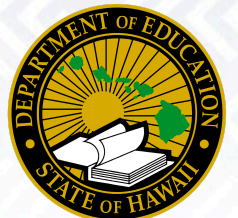


Employment Report

School Year 2023-24



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) 2023-24 as well as data from prior years.



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Workforce Data

The HDOE employs about 13,000 teachers, librarians, counselors, and an additional 12,000 educational officers, civil service, and support services personnel to ensure 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	2,236
02	HGEA	Blue Collar, Supervisory	226
03	HGEA	White Collar, Non-Supervisory	4,268
04	HGEA	White Collar, Supervisory	262
05	HSTA	Teachers	12,957
06	HGEA	Educational Officers	991
09	HGEA	Registered Professional Nurse, Non-Supervisory	2
10	UPW	Institutional, Health and Correctional Workers	35
13	HGEA	Professional and Scientific, Non-Supervisory	939
23	HGEA	Professional and Scientific, Supervisory	42
35	Excluded	Professional and Scientific, Managerial	26
45	HSTA	Teachers – Half Time	87
55	Excluded	Teachers – ROTC	52
56	Excluded	Educational Officers	150
63	Excluded	White Collar, Non-Supervisory	139
73	Excluded	Professional and Scientific, Non-Supervisory	33
93	Excluded	Professional and Scientific, Supervisory	6
96	Excluded	Leadership Team	30
Total			22,481

As of Oct. 1, 2023.

Table II – Gender by Bargaining Unit

BU	Exclusive Representative	Collective Bargaining Group	Female	Male
01	UPW	Blue Collar, Non-Supervisory	935	1,301
02	HGEA	Blue Collar, Supervisory	85	141
03	HGEA	White Collar, Non-Supervisory	3,598	670
04	HGEA	White Collar, Supervisory	242	20
05	HSTA	Teachers	9,769	3,188
06	HGEA	Educational Officers	548	443
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	718	221
23	HGEA	Professional and Scientific, Supervisory	18	24
35	Excluded	Professional and Scientific, Managerial	17	9
45	HSTA	Teachers – Half Time	73	14
55	Excluded	Teachers – ROTC	3	49
56	Excluded	Educational Officers	95	55
63	Excluded	White Collar, Non-Supervisory	123	16
73	Excluded	Professional and Scientific, Non-Supervisory	25	8
93	Excluded	Professional and Scientific, Supervisory	6	0
96	Excluded	Leadership Team	18	12
Total			16,300	6,181

As of Oct. 1, 2023.

Table III – Ethnicity

Ethnicity	Teachers	Administrators	CSSP
American Indian or Alaska Native	40	3	12
Black or African American	160	11	74
Chinese	400	51	307
Filipino	1,192	62	1,601
Hawaiian/Part-Hawaiian	1,485	166	2,212
Hispanic	23	4	48
Japanese	2,822	324	1,501
Korean	159	16	67
Other Asian	87	7	59
Other Pacific Islander	49	6	94
Samoan	76	13	156
White	3,525	272	1,257
Two or More Races	3,078	236	826

As of Oct. 1, 2023.

Table IV – Reasons for Voluntary Teacher Separations

Reasons for Voluntary Teacher Separations					
Separation Reason	SY 2019-20	SY 2020-21	SY 2021-22	SY 2022-23	SY 2023-24
Resignation	674	771	874	835	909
a. Leaving Hawai'i	367	441	399	374	407
b. Non-HIDOE Teaching	38	53	51	66	53
c. Non-Teaching Job/Education	86	97	165	140	196
d. Workplace Environment	44	56	104	109	104
e. Family/Personal/Other	139	124	155	146	149
Retirement	287	428	312	235	304
Total	961	1,199	1,186	1,070	1,213

Table V – Reasons for Voluntary Educational Officer Separations

Reasons for Voluntary Educational Officer Separations					
Separation Reason	SY 2019-20	SY 2020-21	SY 2021-22	SY 2022-23	SY 2023-24
Resignation	26	38	41	30	43
a. Leaving Hawai'i	7	17	9	8	16
b. Non-HIDOE Teaching	0	1	1	0	2
c. Non-Teaching Job/Education	10	10	17	13	18
d. Workplace Environment	5	1	5	4	2
e. Family/Personal/Other	4	9	9	5	5
Retirement	28	44	48	30	40
Total	54	82	89	60	83

Table VI – Reasons for Voluntary CSSP Employee Separations

Reasons for Voluntary CSSP Employee Separations					
Separation Reason	SY 2019-20*	SY 2020-21*	SY 2021-22*	SY 2022-23*	SY 2023-24*
Resignation	393	462	626	573	573
a. Leaving Hawai'i	88	99	129	109	103
b. Non-HIDOE Teaching	2	1	2	1	2
c. Non-Teaching Job/Education	156	160	267	270	250
d. Workplace Environment	32	32	38	42	59
e. Family/Personal/Other	115	170	190	151	159
Retirement	198	316	307	287	260
Total	591	778	933	860	833

