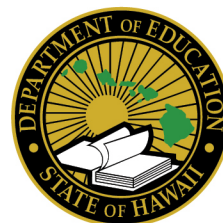


# Employment Report

## School Year 2020-2021



Office of Talent Management  
**Hawaii State Department of Education**



# Executive Summary

The annual Hawaii State Department of Education (Department) 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) 2020-2021 as well as data from prior years.



# Table of Contents

- Executive Summary .....2**
- Work Force Data .....4**
  - Table I – Total Salaried Employees by Bargaining Unit (BU) .....5
  - Table II – Gender by Bargaining Unit .....6
  - Table III – Ethnicity .....7
  - Table IV – Reasons for Voluntary Teacher Separations .....8
  - Table V – Reasons for Voluntary Educational Officer Separations .....9
  - Table VI – Reasons for Voluntary CSSP Employee Separations .....10
- Teachers .....11**
  - Table I - Number of Newly Employed Teachers by Month of Hire .....12
  - Table II - Number of Newly Employed Teachers Each Year .....13
  - Table III - Resident Status of Newly Employed Teachers .....14
  - Table IV - In-State and Out-of-State, State Approved Teacher Education Program (SATEP) .....15
  - Table V - Gender and Grade-Level Assignment of Newly Employed Teachers .....16
  - Table VI - Degree Status of Newly Employed Teachers .....17
  - Table VII - Previous Teaching Experience of Newly Employed Teachers .....18
  - Table VIII - Assignment of Newly Employed Teachers by District .....19
  - Table IX - Assignment of Newly Employed Teachers by Subject and District .....20
  - Table X - Newly Employed Teachers SY 2019-2020 Initial Status by District .....22
  - Table XI - Cumulative Initial Employment Status by School Year .....23
- Classified/Support Services Personnel (CSSP) .....24**
  - Table I - Number of Newly Employed CSSP Employees by Month of Hire .....25
  - Table II - Number of Newly Employed CSSP Employees by District .....26
  - Table III - Gender of Newly Employed CSSP Employees .....27
  - Table IV - Employment Status of Newly Employed CSSP Employees .....28
  - Table V - Occupation of Newly Employed CSSP Employees .....29
  - Table VI - Position of Newly Employed CSSP Employees .....30





# Workforce Data

The Department 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 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	2,220
02	HGEA	Blue Collar, Supervisory	250
03	HGEA	White Collar, Non-Supervisory	4,552
04	HGEA	White Collar, Supervisory	258
05	HSTA	Teachers	12,812
06	HGEA	Educational Officers	958
09	HGEA	Registered Professional Nurse, Non-Supervisory	2
10	UPW	Institutional, Health and Correctional Workers	34
13	HGEA	Professional and Scientific, Non-Supervisory	966
23	HGEA	Professional and Scientific, Supervisory	46
35	Excluded	Professional and Scientific, Managerial	21
45	HSTA	Teachers - Half Time	84
55	Excluded	Teachers - ROTC	54
56	Excluded	Educational Officers	145
63	Excluded	White Collar, Non-Supervisory	137
73	Excluded	Professional and Scientific, Non-Supervisory	36
93	Excluded	Professional and Scientific, Supervisory	5
96	Excluded	Leadership Team	28
<b>Total</b>			<b>22,608</b>

As of October 1, 2020.

## Table II – Gender by Bargaining Unit

BU	Exclusive Representative	Collective Bargaining Group	Female	Male
01	UPW	Blue Collar, Non-Supervisory	997	1,223
02	HGEA	Blue Collar, Supervisory	102	148
03	HGEA	White Collar, Non-Supervisory	3,850	702
04	HGEA	White Collar, Supervisory	242	16
05	HSTA	Teachers	9,668	3,137
06	HGEA	Educational Officers	512	446
09	HGEA	Registered Professional Nurse, Non-Supervisory	1	1
10	UPW	Institutional, Health and Correctional Workers	25	9
13	HGEA	Professional and Scientific, Non-Supervisory	718	248
23	HGEA	Professional and Scientific, Supervisory	19	27
35	Excluded	Professional and Scientific, Managerial	11	10
45	HSTA	Teachers – Half Time	73	18
55	Excluded	Teachers – ROTC	1	53
56	Excluded	Educational Officers	87	58
63	Excluded	White Collar, Non-Supervisory	120	17
73	Excluded	Professional and Scientific, Non-Supervisory	27	9
93	Excluded	Professional and Scientific, Supervisory	3	2
96	Excluded	Leadership Team	13	15
<b>Total</b>			<b>16,469</b>	<b>6,139</b>

As of October 1, 2020.

