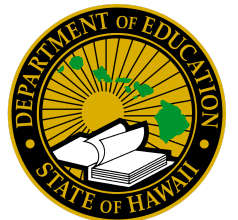


Employment Report

School Year 2022-23



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) 2022-23 as well as data from prior years.



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Workforce Data

The Department employs about 13,000 teachers, librarians and counselors, and an additional 12,000 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	2,235
02	HGEA	Blue Collar, Supervisory	241
03	HGEA	White Collar, Non-Supervisory	4,343
04	HGEA	White Collar, Supervisory	267
05	HSTA	Teachers	12,724
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	956
23	HGEA	Professional and Scientific, Supervisory	40
35	Excluded	Professional and Scientific, Managerial	23
45	HSTA	Teachers – Half Time	79
55	Excluded	Teachers – ROTC	49
56	Excluded	Educational Officers	137
63	Excluded	White Collar, Non-Supervisory	128
73	Excluded	Professional and Scientific, Non-Supervisory	37
93	Excluded	Professional and Scientific, Supervisory	6
96	Excluded	Leadership Team	29
Total			22,291

As of Oct. 1, 2022.

Table II – Gender by Bargaining Unit

BU	Exclusive Representative	Collective Bargaining Group	Female	Male
01	UPW	Blue Collar, Non-Supervisory	957	1,278
02	HGEA	Blue Collar, Supervisory	97	144
03	HGEA	White Collar, Non-Supervisory	3,632	711
04	HGEA	White Collar, Supervisory	250	17
05	HSTA	Teachers	9,578	3,146
06	HGEA	Educational Officers	531	429
09	HGEA	Registered Professional Nurse, Non-Supervisory	1	1
10	UPW	Institutional, Health and Correctional Workers	25	10
13	HGEA	Professional and Scientific, Non-Supervisory	724	232
23	HGEA	Professional and Scientific, Supervisory	17	23
35	Excluded	Professional and Scientific, Managerial	16	7
45	HSTA	Teachers – Half Time	65	14
55	Excluded	Teachers – ROTC	2	47
56	Excluded	Educational Officers	86	51
63	Excluded	White Collar, Non-Supervisory	111	17
73	Excluded	Professional and Scientific, Non-Supervisory	28	9
93	Excluded	Professional and Scientific, Supervisory	6	0
96	Excluded	Leadership Team	18	11
Total			16,144	6,147

As of Oct. 1, 2022.

Table III – Ethnicity

Ethnicity	Teachers	Administrators	CSSP
American Indian or Alaska Native	41	3	14
Black or African American	158	12	75
Chinese	411	51	319
Filipino	1,073	59	1,553
Hawaiian/Part-Hawaiian	1,480	158	2,268
Hispanic	20	1	49
Japanese	2,900	316	1,554
Korean	157	16	58
Other Asian	81	7	56
Other Pacific Islander	48	4	83
Samoan	77	11	158
White	3,169	222	898
Two or More Races	3,237	266	1,228

As of Oct. 1, 2022.

Table IV – Reasons for Voluntary Teacher Separations

Reasons for Voluntary Teacher Separations					
Separation Reason	SY 2018-19	SY 2019-20	SY 2020-21	SY 2021-22	SY 2022-23
Resignation	755	674	771	874	835
a. Leaving Hawai'i	375	367	441	399	374
b. Non-HIDOE Teaching	65	38	53	51	66
c. Non-Teaching Job/Education	106	86	97	165	140
d. Workplace Environment	70	44	56	104	109
e. Family/Personal/Other	139	139	124	155	146
Retirement	274	287	428	312	235
Total	1,029	961	1,199	1,186	1,070

Table V – Reasons for Voluntary Educational Officer Separations

Reasons for Voluntary Educational Officer Separations					
Separation Reason	SY 2018-19	SY 2019-20	SY 2020-21	SY 2021-22	SY 2022-23
Resignation	29	26	38	41	30
a. Leaving Hawai'i	12	7	17	9	8
b. Non-HIDOE Teaching	1	0	1	1	0
c. Non-Teaching Job/Education	12	10	10	17	13
d. Workplace Environment	1	5	1	5	4
e. Family/Personal/Other	3	4	9	9	5
Retirement	44	28	44	48	30
Total	73	54	82	89	60

