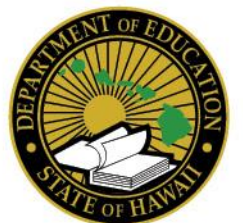


# Employment Report

## School Year 2021-2022



Office of Talent Management  
**Hawai'i State Department of Education**



# Executive Summary

The annual Hawai'i State Department of Education (HIDOE) 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) 2021-22 as well as data from prior years.



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# Workforce Data

The Department employs about 22,000 teachers, librarians, counselors, educational officers, civil service 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	2,194
02	HGEA	Blue Collar, Supervisory	247
03	HGEA	White Collar, Non-Supervisory	4,378
04	HGEA	White Collar, Supervisory	269
05	HSTA	Teachers	12,619
06	HGEA	Educational Officers	936
09	HGEA	Registered Professional Nurse, Non-Supervisory	1
10	UPW	Institutional, Health and Correctional Workers	32
13	HGEA	Professional and Scientific, Non-Supervisory	958
23	HGEA	Professional and Scientific, Supervisory	44
29	HGEA	Registered Professional Nurse, Supervisory	1
35	Excluded	Professional and Scientific, Managerial	21
45	HSTA	Teachers – Half Time	87
55	Excluded	Teachers – ROTC	52
56	Excluded	Educational Officers	138
63	Excluded	White Collar, Non-Supervisory	126
73	Excluded	Professional and Scientific, Non-Supervisory	36
93	Excluded	Professional and Scientific, Supervisory	6
96	Excluded	Leadership Team	27
<b>Total</b>			<b>22,172</b>

As of Oct. 1, 2021.

## Table II – Gender by Bargaining Unit

BU	Exclusive Representative	Collective Bargaining Group	Female	Male
01	UPW	Blue Collar, Non-Supervisory	949	1,245
02	HGEA	Blue Collar, Supervisory	108	139
03	HGEA	White Collar, Non-Supervisory	3,681	697
04	HGEA	White Collar, Supervisory	253	16
05	HSTA	Teachers	9,497	3,122
06	HGEA	Educational Officers	501	435
09	HGEA	Registered Professional Nurse, Non-Supervisory	1	0
10	UPW	Institutional, Health and Correctional Workers	24	8
13	HGEA	Professional and Scientific, Non-Supervisory	711	247
23	HGEA	Professional and Scientific, Supervisory	17	27
29	HGEA	Registered Professional Nurse, Supervisory	0	1
35	Excluded	Professional and Scientific, Managerial	14	7
45	HSTA	Teachers – Half Time	73	14
55	Excluded	Teachers – ROTC	1	51
56	Excluded	Educational Officers	86	52
63	Excluded	White Collar, Non-Supervisory	109	17
73	Excluded	Professional and Scientific, Non-Supervisory	28	8
93	Excluded	Professional and Scientific, Supervisory	4	2
96	Excluded	Leadership Team	14	13
<b>Total</b>			<b>16,071</b>	<b>6,101</b>

As of Oct. 1, 2021.

## Table III – Ethnicity

Ethnicity	Teachers	Administrators	CSSP
American Indian or Alaska Native	41	4	8
Black or African American	143	11	73
Chinese	408	47	322
Filipino	1,054	57	1,518
Hawaiian/Part-Hawaiian	1,435	166	2,283
Hispanic	25	1	52
Japanese	2,951	320	1,589
Korean	158	15	65
Other Asian	69	7	48
Other Pacific Islander	41	2	59
Samoan	72	9	152
White	3,129	214	942
Two or More Races	3,232	248	1,202

As of Oct. 1, 2021.

## Table IV – Reasons for Voluntary Teacher Separations

Reasons for Voluntary Teacher Separations					
Separation Reason	SY 2017-18	SY 2018-19	SY 2019-20	SY 2020-21	SY 2021-22
<b>Resignation</b>	<b>820</b>	<b>755</b>	<b>674</b>	<b>771</b>	<b>920</b>
a. Leaving Hawai'i	423	375	367	441	409
b. Non-HIDOE Teaching	68	65	38	53	60
c. Non-Teaching Job/Education	116	106	86	97	176
d. Workplace Environment	66	70	44	56	109
e. Family/Personal/Other	147	139	139	124	166
<b>Retirement</b>	<b>275</b>	<b>274</b>	<b>287</b>	<b>428</b>	<b>310</b>
<b>Total</b>	<b>1,095</b>	<b>1,029</b>	<b>961</b>	<b>1,199</b>	<b>1,230</b>