## Table III – Ethnicity

Ethnicity	Teachers	Administrators	CSSP
American Indian or Alaska Native	39	3	7
Black or African American	140	12	88
Chinese	420	52	312
Filipino	1,014	56	1,510
Hawaiian/Part Hawaiian	1,426	171	2,364
Hispanic	18	1	50
Japanese	3,077	333	1,644
Korean	147	15	67
Other Asian	67	6	47
Other Pacific Islander	38	0	56
Samoan	72	9	171
White	3,194	225	1,011
Two or More Races	3,298	248	1,200

As of October 1, 2020.



## Table IV – Reasons for Voluntary Teacher Separations

Reasons for Voluntary Teacher Separations					
Separation Reason	SY 16-17	SY 17-18	SY 18-19	SY 19-20	SY 20-21
<b>Resignation</b>	<b>862</b>	<b>820</b>	<b>755</b>	<b>674</b>	<b>771</b>
a. Leaving Hawaii	412	423	375	367	441
b. Non-Department Teaching	51	68	65	38	53
c. Non-Teaching Job/Education	131	116	106	86	97
d. Work Place Environment	73	66	70	44	56
e. Family/Personal/Other	195	147	139	139	124
<b>Retirement</b>	<b>338</b>	<b>275</b>	<b>274</b>	<b>287</b>	<b>428</b>
<b>Total</b>	<b>1,200</b>	<b>1,095</b>	<b>1,029</b>	<b>961</b>	<b>1,199</b>

## Table V – Reasons for Voluntary Educational Officer Separations

Reasons for Voluntary Educational Officer Separations					
Separation Reason	SY 16-17	SY 17-18	SY 18-19	SY 19-20	SY 20-21
<b>Resignation</b>	<b>28</b>	<b>27</b>	<b>29</b>	<b>26</b>	<b>38</b>
a. Leaving Hawaii	8	8	12	7	17
b. Non-Department Teaching	0	2	1	0	1
c. Non-Teaching Job/Education	11	9	12	10	10
d. Work Place Environment	0	1	1	5	1
e. Family/Personal/Other	9	7	3	4	9
<b>Retirement</b>	<b>32</b>	<b>37</b>	<b>44</b>	<b>28</b>	<b>44</b>
<b>Total</b>	<b>60</b>	<b>64</b>	<b>73</b>	<b>54</b>	<b>82</b>

## Table VI – Reasons for Voluntary CSSP Employee Separations

Reasons for Voluntary CSSP Employee Separations					
Separation Reason	SY 16-17*	SY 17-18*	SY 18-19*	SY 19-20*	SY 20-21*
<b>Resignation</b>	<b>423</b>	<b>483</b>	<b>500</b>	<b>393</b>	<b>462</b>
a. Leaving Hawaii	111	121	127	88	99
b. Non-Department Teaching	0	0	4	2	1
c. Non-Teaching Job/Education	172	202	198	156	160
d. Work Place Environment	19	39	52	32	32
e. Family/Personal/Other	121	121	119	115	170
<b>Retirement</b>	<b>254</b>	<b>297</b>	<b>251</b>	<b>198</b>	<b>316</b>
<b>Total</b>	<b>677</b>	<b>780</b>	<b>751</b>	<b>591</b>	<b>778</b>

\*July 1 to June 30





# Teachers

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	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
July	823	26	897	887	714
August	115	1,057	127	121	112
September	74	57	51	63	45
October	62	50	45	34	30
November	30	26	17	25	21
December	13	9	14	12	13
January	106	116	88	95	101
February	23	22	31	37	14
March	7	16	20	0	7
April	0	1	1	0	0
May	0	0	0	0	0
June	0	0	0	0	0
<b>Total</b>	<b>1,253</b>	<b>1,380</b>	<b>1,291</b>	<b>1,274</b>	<b>1,057</b>