Table VI – Reasons for Voluntary CSSP Employee Separations

Reasons for Voluntary CSSP Employee Separations					
Separation Reason	SY 2018-19*	SY 2019-20*	SY 2020-21*	SY 2021-22*	SY 2022-23*
Resignation	500	393	462	626	573
a. Leaving Hawai'i	127	88	99	129	109
b. Non-HIDOE Teaching	4	2	1	2	1
c. Non-Teaching Job/Education	198	156	160	267	270
d. Workplace Environment	52	32	32	38	42
e. Family/Personal/Other	119	115	170	190	151
Retirement	251	198	316	307	287
Total	751	591	778	933	860

*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	2018-19	2019-20	2020-21	2021-22	2022-23
July	897	887	714	820	979
August	127	121	112	98	95
September	51	63	45	51	55
October	45	34	30	61	36
November	17	25	21	38	31
December	14	12	13	16	9
January	88	95	101	112	115
February	31	37	14	32	33
March	20	0	7	0	0
April	1	0	0	0	2
May	0	0	0	0	1
June	0	0	0	0	0
Total	1,291	1,274	1,057	1,228	1,356

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
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
2022-23	1,129	227	1,356

Table III - Resident Status of Newly Employed Teachers

Status	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	1,016	78.7%	947	74.3%	857	81.1%	954	77.7%	1,056	77.9%
Non-Resident	275	21.3%	327	25.7%	200	18.9%	274	22.3%	300	22.1%
Total	1,291	100.0%	1,274	100.0%	1,057	100.0%	1,228	100.0%	1,356	100.0%

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	
	2022-23	
	Amount	Percent
Brigham Young University - Hawai'i	16	1.2%
Chaminade University	58	4.3%
Hawai'i Pacific University	13	0.9%
iteach Hawai'i	4	0.3%
Kaho'iwai	5	0.4%
Leeward Community College	12	0.9%
Teach Away Hawai'i	8	0.6%
University of Hawai'i - Hilo	18	1.3%
University of Hawai'i - Mānoa	223	16.4%
University of Hawai'i - West O'ahu	31	2.3%
University of Phoenix - Hawai'i	7	0.5%
Total of In-State SATEP College Degrees	395	29.1%
Total of Out-of-State SATEP College Degrees	548	40.4%
New Teachers Hired without SATEP Degree	413	30.5%
Total	1,356	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									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	70	11.7%	68	12.7%	55	10.9%	63	11.4%	65	10.2%
Female	529	88.3%	466	87.3%	451	89.1%	492	88.6%	570	89.8%

Secondary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	242	37.1%	255	37.0%	201	38.7%	232	39.8%	248	37.7%
Female	410	62.9%	435	63.0%	319	61.3%	365	61.1%	410	62.3%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	12	30.0%	15	30.0%	9	29.0%	18	23.7%	16	25.4%
Female	28	70.0%	35	70.0%	22	71.0%	58	76.3%	47	74.6%

Total Teacher Gender by Amount/Percentage										
Gender	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	324	25.1%	338	26.5%	265	25.1%	313	25.5%	329	24.3%
Female	967	74.9%	936	73.5%	792	74.9%	915	74.5%	1,027	75.7%
Total	1,291	100.0%	1,274	100.0%	1,057	100.0%	1,228	100.0%	1,356	100.0%

Table VI - Degree Status of Newly Employed Teachers

Type	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	655	50.7%	546	42.8%	471	44.6%	574	46.7%	667	49.2%
BA and 5th year	175	13.6%	257	20.2%	157	14.8%	200	16.3%	205	15.1%
Master	446	34.6%	446	35.0%	406	38.4%	433	35.3%	459	33.8%
Ph.D.	12	0.9%	20	1.6%	18	1.7%	10	0.8%	17	1.3%
Other	3	0.2%	5	0.4%	5	0.5%	11	0.9%	8	0.6%
Total	1,291	100.0%	1,274	100.0%	1,057	100.0%	1,228	100.0%	1,356	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 (CTE) permit, a Hawaiian permit, or be an ROTC instructor.