## Table V – Reasons for Voluntary Educational Officer Separations

Reasons for Voluntary Educational Officer Separations					
Separation Reason	SY 2017-18	SY 2018-19	SY 2019-20	SY 2020-21	SY 2021-22
<b>Resignation</b>	<b>27</b>	<b>29</b>	<b>26</b>	<b>38</b>	<b>41</b>
a. Leaving Hawai'i	8	12	7	17	9
b. Non-HIDOE Teaching	2	1	0	1	0
c. Non-Teaching Job/Education	9	12	10	10	17
d. Workplace Environment	1	1	5	1	5
e. Family/Personal/Other	7	3	4	9	10
<b>Retirement</b>	<b>37</b>	<b>44</b>	<b>28</b>	<b>44</b>	<b>48</b>
<b>Total</b>	<b>64</b>	<b>73</b>	<b>54</b>	<b>82</b>	<b>89</b>

## Table VI – Reasons for Voluntary CSSP Employee Separations

Reasons for Voluntary CSSP Employee Separations					
Separation Reason	SY 2017-18*	SY 2018-19*	SY 2019-20*	SY 2020-21*	SY 2021-22*
<b>Resignation</b>	<b>483</b>	<b>500</b>	<b>393</b>	<b>462</b>	<b>629</b>
a. Leaving Hawai'i	121	127	88	99	130
b. Non-HIDOE Teaching	0	4	2	1	2
c. Non-Teaching Job/Education	202	198	156	160	267
d. Workplace Environment	39	52	32	32	38
e. Family/Personal/Other	121	119	115	170	192
<b>Retirement</b>	<b>297</b>	<b>251</b>	<b>198</b>	<b>316</b>	<b>309</b>
<b>Total</b>	<b>780</b>	<b>751</b>	<b>591</b>	<b>778</b>	<b>938</b>

\*July 1 to June 30



# Teachers

Hawai'i 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	2017-18	2018-19	2019-20	2020-21	2021-22
July	26	897	887	714	820
August	1,057	127	121	112	98
September	57	51	63	45	51
October	50	45	34	30	61
November	26	17	25	21	38
December	9	14	12	13	16
January	116	88	95	101	112
February	22	31	37	14	32
March	16	20	0	7	0
April	1	1	0	0	0
May	0	0	0	0	0
June	0	0	0	0	0
<b>Total</b>	<b>1,380</b>	<b>1,291</b>	<b>1,274</b>	<b>1,057</b>	<b>1,228</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 Sept. 30	Total Employed from October to June	Grand Total Employed for Each Year
2017-18	1,140	240	1,380
2018-19	1,075	216	1,291
2019-20	1,071	203	1,274
2020-21	871	186	1,057
2021-22	969	259	1,228



## Table III - Resident Status of Newly Employed Teachers

Status	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	1,069	77.5%	1,016	78.7%	947	74.3%	857	81.1%	954	77.7%
Non-Resident	311	22.5%	275	21.3%	327	25.7%	200	18.9%	274	22.3%
<b>Total</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>	<b>1,228</b>	<b>100.0%</b>

The definition of resident does not require any criteria except physical residence in Hawai'i, 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	
	2021-22	
	Amount	Percent
Brigham Young University - Hawai'i	14	1.1%
Chaminade University	53	4.3%
Hawai'i Pacific University	17	1.4%
iteach Hawai'i	6	0.5%
John Hopkins University - Hawai'i	1	0.1%
Kaho'iwai	5	0.4%
Leeward Community College	14	1.1%
Moreland University - Hawai'i	1	0.1%
Teach Away Hawai'i	5	0.4%
University of Hawai'i - Hilo	25	2.0%
University of Hawai'i - Mānoa	195	15.9%
University of Hawai'i - West O'ahu	29	2.4%
University of Phoenix - Hawai'i	12	1.0%
Total of In-State SATEP College Degrees	377	30.7%
Total of Out-of-State SATEP College Degrees	512	41.7%
New Teachers Hired without SATEP Degree	339	27.6%
<b>Total</b>	<b>1,228</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									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	66	10.1%	70	11.7%	68	12.7%	55	10.9%	63	11.4%
Female	587	89.9%	529	88.3%	466	87.3%	451	89.1%	492	88.6%