This table shows newly employed teachers by month of hire. The data includes previously separated teachers that 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
2016-2017	1,012	241	<b>1,253</b>
2017-2018	1,140	240	<b>1,380</b>
2018-2019	1,075	216	<b>1,291</b>
2019-2020	1,071	203	<b>1,274</b>
2020-2021	871	186	<b>1,057</b>



### Table III - Resident Status of Newly Employed Teachers

Status	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	1,007	80.4%	1,069	77.5%	1,016	78.7%	947	74.3%	857	81.1%
Non-Resident	246	19.6%	311	22.5%	275	21.3%	327	25.7%	200	18.9%
<b>Total</b>	<b>1,253</b>	<b>100.0%</b>	<b>1,380</b>	<b>100.0%</b>	<b>1,291</b>	<b>100.0%</b>	<b>1,274</b>	<b>100.0%</b>	<b>1,057</b>	<b>100.0%</b>

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	
	2020-2021	
	Amount	Percent
Argosy University - Hawaii	3	0.3%
Brigham Young University - Hawaii	12	1.1%
Chaminade University	65	6.1%
Hawaii Pacific University	17	1.6%
iteach Hawaii	1	0.1%
Kaho'iwai	2	0.2%
Leeward Community College	8	0.8%
University of Hawaii - Hilo	21	2.0%
University of Hawaii - Manoa	208	19.7%
University of Hawaii - West Oahu	29	2.7%
University of Phoenix - Hawaii	15	1.4%
<b>Total of In-State SATEP College Degrees</b>	<b>381</b>	<b>36.0%</b>
<b>Total of Out-of-State SATEP College Degrees</b>	<b>446</b>	<b>42.2%</b>
<b>New Teachers Hired without SATEP Degree</b>	<b>230</b>	<b>21.8%</b>
<b>Total</b>	<b>1,057</b>	<b>100.0%</b>

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									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	63	11.1%	66	10.1%	70	11.7%	68	12.7%	55	10.9%
Female	506	88.9%	587	89.9%	529	88.3%	466	87.3%	451	89.1%

Secondary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	232	34.7%	267	39.3%	242	37.1%	255	37.0%	201	38.7%
Female	436	65.3%	412	60.7%	410	62.9%	435	63.0%	319	61.3%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	5	31.2%	17	35.4%	12	30.0%	15	30.0%	9	29.0%
Female	11	68.8%	31	64.6%	28	70.0%	35	70.0%	22	71.0%

Total Teacher Gender by Amount/Percentage										
Gender	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	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%
<b>Total</b>	<b>1,240</b>	<b>100.0%</b>	<b>1,253</b>	<b>100.0%</b>	<b>1,380</b>	<b>100.0%</b>	<b>1,291</b>	<b>100.0%</b>	<b>1,274</b>	<b>100.0%</b>

## Table VI - Degree Status of Newly Employed Teachers

Type	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	580	46.3%	612	44.3%	655	50.7%	546	42.8%	471	44.6%
BA and 5th year	202	16.1%	236	17.1%	175	13.6%	257	20.2%	157	14.8%
Master	459	36.7%	501	36.3%	446	34.6%	446	35.0%	406	38.4%
Ph.D.	8	0.6%	20	1.5%	12	0.9%	20	1.6%	18	1.7%
Other	4	0.3%	11	0.8%	3	0.2%	5	0.4%	5	0.5%
<b>Total</b>	<b>1,253</b>	<b>100.0%</b>	<b>1,380</b>	<b>100.0%</b>	<b>1,291</b>	<b>100.0%</b>	<b>1,274</b>	<b>100.0%</b>	<b>1,057</b>	<b>100.0%</b>

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 (CTE) permit, a Hawaiian permit, or be an ROTC instructor.