Table VII - Previous Teaching Experience of Newly Employed Teachers

Years of Experience	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	773	59.9%	725	56.9%	643	60.8%	763	62.1%	873	64.4%
1	93	7.2%	91	7.1%	74	7.0%	66	5.4%	77	5.7%
2	73	5.7%	65	5.1%	60	5.7%	71	5.8%	58	4.3%
3	54	4.2%	61	4.8%	35	3.3%	53	4.3%	38	2.8%
4	39	3.0%	51	4.0%	27	2.6%	37	3.0%	49	3.6%
5	34	2.6%	32	2.5%	32	3.0%	28	2.3%	31	2.3%
6	28	2.2%	32	2.5%	42	4.0%	33	2.7%	37	2.7%
7	25	1.9%	30	2.4%	22	2.1%	20	1.6%	29	2.1%
8	28	2.2%	26	2.0%	12	1.1%	28	2.3%	23	1.7%
9	18	1.4%	23	1.8%	19	1.8%	14	1.1%	16	1.2%
10	20	1.5%	18	1.4%	12	1.1%	19	1.6%	14	1.0%
11	13	1.0%	21	1.7%	12	1.1%	17	1.4%	14	1.0%
12	13	1.0%	13	1.0%	9	0.9%	16	1.3%	12	0.9%
13+	80	6.2%	86	6.8%	58	5.5%	63	5.1%	85	6.3%
Total	1,291	100.0%	1,274	100.0%	1,057	100.0%	1,228	100.0%	1,356	100.0%

Table VIII - Assignment of Newly Employed Teachers by District

District	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	3	0.2%	8	0.6%	2	0.2%	33	2.7%	19	1.4%
Honolulu	162	12.6%	170	13.3%	173	16.4%	187	15.2%	186	13.7%
Central	226	17.5%	245	19.2%	196	18.5%	204	16.6%	262	19.3%
Leeward	307	23.8%	282	22.1%	229	21.7%	304	24.8%	290	21.4%
Windward	114	8.8%	115	9.0%	107	10.1%	107	8.7%	152	11.2%
Hawai'i	217	16.8%	206	16.3%	153	14.5%	157	12.8%	202	14.9%
Maui	182	14.1%	177	13.9%	140	13.2%	165	13.4%	167	12.3%
Kaua'i	80	6.2%	71	5.6%	57	5.4%	71	5.8%	78	5.8%
Total	1,291	100.0%	1,274	100.0%	1,057	100.0%	1,228	100.0%	1,356	100.0%

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

Elementary										
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kaua'i	State Office	Total	Percent
Counselor	4	4	7	0	8	3	1	0	27	4.3%
Elementary	47	105	97	57	54	49	22	0	431	67.9%
Librarian	1	0	0	0	0	0	0	0	1	0.1%
Special Education	26	24	36	27	40	15	7	0	175	27.6%
Other	0	0	0	0	0	1	0	0	1	0.1%
Total	78	133	140	84	102	68	30	0	635	100.0%