*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	2019-20	2020-21	2021-22	2022-23	2023-24
July	887	714	820	979	11
August	121	112	98	95	1,278
September	63	45	51	55	62
October	34	30	61	36	56
November	25	21	38	31	36
December	12	13	16	9	11
January	95	101	112	115	113
February	37	14	32	33	36
March	0	7	0	0	10
April	0	0	0	2	1
May	0	0	0	1	0
June	0	0	0	0	0
Total	1,274	1,057	1,228	1,356	1,614

This table shows newly employed teachers by month of hire. The data includes previously separated teachers 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
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
2023-24	1,351	263	1,614

Table III - Resident Status of Newly Employed Teachers

Status	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	947	74.3%	857	81.1%	954	77.7%	1,056	77.9%	1,282	79.4%
Non-Resident	327	25.7%	200	18.9%	274	22.3%	300	22.1%	332	20.6%
Total	1,274	100.0%	1,057	100.0%	1,228	100.0%	1,356	100.0%	1,614	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	
	2023-24	
	Amount	Percent
Brigham Young University - Hawai'i	23	1.4%
Chaminade University	110	6.8%
Hawai'i Pacific University	25	1.5%
iteach Hawai'i	20	1.2%
Kaho'iwai	3	0.2%
Leeward Community College	36	2.2%
Teach Away Hawai'i	5	0.3%
University of Hawai'i - Hilo	39	2.4%
University of Hawai'i - Mānoa	305	18.9%
University of Hawai'i - West O'ahu	67	4.2%
University of Phoenix - Hawai'i	4	0.2%
Total of In-State SATEP College Degrees	484	30.0%
Total of Out-of-State SATEP College Degrees	656	40.6%
New Teachers Hired without SATEP Degree	474	29.4%
Total	1,614	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 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									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	68	12.7%	55	10.9%	63	11.4%	65	10.2%	92	12.0%
Female	466	87.3%	451	89.1%	492	88.6%	570	89.8%	676	88.0%

Secondary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	255	37.0%	201	38.7%	232	39.8%	248	37.7%	298	37.9%
Female	435	63.0%	319	61.3%	365	61.1%	410	62.3%	488	62.1%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	School Year									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	15	30.0%	9	29.0%	18	23.7%	16	25.4%	9	15.0%
Female	35	70.0%	22	71.0%	58	76.3%	47	74.6%	51	85.0%

Total Teacher Gender by Amount/Percentage										
Gender	School Year									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	338	26.5%	265	25.1%	313	25.5%	329	24.3%	399	24.7%
Female	936	73.5%	792	74.9%	915	74.5%	1,027	75.7%	1,215	75.3%
Total	1,274	100.0%	1,057	100.0%	1,228	100.0%	1,356	100.0%	1,614	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%	759	47.0%
BA and 5th year	175	13.6%	257	20.2%	157	14.8%	200	16.3%	263	16.3%
Master	446	34.6%	446	35.0%	406	38.4%	433	35.3%	559	34.6%
Ph.D.	12	0.9%	20	1.6%	18	1.7%	10	0.8%	22	1.4%
Other	3	0.2%	5	0.4%	5	0.5%	11	0.9%	11	0.7%
Total	1,291	100.0%	1,274	100.0%	1,057	100.0%	1,228	100.0%	1,614	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 the requirements to hold a Career and Technical Education (CTE) permit, a Hawaiian permit, or an ROTC instructor.

Table VII - Previous Teaching Experience of Newly Employed Teachers

Years of Experience	School Year									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	725	56.9%	643	60.8%	763	62.1%	873	64.4%	910	56.4%
1	91	7.1%	74	7.0%	66	5.4%	77	5.7%	85	5.3%
2	65	5.1%	60	5.7%	71	5.8%	58	4.3%	61	3.8%
3	61	4.8%	35	3.3%	53	4.3%	38	2.8%	59	3.7%
4	51	4.0%	27	2.6%	37	3.0%	49	3.6%	88	5.5%
5	32	2.5%	32	3.0%	28	2.3%	31	2.3%	76	4.7%
6	32	2.5%	42	4.0%	33	2.7%	37	2.7%	71	4.4%
7	30	2.4%	22	2.1%	20	1.6%	29	2.1%	34	2.1%
8	26	2.0%	12	1.1%	28	2.3%	23	1.7%	35	2.2%
9	23	1.8%	19	1.8%	14	1.1%	16	1.2%	25	1.5%
10	18	1.4%	12	1.1%	19	1.6%	14	1.0%	24	1.5%
11	21	1.7%	12	1.1%	17	1.4%	14	1.0%	14	0.9%
12	13	1.0%	9	0.9%	16	1.3%	12	0.9%	14	0.9%
13+	86	6.8%	58	5.5%	63	5.1%	85	6.3%	118	7.3%
Total	1,274	100.0%	1,057	100.0%	1,228	100.0%	1,356	100.0%	1,614	100.0%