## Table VII - Previous Teaching Experience of Newly Employed Teachers

Years of Experience	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	808	64.5%	796	57.7%	773	59.9%	725	56.9%	643	60.8%
1	71	5.7%	72	5.2%	93	7.2%	91	7.1%	74	7.0%
2	63	5.0%	62	4.5%	73	5.7%	65	5.1%	60	5.7%
3	54	4.3%	79	5.7%	54	4.2%	61	4.8%	35	3.3%
4	29	2.3%	43	3.1%	39	3.0%	51	4.0%	27	2.6%
5	33	2.6%	63	4.6%	34	2.6%	32	2.5%	32	3.0%
6	29	2.3%	32	2.3%	28	2.2%	32	2.5%	42	4.0%
7	20	1.6%	47	3.4%	25	1.9%	30	2.4%	22	2.1%
8	22	1.8%	31	2.2%	28	2.2%	26	2.0%	12	1.1%
9	21	1.7%	20	1.5%	18	1.4%	23	1.8%	19	1.8%
10	17	1.3%	19	1.4%	20	1.5%	18	1.4%	12	1.1%
11	20	1.6%	24	1.7%	13	1.0%	21	1.7%	12	1.1%
12	10	0.8%	15	1.1%	13	1.0%	13	1.0%	9	0.9%
13+	56	4.5%	77	5.6%	80	6.2%	86	6.8%	58	5.5%
<b>Total</b>	<b>1,253</b>	<b>100.0%</b>	<b>1,380</b>	<b>100.0%</b>	<b>1,291</b>	<b>100.0%</b>	<b>1,274</b>	<b>100.0%</b>	<b>1,057</b>	<b>100.0%</b>

## Table VIII - Assignment of Newly Employed Teachers by District

District	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	2	0.2%	3	0.2%	3	0.2%	8	0.6%	2	0.2%
Honolulu	191	15.2%	192	13.9%	162	12.6%	170	13.3%	173	16.4%
Central	250	20.0%	240	17.4%	226	17.5%	245	19.2%	196	18.5%
Leeward	287	22.9%	327	23.7%	307	23.8%	282	22.1%	229	21.7%
Windward	107	8.5%	149	10.8%	114	8.8%	115	9.0%	107	10.1%
Hawaii	162	13.0%	202	14.6%	217	16.8%	206	16.3%	153	14.5%
Maui	191	15.2%	186	13.5%	182	14.1%	177	13.9%	140	13.2%
Kauai	63	5.0%	81	5.9%	80	6.2%	71	5.6%	57	5.4%
<b>Total</b>	<b>1,253</b>	<b>100.0%</b>	<b>1,380</b>	<b>100.0%</b>	<b>1,291</b>	<b>100.0%</b>	<b>1,274</b>	<b>100.0%</b>	<b>1,057</b>	<b>100.0%</b>

## 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	3	3	0	0	3	0	0	11	2.2%
Elementary	61	69	65	36	45	50	12	0	338	66.8%
Librarian	1	0	0	0	0	0	0	0	1	0.2%
Special Education	18	41	36	21	16	16	7	0	155	30.6%
Other	0	0	0	0	1	0	0	0	1	0.2%
<b>Total</b>	<b>82</b>	<b>113</b>	<b>104</b>	<b>57</b>	<b>62</b>	<b>69</b>	<b>19</b>	<b>0</b>	<b>506</b>	<b>100.0%</b>

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	2	3	2	2	3	2	1	0	15	2.9%
Career and Technical Education	6	3	10	1	4	3	2	0	29	5.6%
Counselor	4	1	5	5	1	2	5	0	23	4.4%
Elementary	0	0	0	0	6	0	0	0	6	1.1%
English	7	9	19	7	13	9	5	0	69	13.3%
Guidance/Personal Transition	0	0	0	0	0	1	0	0	1	0.2%
Hawaiian Immersion	0	0	0	0	1	1	0	0	2	0.4%
Hawaiian Language	0	0	0	0	1	0	0	0	1	0.2%
Health	2	1	0	2	1	1	0	0	7	1.3%
Librarian	1	0	0	0	0	0	0	0	1	0.2%
Mathematics	12	15	17	5	11	14	5	0	79	15.2%
Multi-Disciplinary	1	0	2	1	0	0	0	0	4	0.8%
Music	3	0	5	1	1	0	1	0	11	2.1%
Physical Education	1	1	2	2	0	5	1	0	12	2.3%
ROTC	2	1	1	0	2	0	1	0	7	1.3%
Science	9	9	20	2	9	11	6	0	66	12.7%
Social Studies	12	8	8	5	5	1	4	0	43	8.3%
Special Education	17	24	25	14	21	9	5	0	115	22.1%
Teachers of English to Speakers of Other Languages	0	1	0	1	0	1	0	0	3	0.6%
World Languages	4	5	4	1	0	1	0	0	15	2.9%
Other	1	0	4	1	1	2	2	0	11	2.1%
<b>Total</b>	<b>84</b>	<b>81</b>	<b>124</b>	<b>50</b>	<b>80</b>	<b>63</b>	<b>38</b>	<b>0</b>	<b>520</b>	<b>100.0%</b>