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kaua'i	State Office	Total	Percent
Art	1	3	4	0	2	3	3	0	16	2.4%
Career and Technical Education	4	3	4	3	5	3	3	0	25	3.8%
Computer Science	1	0	1	0	0	0	0	0	2	0.3%
Counselor	6	4	8	1	4	6	2	0	31	4.7%
Dance	1	0	0	0	0	0	0	0	1	0.2%
Drama	0	0	1	0	0	0	1	0	2	0.3%
Elementary	0	0	0	2	10	0	0	0	12	1.8%
English	17	23	28	8	15	16	10	0	117	17.8%
Hawaiian Immersion	0	0	0	0	0	1	0	0	1	0.2%
Hawaiian Language	0	0	1	0	0	0	0	0	1	0.2%
Health	1	0	2	1	2	2	2	0	10	1.5%
Librarian	0	0	0	0	0	2	0	0	2	0.3%
Mathematics	12	15	15	10	7	13	6	0	78	11.8%
Multi-Disciplinary	1	3	3	0	2	0	0	0	9	1.4%
Music	5	3	1	0	1	3	0	0	13	2.0%
Physical Education	4	3	7	5	1	4	0	0	24	3.6%
ROTC	1	2	2	3	2	0	0	0	10	1.5%
Science	13	12	19	9	6	10	7	0	76	11.5%
Social Studies	11	6	13	12	15	3	6	0	66	10.0%
Special Education	13	30	35	11	23	18	6	0	136	20.7%
Teachers of English to Speakers of Other Languages	4	0	0	0	0	0	0	0	4	0.6%
World Languages	2	5	3	2	1	2	0	0	15	2.3%
Other	1	1	0	0	2	3	0	0	7	1.1%
Total	98	113	147	67	98	89	46	0	658	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	Hawai'i	Maui	Kaua'i	State Office	Total	Percent
Art	0	0	0	0	0	1	0	3	4	6.3%
Career and Technical Education	2	0	0	0	1	0	0	0	3	4.8%
Elementary	3	0	0	0	4	3	0	3	13	20.6%
English	1	0	0	1	4	0	0	4	10	15.9%
Hawaiian Immersion	1	0	0	0	0	1	0	1	3	4.8%
Health	0	0	0	0	0	0	0	1	1	1.6%
Mathematics	0	0	0	0	1	1	0	0	2	3.2%
Music	0	0	0	0	1	0	0	0	1	1.6%
Physical Education	0	0	0	0	0	0	0	2	2	3.2%
Science	0	0	0	0	1	0	0	0	1	1.6%
Social Studies	1	0	0	0	1	0	0	2	4	6.3%
Special Education	2	0	1	0	3	3	1	2	12	19.0%
Teachers of English to Speakers of Other Languages	0	0	0	0	1	0	0	0	1	1.6%
Other	0	0	2	0	1	1	1	1	6	9.5%
Total	10	0	3	1	18	10	2	19	63	100.0%

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

Subject	Total								Total	Percent
	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kaua'i	State Office		
Art	1	3	4	0	2	4	3	3	20	1.5%
Career and Technical Education	6	3	4	3	6	3	3	0	28	2.0%
Computer Science	1	0	1	0	0	0	0	0	2	0.1%
Counselor	10	8	15	1	12	9	3	0	58	4.3%
Dance	1	0	0	0	0	0	0	0	1	0.1%
Drama	0	0	1	0	0	0	1	0	2	0.2%
Elementary	50	105	97	59	68	52	22	3	456	33.6%
English	18	23	28	9	19	16	10	4	127	9.4%
Hawaiian Immersion	1	0	0	0	0	2	0	1	4	0.3%
Hawaiian Language	0	0	1	0	0	0	0	0	1	0.1%
Health	1	0	2	1	2	2	2	1	11	0.8%
Librarian	1	0	0	0	0	2	0	0	3	0.2%
Mathematics	12	15	15	10	8	14	6	0	80	5.9%
Multi-Disciplinary	1	3	3	0	2	0	0	0	9	0.7%
Music	5	3	1	0	2	3	0	0	14	1.0%
Physical Education	4	3	7	5	1	4	0	2	26	1.9%
ROTC	1	2	2	3	2	0	0	0	10	0.7%
Science	13	12	19	9	7	10	7	0	77	5.7%
Social Studies	12	6	13	12	16	3	6	2	70	5.2%
Special Education	41	54	72	38	66	36	14	2	323	23.8%
Teachers of English to Speakers of Other Languages	4	0	0	0	1	0	0	0	5	0.4%
World Languages	2	5	3	2	1	2	0	0	15	1.1%
Other	1	1	2	0	3	5	1	1	14	1.0%
Total	186	246	290	152	218	167	78	19	1,356	100.0%

Table X - Newly Employed Teachers SY 2022-23 Initial Status by District

District	Tenured	Prob	Temp-W	Temp-5	Temp-T	Total	Percent
Licensure Status	SATEP Complete			Non-SATEP			
Honolulu	14	104	14	53	1	186	13.7%
Central	17	161	26	48	10	262	19.3%
Leeward	12	148	26	57	47	290	21.4%
Windward	16	75	15	46	0	152	11.2%
Hawai'i	18	96	15	58	15	202	14.9%
Maui	15	73	18	61	0	167	12.3%
Kaua'i	12	46	5	15	0	78	5.8%
State	2	14	1	2	0	19	1.4%
Total	106	717	120	340	73	1,356	100.0%

Tenured: Former tenured teachers returning to employment.