Secondary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	267	39.3%	242	37.1%	255	37.0%	201	38.7%	232	39.8%
Female	412	60.7%	410	62.9%	435	63.0%	319	61.3%	365	61.1%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	17	35.4%	12	30.0%	15	30.0%	9	29.0%	18	23.7%
Female	31	24.6%	28	70.0%	35	70.0%	22	71.0%	58	76.3%

Total Teacher Gender by Amount/Percentage										
Gender	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	350	25.4%	324	25.1%	338	26.5%	265	25.1%	313	25.5%
Female	1,030	74.6%	967	74.9%	936	73.5%	792	74.9%	915	74.5%
<b>Total</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>	<b>1,228</b>	<b>100.0%</b>

## Table VI - Degree Status of Newly Employed Teachers

Type	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	612	44.3%	655	50.7%	546	42.8%	471	44.6%	574	46.7%
BA and 5th year	236	17.1%	175	13.6%	257	20.2%	157	14.8%	200	16.3%
Master	501	36.3%	446	34.6%	446	35.0%	406	38.4%	433	35.3%
Ph.D.	20	1.5%	12	0.9%	20	1.6%	18	1.7%	10	0.8%
Other	11	0.8%	3	0.2%	5	0.4%	5	0.5%	11	0.9%
<b>Total</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>	<b>1,228</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 permit, a Hawaiian permit, or be an ROTC instructor.

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

Years of Experience	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	796	57.7%	773	59.9%	725	56.9%	643	60.8%	763	62.1%
1	72	5.2%	93	7.2%	91	7.1%	74	7.0%	66	5.4%
2	62	4.5%	73	5.7%	65	5.1%	60	5.7%	71	5.8%
3	79	5.7%	54	4.2%	61	4.8%	35	3.3%	53	4.3%
4	43	3.1%	39	3.0%	51	4.0%	27	2.6%	37	3.0%
5	63	4.6%	34	2.6%	32	2.5%	32	3.0%	28	2.3%
6	32	2.3%	28	2.2%	32	2.5%	42	4.0%	33	2.7%
7	47	3.4%	25	1.9%	30	2.4%	22	2.1%	20	1.6%
8	31	2.2%	28	2.2%	26	2.0%	12	1.1%	28	2.3%
9	20	1.5%	18	1.4%	23	1.8%	19	1.8%	14	1.1%
10	19	1.4%	20	1.5%	18	1.4%	12	1.1%	19	1.6%
11	24	1.7%	13	1.0%	21	1.7%	12	1.1%	17	1.4%
12	15	1.1%	13	1.0%	13	1.0%	9	0.9%	16	1.3%
13+	77	5.6%	80	6.2%	86	6.8%	58	5.5%	63	5.1%
<b>Total</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>	<b>1,228</b>	<b>100.0%</b>



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

District	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	3	0.2%	3	0.2%	8	0.6%	2	0.2%	33	2.7%
Honolulu	192	13.9%	162	12.6%	170	13.3%	173	16.4%	187	15.2%
Central	240	17.4%	226	17.5%	245	19.2%	196	18.5%	204	16.6%
Leeward	327	23.7%	307	23.8%	282	22.1%	229	21.7%	304	24.8%
Windward	149	10.8%	114	8.8%	115	9.0%	107	10.1%	107	8.7%
Hawai'i	202	14.6%	217	16.8%	206	16.3%	153	14.5%	157	12.8%
Maui	186	13.5%	182	14.1%	177	13.9%	140	13.2%	165	13.4%
Kaua'i	81	5.9%	80	6.2%	71	5.6%	57	5.4%	71	5.8%
<b>Total</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>	<b>1,228</b>	<b>100.0%</b>

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

Elementary										
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kauai	State Office	Total	Percent
Counselor	5	5	2	0	3	0	1	0	16	2.9%
Elementary	58	60	113	0	34	56	20	0	341	61.4%
Special Education	16	39	42	41	15	19	5	0	177	31.9%
Other	0	0	1	20	0	0	0	0	21	3.8%
<b>Total</b>	<b>79</b>	<b>104</b>	<b>158</b>	<b>61</b>	<b>52</b>	<b>75</b>	<b>26</b>	<b>0</b>	<b>555</b>	<b>100.0%</b>