**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	Mau	Kauai	State Office	Total	Percent
Art	0	0	0	0	2	0	0	0	2	6.5%
Career and Technical Education	0	0	0	0	1	1	0	0	2	6.5%
Counselor	0	0	0	0	0	1	0	0	1	3.2%
Elementary	0	0	0	0	2	5	0	0	7	22.6%
English	2	0	0	0	0	0	0	0	2	6.5%
Hawaiian Immersion	1	0	0	0	0	0	0	0	1	3.2%
Mathematics	1	0	0	0	2	0	0	0	3	9.7%
Multi-Disciplinary	0	0	0	0	1	0	0	0	1	3.2%
Science	0	0	0	0	1	0	0	0	1	3.2%
Special Education	3	2	0	0	1	1	0	0	7	22.6%
Other	0	0	1	0	1	0	0	2	4	12.9%
<b>Total</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>11</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>31</b>	<b>100.0%</b>

Total										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Mau	Kauai	State Office	Total	Percent
Art	2	3	2	2	5	2	1	0	17	1.6%
Career and Technical Education	6	3	10	1	5	4	2	0	31	2.9%
Counselor	6	4	8	5	1	6	5	0	35	3.3%
Elementary	61	69	65	36	53	55	12	0	351	33.2%
English	9	9	19	7	13	9	5	0	71	6.7%
Guidance/Personal Transition	0	0	0	0	0	1	0	0	1	0.1%
Hawaiian Immersion	1	0	0	0	1	1	0	0	3	0.3%
Hawaiian Language	0	0	0	0	1	0	0	0	1	0.1%
Health	2	1	0	2	1	1	0	0	7	0.7%
Librarian	2	0	0	0	0	0	0	0	2	0.2%
Mathematics	13	15	17	5	13	14	5	0	82	7.8%
Multi-Disciplinary	1	0	2	1	1	0	0	0	5	0.5%
Music	3	0	5	1	1	0	1	0	11	1.0%
Physical Education	1	1	2	2	0	5	1	0	12	1.1%
ROTC	2	1	1	0	2	0	1	0	7	0.7%
Science	9	9	20	2	10	11	6	0	67	6.3%
Social Studies	12	8	8	5	5	1	4	0	43	4.1%
Special Education	38	67	61	35	38	26	12	0	277	26.2%
Teachers of English to Speakers of Other Languages	0	1	0	1	0	1	0	0	3	0.3%
World Languages	4	5	4	1	0	1	0	0	15	1.4%
Other	1	0	5	1	3	2	2	2	16	1.5%
<b>Total</b>	<b>173</b>	<b>196</b>	<b>229</b>	<b>107</b>	<b>153</b>	<b>140</b>	<b>57</b>	<b>2</b>	<b>1,057</b>	<b>100.0%</b>

## Table X - Newly Employed Teachers SY 2020-2021 Initial Status by District

District	Tenured	Prob	*Temp-V	Temp-W	Temp-5	Temp-T	Total	Percent
Licensure Status	SATEP Complete			Non-SATEP				
Honolulu	11	113	0	11	38	0	173	16.4%
Central	16	120	0	8	30	22	196	18.5%
Leeward	10	153	0	10	30	26	229	21.7%
Windward	5	86	0	5	11	0	107	10.1%
Hawaii	12	98	0	5	26	12	153	14.5%
Maui	8	93	0	7	32	0	140	13.2%
Kauai	2	45	0	4	6	0	57	5.4%
State	2	0	0	0	0	0	2	0.2%
<b>Total</b>	<b>66</b>	<b>708</b>	<b>0</b>	<b>50</b>	<b>173</b>	<b>60</b>	<b>1,057</b>	<b>100.0%</b>

Tenured: Former tenured teachers returning to employment.