Prob: Hawai'i licensed teachers earning probationary credit.

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									
		2018-19		2019-20		2020-21		2021-22		2022-23	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	SATEP	78	6.0%	98	7.7%	66	6.2%	85	6.9%	106	7.8%
Prob		667	51.7%	722	56.7%	708	67.0%	718	58.5%	717	52.9%
Temp-W		156	12.1%	129	10.1%	50	4.7%	86	7.0%	120	8.8%
Temp-5	Non	326	25.2%	266	20.9%	173	16.4%	279	22.7%	340	25.1%
Temp-T	SATEP	64	5.0%	59	4.6%	60	5.7%	60	4.9%	73	5.4%
Total		1,291	100.0%	1,274	100.0%	1,057	100.0%	1,228	100.0%	1,356	100.0%

Tenured: Former tenured teachers returning to employment.

Prob: Hawai'i licensed teachers earning probationary credit.

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	2018-19	2019-20	2020-21	2021-22	2022-23
July	61	135	93	111	121
August	150	113	97	107	110
September	68	81	100	103	102
October	96	89	91	99	103
November	78	62	88	99	88
December	63	67	68	70	71
January	70	73	76	105	86
February	69	72	59	92	67
March	77	55	67	101	82
April	58	18	36	56	63
May	52	15	33	53	48
June	44	29	62	47	35
Total	886	809	870	1,043	976

Table II - Number of Newly Employed CSSP Employees by District

District	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	76	8.6%	89	11.0%	74	8.5%	89	8.5%	67	6.9%
Honolulu	160	18.1%	108	13.3%	129	14.8%	187	17.9%	125	12.8%
Central	152	17.2%	127	15.7%	161	18.5%	153	14.7%	170	17.4%
Leeward	159	17.9%	136	16.8%	102	11.7%	164	15.7%	185	19.0%
Windward	82	9.2%	69	8.5%	109	12.5%	103	9.9%	104	10.7%
Hawai'i	106	12.0%	138	17.1%	124	14.3%	142	13.6%	130	13.3%
Maui	111	12.5%	97	12.0%	114	13.1%	133	12.8%	139	14.2%
Kaua'i	40	4.5%	45	5.6%	57	6.6%	72	6.9%	56	5.7%
Total	886	100.0%	809	100.0%	870	100.0%	1,043	100.0%	976	100.0%

Table III - Gender of Newly Employed CSSP Employees

Gender	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	620	70.0%	587	72.6%	626	72.0%	713	68.4%	677	69.4%
Male	266	30.0%	222	27.4%	244	28.0%	330	31.6%	299	30.6%
Total	886	100.0%	809	100.0%	870	100.0%	1,043	100.0%	976	100.0%

Table IV - Employment Status of Newly Employed CSSP Employees

Full-Time/ Part-Time	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	666	75.2%	614	75.9%	661	76.0%	816	78.2%	764	78.3%
Part-Time	220	24.8%	195	24.1%	209	24.0%	227	21.8%	212	21.7%
Total	886	100.0%	809	100.0%	870	100.0%	1,043	100.0%	976	100.0%

Table V - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	215	24.2%	161	19.9%	171	19.6%	248	23.8%	246	25.2%
Blue-Collar (Supervisory)	2	0.2%	2	0.3%	4	0.5%	4	0.4%	2	0.2%
Excluded Managerial	1	0.1%	1	0.1%	2	0.2%	0	0.0%	3	0.3%
Institutional, Health, and Correction Officers	4	0.5%	4	0.5%	2	0.2%	7	0.6%	3	0.3%
Professional and Scientific	136	15.3%	108	13.3%	118	13.6%	124	11.9%	134	13.7%
Student Helper	4	0.5%	23	2.8%	51	5.9%	30	2.9%	19	2.0%
White-Collar (Non-Supervisory)	520	58.7%	508	62.8%	515	59.2%	626	60.0%	564	57.8%
White-Collar (Supervisory)	4	0.5%	2	0.3%	7	0.8%	4	0.4%	5	0.5%
Total	886	100.0%	809	100.0%	870	100.0%	1,043	100.0%	976	100.0%

