	21.4%	235	25.1%	264	25.9%	220	24.8%	195	24.1%
Total	798	100.0%	935	100.0%	1,020	100.0%	886	100.0%	809	100.0%

Table V - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	156	19.5%	216	23.1%	255	25.0%	215	24.2%	161	19.9%
Blue-Collar (Supervisory)	1	0.1%	2	0.2%	6	0.6%	2	0.2%	2	0.3%
Excluded Managerial	2	0.3%	0	0.0%	0	0.0%	1	0.1%	1	0.1%
Institutional, Health, and Correction Officers	6	0.8%	6	0.7%	3	0.3%	4	0.5%	4	0.5%
Professional and Scientific	116	14.5%	114	12.2%	145	14.2%	136	15.3%	108	13.3%
Student Helper	9	1.1%	3	0.3%	3	0.3%	4	0.5%	23	2.8%
White-Collar (Non-Supervisory)	502	62.9%	594	63.5%	602	59.0%	520	58.7%	508	62.8%
White-Collar (Supervisory)	6	0.8%	0	0.0%	6	0.6%	4	0.5%	2	0.3%
Total	798	100.0%	935	100.0%	1,020	100.0%	886	100.0%	809	100.0%

Table VI - Position of Newly Employed CSSP Employees

Position	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	3	0.4%	9	1.0%	11	1.1%	8	0.9%	10	1.2%
Accountant	3	0.4%	0	0.0%	1	0.1%	2	0.2%	4	0.5%
Administrative Services Assistant	1	0.1%	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	0.8%	7	0.8%	13	1.3%	5	0.6%	2	0.3%
Auditor	0	0.0%	1	0.1%	0	0.0%	1	0.1%	1	0.1%
Automated Systems Equipment Technician	0	0.0%	0	0.0%	0	0.0%	2	0.2%	0	0.0%
Automotive Mechanic	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Automotive Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Behavioral Health Specialist	40	5.0%	39	4.2%	47	4.6%	48	5.5%	32	3.9%
Behavioral Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.4%
Bilingual/Bicultural School-Home Assistant	1	0.1%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Building Construction Inspector	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Building Maintenance Helper	0	0.0%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Building Maintenance Worker	4	0.5%	2	0.2%	3	0.3%	3	0.3%	1	0.1%
Bus Driver	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Cafeteria Helper	50	6.3%	76	8.1%	106	10.4%	80	9.1%	54	6.6%
Carpenter	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Child Nutrition Programs Administrator	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Clinical Psychologist	7	0.9%	7	0.8%	6	0.6%	9	1.0%	4	0.5%
Communication Aide	3	0.4%	7	0.8%	5	0.5%	11	1.2%	9	1.1%
Community Relations Program Assistant	0	0.0%	0	0.0%	2	0.2%	0	0.0%	0	0.0%
Computer Programmer	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Data Processing Systems Analyst	4	0.5%	0	0.0%	4	0.4%	10	1.1%	4	0.5%
Data Processing User Support Technician	31	3.9%	40	4.3%	24	2.3%	23	2.6%	17	2.1%
Departmental Contracts Specialist	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Educational Assistant	268	33.6%	301	32.2%	320	31.4%	259	29.3%	256	31.6%
Educational Interpreter	2	0.3%	1	0.1%	1	0.1%	0	0.0%	1	0.1%
Electrician	2	0.3%	0	0.0%	1	0.1%	2	0.2%	0	0.0%
Energy Conservation Coordinator	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Engineer	4	0.5%	1	0.1%	3	0.3%	1	0.1%	1	0.1%
Executive Office on Early Learning Director	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FMS Replacement Accountant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
FMS Replacement Assistant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
FMS Replacement Clerk	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.3%