Prob: Hawaii licensed teachers earning probationary credit.

\*Temp-V: Hawaii licensed teachers who are employed outside 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.

## Table XI - Cumulative Initial Employment Status by School Year

Employment Status	Licensure Status	School Year									
		2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	SATEP Complete	78	6.2%	89	6.5%	78	6.0%	98	7.7%	66	6.2%
Prob		723	57.7%	799	57.9%	667	51.7%	722	56.7%	708	67.0%
*Temp-V		38	3.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Temp-W		120	9.6%	115	8.3%	156	12.1%	129	10.1%	50	4.7%
Temp-5	Non SATEP	237	18.9%	316	22.9%	326	25.2%	266	20.9%	173	16.4%
Temp-T		57	4.5%	61	4.4%	64	5.0%	59	4.6%	60	5.7%
<b>Total</b>		<b>1,253</b>	<b>100.0%</b>	<b>1,380</b>	<b>100.0%</b>	<b>1,291</b>	<b>100.0%</b>	<b>1,274</b>	<b>100.0%</b>	<b>1,057</b>	<b>100.0%</b>

Tenured: Former tenured teachers returning to employment.

Prob: Hawaii licensed teachers earning probationary credit.

\*Temp-V: Hawaii licensed teachers who are employed outside 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.



# 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 the Department's students and staff.

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

Month of Hire	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
July	109	54	61	135	93
August	98	198	150	113	97
September	81	83	68	81	100
October	88	100	96	89	91
November	90	86	78	62	88
December	84	69	63	67	68
January	82	103	70	73	76
February	83	65	69	72	59
March	75	82	77	55	67
April	66	59	58	18	36
May	49	71	52	15	33
June	30	50	44	29	62
<b>Total</b>	<b>935</b>	<b>1,020</b>	<b>886</b>	<b>809</b>	<b>870</b>

## Table II - Number of Newly Employed CSSP Employees by District

District	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	61	6.5%	79	7.7%	76	8.6%	89	11.0%	74	8.5%
Honolulu	150	16.0%	142	13.9%	160	18.1%	108	13.3%	129	14.8%
Central	183	19.6%	180	17.7%	152	17.2%	127	15.7%	161	18.5%
Leeward	154	16.5%	172	16.9%	159	17.9%	136	16.8%	102	11.7%
Windward	76	8.1%	89	8.7%	82	9.2%	69	8.5%	109	12.5%
Hawaii	137	14.7%	155	15.2%	106	12.0%	138	17.1%	124	14.3%
Maui	114	12.2%	160	15.7%	111	12.5%	97	12.0%	114	13.1%
Kauai	60	6.4%	43	4.2%	40	4.5%	45	5.6%	57	6.6%
<b>Total</b>	<b>935</b>	<b>100.0%</b>	<b>1,020</b>	<b>100.0%</b>	<b>886</b>	<b>100.0%</b>	<b>809</b>	<b>100.0%</b>	<b>870</b>	<b>100.0%</b>

### Table III - Gender of Newly Employed CSSP Employees

Gender	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	663	70.9%	717	70.3%	620	70.0%	587	72.6%	626	72.0%
Male	272	29.1%	303	29.7%	266	30.0%	222	27.4%	244	28.0%
<b>Total</b>	<b>935</b>	<b>100.0%</b>	<b>1,020</b>	<b>100.0%</b>	<b>886</b>	<b>100.0%</b>	<b>809</b>	<b>100.0%</b>	<b>870</b>	<b>100.0%</b>



## Table IV - Employment Status of Newly Employed CSSP Employees

Full-Time/ Part-Time	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	700	74.9%	756	74.1%	666	75.2%	614	75.9%	661	76%
Part-Time	235	25.1%	264	25.9%	220	24.8%	195	24.1%	209	24%
<b>Total</b>	<b>935</b>	<b>100.0%</b>	<b>1,020</b>	<b>100.0%</b>	<b>886</b>	<b>100.0%</b>	<b>809</b>	<b>100.0%</b>	<b>870</b>	<b>100.0%</b>