Table VI - Position of Newly Employed CSSP Employees

Position	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	8	0.9%	10	1.2%	16	1.8%	9	0.9%	14	1.4%
Accountant	2	0.2%	4	0.5%	1	0.1%	1	0.1%	3	0.3%
Administrative Services Assistant	1	0.1%	1	0.1%	0	0.0%	0	0.0%	2	0.2%
Architect	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Athletic Health Care Trainer	5	0.6%	2	0.3%	4	0.5%	4	0.4%	7	0.7%
Auditor	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Audio Visual Technician	0	0.0%	0	0.0%	2	0.2%	1	0.1%	1	0.1%
Automated Systems Equipment Technician	2	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Automotive Mechanic	0	0.0%	1	0.1%	0	0.0%	1	0.1%	1	0.1%
Automotive Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Behavior Analyst	0	0.0%	0	0.0%	8	0.9%	5	0.4%	3	0.3%
Behavioral Health Specialist	48	5.5%	32	3.9%	26	3.0%	41	3.9%	40	4.1%
Behavioral Specialist	0	0.0%	0	0.0%	0	0.0%	2	0.2%	0	0.0%
Behavioral Technician	0	0.0%	3	0.4%	37	4.3%	47	4.5%	21	2.2%
Bilingual/Bicultural School-Home Assistant	1	0.1%	0	0.0%	1	0.1%	7	0.6%	3	0.3%
Building Construction and Maintenance Supervisor	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Building Construction Inspector	0	0.0%	0	0.0%	0	0.0%	2	0.2%	0	0.0%
Building Maintenance Helper	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Building Maintenance Worker	3	0.3%	1	0.1%	1	0.1%	3	0.3%	3	0.3%
Business Management Officer	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Cafeteria Helper	80	9.1%	54	6.6%	32	3.7%	64	6.1%	66	6.8%
Capital Improvement Program or Capital Improvement Project	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Carpenter	0	0.0%	0	0.0%	0	0.0%	1	0.1%	2	0.2%
Child Nutrition Programs Administrator	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Clerical Supervisor	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Clinical Psychologist	9	1.0%	4	0.5%	3	0.3%	3	0.3%	1	0.1%
Communication Aide	11	1.2%	9	1.1%	4	0.5%	9	0.9%	1	0.1%
Data Processing Systems Analyst	10	1.1%	4	0.5%	4	0.5%	2	0.2%	2	0.2%
Data Processing User Support Technician	23	2.6%	17	2.1%	15	1.7%	26	2.5%	15	1.5%
Departmental Contracts Specialist	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Educational Assistant	259	29.3%	256	31.6%	262	30.1%	302	28.9%	258	26.4%
Educational Interpreter	0	0.0%	1	0.1%	2	0.2%	0	0.0%	0	0.0%
Electrician	2	0.2%	0	0.0%	1	0.1%	0	0.0%	0	0.0%