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kauai	State Office	Total	Percent
Art	5	5	5	0	4	4	2	0	25	4.2%
Career and Technical Education	8	9	7	3	4	3	2	0	36	6.0%
Counselor	2	2	2	5	3	4	1	0	19	3.2%
Elementary	0	1	0	1	9	0	0	0	11	1.8%
English	10	14	20	6	14	10	5	0	79	13.2%
Hawaiian Immersion	0	0	0	1	0	0	1	0	2	0.3%
Hawaiian Language	1	1	0	1	0	1	0	0	4	0.7%
Health	1	1	1	0	1	1	0	0	5	0.8%
Librarian	0	0	0	0	0	1	0	0	1	0.2%
Mathematics	20	11	22	4	10	8	5	0	80	13.4%
Multi-Disciplinary	0	0	2	0	0	1	1	0	4	0.7%
Music	1	1	1	2	3	3	0	0	11	1.8%
Physical Education	3	1	4	0	1	1	1	0	11	1.8%
ROTC	2	1	0	0	1	0	2	0	6	1.0%
Science	14	5	21	6	10	9	8	0	73	12.2%
Social Studies	10	4	18	3	5	6	5	0	51	8.5%
Special Education	14	39	37	12	19	17	8	0	146	24.6%
Teachers of English to Speakers of Other Languages	1	0	0	0	1	2	0	0	4	0.7%
World Languages	5	4	4	1	3	1	2	0	20	3.4%
Other	1	0	1	1	2	3	1	0	9	1.5%
<b>Total</b>	<b>98</b>	<b>99</b>	<b>145</b>	<b>46</b>	<b>90</b>	<b>75</b>	<b>44</b>	<b>0</b>	<b>597</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	Hawai'i	Maui	Kaua'i	State Office	Total	Percent
Art	0	0	0	0	0	0	0	1	1	1.3%
Career and Technical Education	0	0	0	0	2	0	0	0	2	2.6%
Counselor	0	0	0	0	2	0	0	2	4	5.3%
Elementary	1	0	0	0	2	9	1	16	29	38.2%
English	2	0	0	0	0	1	0	8	11	14.5%
Hawaiian Immersion	1	0	0	0	0	1	0	0	2	2.6%
Hawaiian Language	2	0	0	0	0	0	0	0	2	2.6%
Mathematics	0	0	0	0	1	0	0	1	2	2.6%
Multi-Disciplinary	0	0	0	0	1	0	0	0	1	1.3%
Science	0	0	0	0	1	0	0	1	2	2.6%
Social Studies	1	0	0	0	0	1	0	3	5	6.6%
Special Education	2	1	0	0	2	2	0	0	7	9.2%
Teachers of English to Speakers of Other Languages	1	0	0	0	2	0	0	0	3	4.0%
Other	0	0	1	0	2	1	0	1	5	6.6%
<b>Total</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>15</b>	<b>15</b>	<b>1</b>	<b>33</b>	<b>76</b>	<b>100.0%</b>

Total										
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kaua'i	State Office	Total	Percent
Art	5	5	5	0	4	4	2	1	26	2.1%
Career and Technical Education	8	9	7	3	6	3	2	0	38	3.1%
Counselor	7	7	4	5	8	4	2	2	39	3.2%
Elementary	59	61	113	42	45	65	21	16	422	34.4%
English	12	14	20	6	14	11	5	8	90	7.3%
Hawaiian Immersion	1	0	0	1	0	1	1	0	4	0.3%
Hawaiian Language	3	1	0	1	0	1	0	0	6	0.5%
Health	1	1	1	0	1	1	0	0	5	0.4%
Librarian	0	0	0	0	0	1	0	0	1	0.1%
Mathematics	20	11	22	4	11	8	5	1	82	6.7%
Multi-Disciplinary	0	0	2	0	1	1	1	0	5	0.4%
Music	1	1	1	2	3	3	0	0	11	0.9%
Physical Education	3	1	4	0	1	1	1	0	11	0.9%
ROTC	2	1	0	0	1	0	2	0	6	0.5%
Science	14	5	21	6	11	9	8	1	75	6.1%
Social Studies	11	4	18	3	5	7	5	3	56	4.5%
Special Education	32	79	79	32	36	38	13	0	309	25.2%
Teachers of English to Speakers of Other Languages	2	0	0	0	3	2	0	0	7	0.6%
World Languages	5	4	4	1	3	1	2	0	20	1.6%
Other	1	0	3	1	4	4	1	1	15	1.2%
<b>Total</b>	<b>187</b>	<b>204</b>	<b>304</b>	<b>107</b>	<b>157</b>	<b>165</b>	<b>71</b>	<b>33</b>	<b>1,228</b>	<b>100.0%</b>