## Table V - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	216	23.1%	255	25.0%	215	24.2%	161	19.9%	171	19.6%
Blue-Collar (Supervisory)	2	0.2%	6	0.6%	2	0.2%	2	0.3%	4	0.5%
Excluded Managerial	0	0.0%	0	0.0%	1	0.1%	1	0.1%	2	0.2%
Institutional, Health, and Correction Officers	6	0.7%	3	0.3%	4	0.5%	4	0.5%	2	0.2%
Professional and Scientific	114	12.2%	145	14.2%	136	15.3%	108	13.3%	118	13.6%
Student Helper	3	0.3%	3	0.3%	4	0.5%	23	2.8%	51	5.9%
White-Collar (Non-Supervisory)	594	63.5%	602	59.0%	520	58.7%	508	62.8%	515	59.2%
White-Collar (Supervisory)	0	0.0%	6	0.6%	4	0.5%	2	0.3%	7	0.8%
<b>Total</b>	<b>935</b>	<b>100.0%</b>	<b>1,020</b>	<b>100.0%</b>	<b>886</b>	<b>100.0%</b>	<b>809</b>	<b>100.0%</b>	<b>870</b>	<b>100.0%</b>

## Table VI - Position of Newly Employed CSSP Employees

Position	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	9	1.0%	11	1.1%	8	0.9%	10	1.2%	16	1.8%
Accountant	0	0.0%	1	0.1%	2	0.2%	4	0.5%	1	0.1%
Administrative Services Assistant	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%
Architect	1	0.1%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Athletic Health Care Trainer	7	0.8%	13	1.3%	5	0.6%	2	0.3%	4	0.5%
Auditor	1	0.1%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Audio Visual Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Automated Systems Equipment Technician	0	0.0%	0	0.0%	2	0.2%	0	0.0%	0	0.0%
Automotive Mechanic	0	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
Behavior Analyst	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	0.9%
Behavioral Health Specialist	39	4.2%	47	4.6%	48	5.5%	32	3.9%	26	3.0%
Behavioral Technician	0	0.0%	0	0.0%	0	0.0%	3	0.4%	37	4.3%
Bilingual/Bicultural School-Home Assistant	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Building Construction Inspector	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Building Maintenance Helper	0	0.0%	1	0.1%	1	0.1%	0	0.0%	1	0.1%
Building Maintenance Worker	2	0.2%	3	0.3%	3	0.3%	1	0.1%	1	0.1%
Bus Driver	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cafeteria Helper	76	8.1%	106	10.4%	80	9.1%	54	6.6%	32	3.7%
Carpenter	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Child Nutrition Programs Administrator	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Clerical Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Clinical Psychologist	7	0.8%	6	0.6%	9	1.0%	4	0.5%	3	0.3%
Communication Aide	7	0.8%	5	0.5%	11	1.2%	9	1.1%	4	0.5%
Community Relations Program Assistant	0	0.0%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Data Processing Systems Analyst	0	0.0%	4	0.4%	10	1.1%	4	0.5%	4	0.5%
Data Processing User Support Technician	40	4.3%	24	2.3%	23	2.6%	17	2.1%	15	1.7%
Departmental Contracts Specialist	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Educational Assistant	301	32.2%	320	31.4%	259	29.3%	256	31.6%	262	30.1%
Educational Interpreter	1	0.1%	1	0.1%	0	0.0%	1	0.1%	2	0.2%
Electrician	0	0.0%	1	0.1%	2	0.2%	0	0.0%	1	0.1%
Energy Conservation Coordinator	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Engineer	1	0.1%	3	0.3%	1	0.1%	1	0.1%	1	0.1%
Engineering Program Administrator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
FMS Replacement Accountant	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
FMS Replacement Assistant	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
FMS Replacement Clerk	0	0.0%	0	0.0%	0	0.0%	2	0.3%	0	0.0%
FMS Replacement Supervisor	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%