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

Position	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Engineer	1	0.1%	1	0.1%	1	0.1%	2	0.2%	7	0.7%
Engineering Program Administrator	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Executive Office on Early Learning Director	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Farm Manager	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
FMS Replacement Accountant	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
FMS Replacement Assistant	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
FMS Replacement Clerk	0	0.0%	2	0.3%	0	0.0%	0	0.0%	0	0.0%
FMS Replacement Supervisor	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Food Services Driver	4	0.5%	2	0.3%	1	0.1%	4	0.4%	1	0.1%
General Laborer	1	0.1%	2	0.3%	1	0.1%	1	0.1%	1	0.1%
General Professional	2	0.2%	1	0.1%	0	0.0%	3	0.3%	0	0.0%
Heavy Truck Driver	0	0.0%	0	0.0%	1	0.1%	3	0.3%	0	0.0%
Houseparent for Deaf/Blind	0	0.0%	1	0.1%	0	0.0%	2	0.2%	0	0.0%
Human Services Professional	2	0.2%	1	0.1%	1	0.1%	3	0.3%	11	1.1%
Janitor	1	0.1%	4	0.5%	3	0.3%	2	0.2%	2	0.2%
Library Assistant	7	0.8%	5	0.6%	5	0.6%	2	0.2%	7	0.7%
Mason	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Military Liaison Administrative Assistant	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Occupational Therapist	2	0.2%	4	0.5%	6	0.7%	5	0.4%	1	0.1%
Office Assistant	135	15.3%	121	14.9%	92	10.6%	125	12.0%	144	14.8%
Offset Press Operator	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Personnel Clerk	11	1.2%	6	0.7%	5	0.6%	8	0.8%	9	0.9%
Personnel Management Specialist	1	0.1%	3	0.4%	2	0.2%	1	0.1%	0	0.0%
Personnel Regional Assistant	0	0.0%	0	0.0%	1	0.1%	3	0.3%	0	0.0%
Physical Therapist	1	0.1%	4	0.5%	2	0.2%	2	0.2%	1	0.1%
Plumber	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Power Mower Operator	3	0.3%	3	0.4%	3	0.3%	0	0.0%	2	0.2%
Pre-Audit Clerk	0	0.0%	3	0.4%	3	0.3%	2	0.2%	0	0.0%
Private Secretary	0	0.0%	2	0.3%	2	0.2%	0	0.0%	4	0.4%
Procurement and Contracts Clerk	0	0.0%	0	0.0%	0	0.0%	2	0.2%	0	0.0%
Procurement and Contracts Support Specialist	1	0.1%	2	0.3%	3	0.3%	1	0.1%	1	0.1%
Professional Trainee	0	0.0%	0	0.0%	1	0.1%	0	0.0%	3	0.3%
Professional Worker	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Program Specialist	13	1.5%	5	0.6%	4	0.5%	4	0.4%	7	0.7%

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

Position	School Year									
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School Based Occupational Therapy Assistant	4	0.5%	2	0.3%	2	0.2%	1	0.1%	2	0.2%
School Based Physical Therapy Assistant	0	0.0%	1	0.1%	0	0.0%	2	0.2%	1	0.1%
School and Swimming Pool Custodian	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
School Administrative Services Assistant	3	0.35	2	0.3%	5	0.6%	3	0.3%	2	0.2%
School Baker	7	0.8%	7	0.9%	4	0.5%	9	0.9%	7	0.7%
School Bus Transportation Officer	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
School Cook	9	1.0%	6	0.7%	6	0.7%	17	1.6%	12	1.2%
School Custodian	103	11.7%	78	9.6%	113	13.0%	141	13.5%	147	15.1%
School Dormitory Attendant	0	0.0%	0	0.0%	0	0.0%	2	0.2%	0	0.0%
School Food Authority Administrative Services Officer	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Food Authority Business Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Food Authority Project Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Food Services Manager	1	0.1%	2	0.3%	4	0.5%	2	0.2%	2	0.2%
School Health Assistant	22	2.5%	22	2.7%	38	4.4%	27	2.6%	29	3.0%
School Lands and Facilities Specialist	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
School Lunch Services Supervisor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Psychologist	11	1.2%	11	1.4%	12	1.4%	14	1.3%	9	0.9%
School Safety and Security Officer	1	0.1%	0	0.0%	1	0.1%	0	0.0%	2	0.2%
School Security Attendant	35	4.0%	42	5.2%	27	3.1%	45	4.3%	55	5.6%
Secretary	7	0.8%	7	0.9%	5	0.6%	10	1.0%	4	0.4%
Social Worker	3	0.3%	2	0.3%	5	0.6%	3	0.3%	8	0.8%
Speech Language Pathologist	21	2.4%	21	2.6%	35	4.0%	25	2.4%	25	2.6%
Student Helper	4	0.5%	23	2.8%	51	5.9%	30	2.8%	19	1.9%
Student Transportation Services Administrator	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Student Transportation Services Manager	0	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
Television Production Technician	1	0.1%	2	0.3%	0	0.0%	0	0.0%	0	0.0%
Tractor Operator	0	0.0%	2	0.3%	0	0.0%	0	0.0%	0	0.0%
Total	886	100.0%	809	100.0%	870	100.0%	1,043	100.0%	976	100.0%