## Table X - Newly Employed Teachers SY 2021-22 Initial Status by District

District	Tenured	Prob	*Temp-V	Temp-W	Temp-5	Temp-T	Total	Percent
Licensure Status	SATEP Complete				Non-SATEP			
Honolulu	22	87	0	4	71	3	187	15.2%
Central	18	117	0	12	45	12	204	16.6%
Leeward	8	199	0	15	50	32	304	24.8%
Windward	9	65	0	8	25	0	107	8.7%
Hawai'i	9	100	0	9	26	13	157	12.8%
Maui	8	87	0	22	48	0	165	13.4%
Kaua'i	8	43	0	9	11	0	71	5.8%
State	3	20	0	7	3	0	33	2.7%
<b>Total</b>	<b>85</b>	<b>718</b>	<b>0</b>	<b>86</b>	<b>279</b>	<b>60</b>	<b>1,228</b>	<b>100.0%</b>

Tenured: Former tenured teachers returning to employment.

Prob: Hawai'i licensed teachers earning probationary credit.

\*Temp-V: Hawai'i licensed teachers who are employed outside of their area of preparation in special education, school counseling, or school library services.  
\*As of SY 2017-18, employment status was not being used.

Temp-W: Teachers who have completed a teacher education program but do not yet have a Hawai'i 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 Hawai'i teaching license by the Hawai'i Teacher Standards Board.

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

Employment Status	Licensure Status	School Year									
		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	SATEP Complete	89	6.5%	78	6.0%	98	7.7%	66	6.2%	85	6.9%
Prob		799	57.9%	667	51.7%	722	56.7%	708	67.0%	718	58.5%
*Temp-V		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Temp-W		115	8.3%	156	12.1%	129	10.1%	50	4.7%	86	7.0%
Temp-5	Non	316	22.9%	326	25.2%	266	20.9%	173	16.4%	279	22.7%
Temp-T	SATEP	61	4.4%	64	5.0%	59	4.6%	60	5.7%	60	4.9%
<b>Total</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>	<b>1,228</b>	<b>100.0%</b>

Tenured: Former tenured teachers returning to employment.

Prob: Hawai'i licensed teachers earning probationary credit.

\*Temp-V: Hawai'i licensed teachers who are employed outside of their area of preparation in special education, school counseling, or school library services.  
\*As of SY 2017-18, employment status was not being used.

Temp-W: Teachers who have completed a teacher education program but do not yet have a Hawai'i 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 Hawai'i teaching license by the Hawai'i 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	2017-18	2018-19	2019-20	2020-21	2021-22
July	54	61	135	93	111
August	198	150	113	97	107
September	83	68	81	100	103
October	100	96	89	91	99
November	86	78	62	88	99
December	69	63	67	68	70
January	103	70	73	76	105
February	65	69	72	59	92
March	82	77	55	67	101
April	59	58	18	36	56
May	71	52	15	33	53
June	50	44	29	62	47
<b>Total</b>	<b>1,020</b>	<b>886</b>	<b>809</b>	<b>870</b>	<b>1,043</b>

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

District	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	79	7.7%	76	8.6%	89	11.0%	74	8.5%	89	8.5%
Honolulu	142	13.9%	160	18.1%	108	13.3%	129	14.8%	187	17.9%
Central	180	17.7%	152	17.2%	127	15.7%	161	18.5%	153	14.7%
Leeward	172	16.9%	159	17.9%	136	16.8%	102	11.7%	164	15.7%
Windward	89	8.7%	82	9.2%	69	8.5%	109	12.5%	103	9.9%
Hawai'i	155	15.2%	106	12.0%	138	17.1%	124	14.3%	142	13.6%
Maui	160	15.7%	111	12.5%	97	12.0%	114	13.1%	133	12.8%
Kaua'i	43	4.2%	40	4.5%	45	5.6%	57	6.6%	72	6.9%
<b>Total</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>	<b>1,043</b>	<b>100.0%</b>

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

Gender	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	717	70.3%	620	70.0%	587	72.6%	626	72.0%	713	68.4%
Male	303	29.7%	266	30.0%	222	27.4%	244	28.0%	330	31.6%
<b>Total</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>	<b>1,043</b>	<b>100.0%</b>