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

Position	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Food Services Driver	4	0.4%	2	0.2%	4	0.5%	2	0.3%	1	0.1%
General Laborer	0	0.0%	1	0.1%	1	0.1%	2	0.3%	1	0.1%
General Professional	1	0.1%	0	0.0%	2	0.2%	1	0.1%	0	0.0%
Heavy Truck Driver	0	0.0%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
Houseparent for Deaf/Blind	2	0.2%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Human Services Professional	4	0.4%	6	0.6%	2	0.2%	1	0.1%	1	0.1%
Janitor	2	0.2%	1	0.1%	1	0.1%	4	0.5%	3	0.3%
Library Assistant	5	0.5%	4	0.4%	7	0.8%	5	0.6%	5	0.6%
Military Liaison Administrative Assistant	1	0.1%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Occupational Therapist	1	0.1%	5	0.5%	2	0.2%	4	0.5%	6	0.7%
Office Assistant	143	15.3%	155	15.2%	135	15.3%	121	14.9%	92	10.6%
Offset Press Operator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Personnel Clerk	11	1.2%	9	0.9%	11	1.2%	6	0.7%	5	0.6%
Personnel Management Specialist	7	0.8%	2	0.2%	1	0.1%	3	0.4%	2	0.2%
Personnel Regional Assistant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Physical Therapist	1	0.1%	2	0.2%	1	0.1%	4	0.5%	2	0.2%
Plumber	1	0.1%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
Power Mower Operator	1	0.1%	1	0.1%	3	0.3%	3	0.4%	3	0.3%
Pre-Audit Clerk	1	0.1%	5	0.5%	0	0.0%	3	0.4%	3	0.3%
Private Secretary	2	0.2%	2	0.2%	0	0.0%	2	0.3%	2	0.2%
Procurement and Contracts Support Specialist	0	0.0%	3	0.3%	1	0.1%	2	0.3%	3	0.3%
Professional Trainee	0	0.0%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
Program Specialist	2	0.2%	10	1.0%	13	1.5%	5	0.6%	4	0.5%
Research Statistician	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
School Based Occupational Therapy Assistant	1	0.1%	1	0.1%	4	0.5%	2	0.3%	2	0.2%
School Based Physical Therapy Assistant	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
School and Swimming Pool Custodian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Administrative Services Assistant	0	0.0%	6	0.6%	3	0.3%	2	0.3%	5	0.6%
School Baker	12	1.3%	6	0.6%	7	0.8%	7	0.9%	4	0.5%
School Cook	5	0.5%	12	1.2%	9	1.0%	6	0.7%	6	0.7%
School Custodian	111	11.9%	117	11.5%	103	11.7%	78	9.6%	113	13.0%
School Dormitory Attendant	3	0.3%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
School Food Services Manager	2	0.2%	6	0.6%	1	0.1%	2	0.3%	4	0.5%
School Health Assistant	28	3.0%	24	2.3%	22	2.5%	22	2.7%	38	4.4%
School Lands and Facilities Specialist	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
School Psychologist	14	1.5%	13	1.3%	11	1.2%	11	1.4%	12	1.4%

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

Position	School Year									
	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School Safety and Security Officer	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
School Security Attendant	40	4.4%	28	2.7%	35	4.0%	42	5.2%	27	3.1%
Secretary	4	0.4%	10	1.0%	7	0.8%	7	0.9%	5	0.6%
Social Worker	5	0.5%	5	0.5%	3	0.3%	2	0.3%	5	0.6%
Special Projects Coordinator	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Speech Language Pathologist	16	1.7%	22	2.1%	21	2.4%	21	2.6%	35	4.0%
Student Helper	3	0.3%	3	0.3%	4	0.5%	23	2.8%	51	5.9%
Student Transportation Services Administrator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Student Transportation Services Manager	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Television Production Technician	1	0.1%	2	0.2%	1	0.1%	2	0.3%	0	0.0%
Tractor Operator	1	0.1%	0	0.0%	0	0.0%	2	0.3%	0	0.0%
Work Program Specialist	2	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>935</b>	<b>100.0%</b>	<b>1,020</b>	<b>100.0%</b>	<b>886</b>	<b>100.0%</b>	<b>809</b>	<b>100.0%</b>	<b>870</b>	<b>100.0%</b>