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

Position	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
FMS Replacement Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Food Services Driver	2	0.3%	4	0.4%	2	0.2%	4	0.5%	2	0.3%
General Professional	0	0.0%	1	0.1%	0	0.0%	2	0.2%	1	0.1%
General Laborer	1	0.1%	0	0.0%	1	0.1%	1	0.1%	2	0.3%
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%	2	0.2%	0	0.0%	0	0.0%	1	0.1%
Human Services Professional	4	0.5%	4	0.4%	6	0.6%	2	0.2%	1	0.1%
Janitor	1	0.1%	2	0.2%	1	0.1%	1	0.1%	4	0.5%
Legal Clerk	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Library Assistant	9	1.1%	5	0.5%	4	0.4%	7	0.8%	5	0.6%
Mason	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Military Liaison Administrative Assistant	0	0.0%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
Occupational Therapist	2	0.3%	1	0.1%	5	0.5%	2	0.2%	4	0.5%
Office Assistant	114	14.3%	143	15.3%	155	15.2%	135	15.3%	121	14.9%
Offset Press Operator	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Personnel Clerk	14	1.7%	11	1.2%	9	0.9%	11	1.2%	6	0.7%
Personnel Management Specialist	5	0.6%	7	0.8%	2	0.2%	1	0.1%	3	0.4%
Personnel Technician	2	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Physical Therapist	0	0.0%	1	0.1%	2	0.2%	1	0.1%	4	0.5%
Plumber	2	0.3%	1	0.1%	1	0.1%	0	0.0%	1	0.1%
Power Mower Operator	0	0.0%	1	0.1%	1	0.1%	3	0.3%	3	0.4%
Pre-Audit Clerk	4	0.5%	1	0.1%	5	0.5%	0	0.0%	3	0.4%
Private Secretary	2	0.3%	2	0.2%	2	0.2%	0	0.0%	2	0.3%
Procurement and Contracts Support Specialist	1	0.1%	0	0.0%	3	0.3%	1	0.1%	2	0.3%
Professional Trainee	2	0.3%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Professional Worker	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Program Specialist	5	0.6%	2	0.2%	10	1.0%	13	1.5%	5	0.6%
Public Works Manager	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Purchasing Technician	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Research Statistician	0	0.0%	1	0.1%	1	0.1%	0	0.0%	0	0.0%
School Based Occupational Therapy Assistant	3	0.4%	1	0.1%	1	0.1%	4	0.5%	2	0.3%
School Based Physical Therapy Assistant	1	0.1%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Administrative Services Assistant	5	0.6%	0	0.0%	6	0.6%	3	0.3%	2	0.3%
School Baker	6	0.8%	12	1.3%	6	0.6%	7	0.8%	7	0.9%

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

Position	School Year									
	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School Cook	8	1.0%	5	0.5%	12	1.2%	9	1.0%	6	0.7%
School Custodian	77	9.6%	111	11.9%	117	11.5%	103	11.7%	78	9.6%
School Dormitory Attendant	2	0.3%	3	0.3%	2	0.2%	0	0.0%	0	0.0%
School Food Services Manager	1	0.1%	2	0.2%	6	0.6%	1	0.1%	2	0.3%
School Health Assistant	16	2.0%	28	3.0%	24	2.3%	22	2.5%	22	2.7%
School Lands and Facilities Specialist	1	0.1%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
School Psychologist	10	1.3%	14	1.5%	13	1.3%	11	1.2%	11	1.4%
School Safety and Security Officer	1	0.1%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
School Security Attendant	27	3.4%	40	4.4%	28	2.7%	35	4.0%	42	5.2%
Secretary	4	0.5%	4	0.4%	10	1.0%	7	0.8%	7	0.9%
Social Worker	4	0.5%	5	0.5%	5	0.5%	3	0.3%	2	0.3%
Special Projects Coordinator	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Speech Language Pathologist	14	1.7%	16	1.7%	22	2.1%	21	2.4%	21	2.6%
Student Helper	9	1.1%	3	0.3%	3	0.3%	4	0.5%	23	2.8%
Student Transportation Services Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Television Production Technician	0	0.0%	1	0.1%	2	0.2%	1	0.1%	2	0.3%
Tractor Operator	0	0.0%	1	0.1%	0	0.0%	0	0.0%	2	0.3%
Welder	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Work Program Specialist	0	0.0%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Total	798	100.0%	935	100.0%	1,020	100.0%	886	100.0%	809	100.0%