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

Full-Time/ Part-Time	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	756	74.1%	666	75.2%	614	75.9%	661	76.0%	816	78.2%
Part-Time	264	25.9%	220	24.8%	195	24.1%	209	24.0%	227	21.8%
<b>Total</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>	<b>1,043</b>	<b>100.0%</b>

## Table V - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	255	25.0%	215	24.2%	161	19.9%	171	19.6%	248	23.8%
Blue-Collar (Supervisory)	6	0.6%	2	0.2%	2	0.3%	4	0.5%	4	0.4%
Excluded Managerial	0	0.0%	1	0.1%	1	0.1%	2	0.2%	0	0.0%
Institutional, Health and Correction Officers	3	0.3%	4	0.5%	4	0.5%	2	0.2%	7	0.6%
Professional and Scientific	145	14.2%	136	15.3%	108	13.3%	118	13.6%	124	11.9%
Student Helper	3	0.3%	4	0.5%	23	2.8%	51	5.9%	30	2.9%
White-Collar (Non-Supervisory)	602	59.0%	520	58.7%	508	62.8%	515	59.2%	626	60.0%
White-Collar (Supervisory)	6	0.6%	4	0.5%	2	0.3%	7	0.8%	4	0.4%
<b>Total</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>	<b>1,043</b>	<b>100.0%</b>

## Table VI - Position of Newly Employed CSSP Employees

Position	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	11	1.1%	8	0.9%	10	1.2%	16	1.8%	9	0.9%
Accountant	1	0.1%	2	0.2%	4	0.5%	1	0.1%	1	0.1%
Administrative Services Assistant	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%
Architect	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Athletic Health Care Trainer	13	1.3%	5	0.6%	2	0.3%	4	0.5%	4	0.4%
Auditor	0	0.0%	1	0.1%	1	0.1%	0	0.0%	0	0.0%
Audio Visual Technician	0	0.0%	0	0.0%	0	0.0%	2	0.2%	1	0.1%
Automated Systems Equipment Technician	0	0.0%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Automotive Mechanic	1	0.1%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Behavior Analyst	0	0.0%	0	0.0%	0	0.0%	8	0.9%	5	0.4%
Behavioral Health Specialist	47	4.6%	48	5.5%	32	3.9%	26	3.0%	41	3.9%
Behavioral Specialist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Behavioral Technician	0	0.0%	0	0.0%	3	0.4%	37	4.3%	47	4.5%
Bilingual/Bicultural School-Home Assistant	0	0.0%	1	0.1%	0	0.0%	1	0.1%	7	0.6%
Building Construction and Maintenance Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Building Construction Inspector	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Building Maintenance Helper	1	0.1%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
Building Maintenance Worker	3	0.3%	3	0.3%	1	0.1%	1	0.1%	3	0.3%
Business Management Officer	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Cafeteria Helper	106	10.4%	80	9.1%	54	6.6%	32	3.7%	64	6.1%
Carpenter	1	0.1%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Child Nutrition Programs Administrator	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Clerical Supervisor	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Clinical Psychologist	6	0.6%	9	1.0%	4	0.5%	3	0.3%	3	0.3%
Communication Aide	5	0.5%	11	1.2%	9	1.1%	4	0.5%	9	0.9%
Community Relations Program Assistant	2	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Data Processing Systems Analyst	4	0.4%	10	1.1%	4	0.5%	4	0.5%	2	0.2%
Data Processing User Support Technician	24	2.3%	23	2.6%	17	2.1%	15	1.7%	26	2.5%
Departmental Contracts Specialist	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Educational Assistant	320	31.4%	259	29.3%	256	31.6%	262	30.1%	302	28.9%
Educational Interpreter	1	0.1%	0	0.0%	1	0.1%	2	0.2%	0	0.0%
Electrician	1	0.1%	2	0.2%	0	0.0%	1	0.1%	0	0.0%
Engineer	3	0.3%	1	0.1%	1	0.1%	1	0.1%	2	0.2%

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

Position	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Engineering Program Administrator	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Executive Office on Early Learning Director	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Farm Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
FMS Replacement Accountant	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
FMS Replacement Assistant	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
FMS Replacement Clerk	0	0.0%	0	0.0%	2	0.3%	0	0.0%	0	0.0%
Food Services Driver	2	0.2%	4	0.5%	2	0.3%	1	0.1%	4	0.4%
General Laborer	1	0.1%	1	0.1%	2	0.3%	1	0.1%	1	0.1%
General Professional	0	0.0%	2	0.2%	1	0.1%	0	0.0%	3	0.3%
Heavy Truck Driver	1	0.1%	0	0.0%	0	0.0%	1	0.1%	3	0.3%
Houseparent for Deaf/Blind	0	0.0%	0	0.0%	1	0.1%	0	0.0%	2	0.2%
Human Services Professional	6	0.6%	2	0.2%	1	0.1%	1	0.1%	3	0.3%
Janitor	1	0.1%	1	0.1%	4	0.5%	3	0.3%	2	0.2%
Library Assistant	4	0.4%	7	0.8%	5	0.6%	5	0.6%	2	0.2%
Mason	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Military Liaison Administrative Assistant	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Occupational Therapist	5	0.5%	2	0.2%	4	0.5%	6	0.7%	5	0.4%
Office Assistant	155	15.2%	135	15.3%	121	14.9%	92	10.6%	125	12.0%
Offset Press Operator	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Personnel Clerk	9	0.9%	11	1.2%	6	0.7%	5	0.6%	8	0.8%
Personnel Management Specialist	2	0.2%	1	0.1%	3	0.4%	2	0.2%	1	0.1%
Personnel Regional Assistant	0	0.0%	0	0.0%	0	0.0%	1	0.1%	3	0.3%
Physical Therapist	2	0.2%	1	0.1%	4	0.5%	2	0.2%	2	0.2%
Plumber	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Power Mower Operator	1	0.1%	3	0.3%	3	0.4%	3	0.3%	0	0.0%
Pre-Audit Clerk	5	0.5%	0	0.0%	3	0.4%	3	0.3%	2	0.2%
Private Secretary	2	0.2%	0	0.0%	2	0.3%	2	0.2%	0	0.0%
Procurement and Contracts Clerk	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Procurement and Contracts Support Specialist	3	0.3%	1	0.1%	2	0.3%	3	0.3%	1	0.1%
Professional Trainee	1	0.1%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Program Specialist	10	1.0%	13	1.5%	5	0.6%	4	0.5%	4	0.4%
Research Statistician	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
School Based Occupational Therapy Assistant	1	0.1%	4	0.5%	2	0.3%	2	0.2%	1	0.1%



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

Position	School Year									
	2017-18		2018-19		2019-20		2020-21		2021-22	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School Based Physical Therapy Assistant	0	0.0%	0	0.0%	1	0.1%	0	0.0%	2	0.2%
School and Swimming Pool Custodian	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
School Administrative Services Assistant	6	0.6%	3	0.35	2	0.3%	5	0.6%	3	0.3%
School Baker	6	0.6%	7	0.8%	7	0.9%	4	0.5%	9	0.9%
School Bus Transportation Officer	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Cook	12	1.2%	9	1.0%	6	0.7%	6	0.7%	17	1.6%
School Custodian	117	11.5%	103	11.7%	78	9.6%	113	13.0%	141	13.5%
School Dormitory Attendant	2	0.2%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
School Food Services Manager	6	0.6%	1	0.1%	2	0.3%	4	0.5%	2	0.2%
School Health Assistant	24	2.3%	22	2.5%	22	2.7%	38	4.4%	27	2.6%
School Lands and Facilities Specialist	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
School Psychologist	13	1.3%	11	1.2%	11	1.4%	12	1.4%	14	1.3%
School Safety and Security Officer	0	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
School Security Attendant	28	2.7%	35	4.0%	42	5.2%	27	3.1%	45	4.3%
Secretary	10	1.0%	7	0.8%	7	0.9%	5	0.6%	10	1.0%
Social Worker	5	0.5%	3	0.3%	2	0.3%	5	0.6%	3	0.3%
Speech Language Pathologist	22	2.1%	21	2.4%	21	2.6%	35	4.0%	25	2.4%
Student Helper	3	0.3%	4	0.5%	23	2.8%	51	5.9%	30	2.8%
Student Transportation Services Administrator	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Student Transportation Services Manager	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Television Production Technician	2	0.2%	1	0.1%	2	0.3%	0	0.0%	0	0.0%
Tractor Operator	0	0.0%	0	0.0%	2	0.3%	0	0.0%	0	0.0%
<b>Total</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>	<b>1,043</b>	<b>100.0%</b>