Table VIII - Assignment of Newly Employed Teachers by District

District	School Year									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	8	0.6%	2	0.2%	33	2.7%	19	1.4%	14	0.9%
Honolulu	170	13.3%	173	16.4%	187	15.2%	186	13.7%	190	11.8%
Central	245	19.2%	196	18.5%	204	16.6%	262	19.3%	307	19.0%
Leeward	282	22.1%	229	21.7%	304	24.8%	290	21.4%	356	22.1%
Windward	115	9.0%	107	10.1%	107	8.7%	152	11.2%	182	11.3%
Hawai'i	206	16.3%	153	14.5%	157	12.8%	202	14.9%	229	14.2%
Maui	177	13.9%	140	13.2%	165	13.4%	167	12.3%	244	15.1%
Kaua'i	71	5.6%	57	5.4%	71	5.8%	78	5.8%	92	5.7%
Total	1,274	100.0%	1,057	100.0%	1,228	100.0%	1,356	100.0%	1,614	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	6	4	5	7	3	4	1	0	30	3.9%
Elementary	67	107	120	75	54	72	25	0	520	67.7%
Librarian	0	2	0	1	0	0	0	0	3	0.4%
Special Education	18	53	47	29	21	23	4	0	195	25.4%
Other	4	3	1	3	2	4	3	0	20	2.6%
Total	95	169	173	115	80	103	33	0	768	100.0%

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kaua'i	State Office	Total	Percent
Art	2	3	3	0	3	8	2	0	21	2.7%
CTE	3	6	5	6	9	5	5	0	39	5.0%
Computer Science	0	0	0	0	2	0	1	0	3	0.4%
Counselor	9	10	12	2	10	8	1	0	52	6.6%
Dance	2	0	0	0	0	0	0	0	2	0.3%
Drama	0	0	0	0	0	0	0	0	0	0.0%
Elementary	1	2	3	3	20	4	0	0	33	4.2%
English	16	27	37	6	20	22	19	0	147	18.7%
Hawaiian Immersion	0	0	0	0	0	0	0	0	0	0.0%
Hawaiian Language	0	0	1	1	0	0	0	0	2	0.3%
Health	1	1	2	1	4	4	0	0	13	1.7%
Librarian	1	0	0	0	0	0	0	0	1	0.1%
Mathematics	16	30	24	12	14	15	6	0	117	14.9%
Multi-Disciplinary	0	2	1	0	0	0	0	0	3	0.4%
Music	0	3	1	0	4	1	0	0	9	1.1%
Physical Education	0	1	1	6	2	6	2	0	18	2.3%
ROTC	1	2	1	1	1	1	0	0	7	0.9%

Science	17	17	24	10	8	19	5	0	100	12.7%
Social Studies	7	10	19	6	10	11	4	0	67	8.5%
Special Education	10	12	35	9	18	10	10	0	104	13.2%
Teachers of English to Speakers of Other Languages	3	3	1	1	3	3	0	0	14	1.8%
World Languages	1	1	5	0	5	2	1	0	15	1.9%
Other	3	7	4	1	2	2	0	0	19	2.4%
Total	93	137	179	65	135	121	56	0	786	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	0	1	1.7%
CTE	0	0	0	0	1	0	0	0	1	1.7%
Elementary	0	0	0	1	5	8	0	2	16	26.7%
English	1	0	0	0	0	3	0	1	5	8.3%
Hawaiian Immersion	0	0	0	0	0	0	0	0	0	0.0%
Health	0	0	0	0	0	0	0	0	0	0.0%
Mathematics	0	0	0	0	1	1	1	1	4	6.7%
Music	0	0	0	0	0	0	0	0	0	0.0%
Physical Education	0	0	0	0	0	0	0	0	0	0.0%
Science	0	0	0	0	1	0	0	2	3	5.0%
Social Studies	0	0	0	0	1	0	0	1	2	3.3%
Special Education	1	1	2	0	0	6	2	2	14	23.3%
Teachers of English to Speakers of Other Languages	0	0	0	0	2	0	0	0	2	3.3%
Other	0	0	2	1	3	1	0	5	12	20.0%
Total	2	1	4	2	14	20	3	14	60	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	2	3	3	0	3	9	2	0	22	1.4%
CTE	3	6	5	6	10	5	5	0	40	2.5%
Computer Science	0	0	0	0	2	0	1	0	3	0.2%
Counselor	15	14	17	9	13	12	2	0	82	5.1%
Dance	2	0	0	0	0	0	0	0	2	0.1%
Drama	0	0	0	0	0	0	0	0	0	0.0%
Elementary	68	109	123	79	79	84	25	2	569	35.3%
English	17	27	37	6	20	25	19	1	152	9.4%
Hawaiian Immersion	0	0	0	0	0	0	0	0	0	0.0%
Hawaiian Language	0	0	1	1	0	0	0	0	2	0.1%
Health	1	1	2	1	4	4	0	0	13	0.8%
Librarian	1	2	0	1	0	0	0	0	4	0.2%
Mathematics	16	30	24	12	15	16	7	1	121	7.5%
Multi-Disciplinary	0	2	1	0	0	0	0	0	3	0.2%
Music	0	3	1	0	4	1	0	0	9	0.6%
Physical Education	0	1	1	6	2	6	2	0	18	1.1%
ROTC	1	2	1	1	1	1	0	0	7	0.4%
Science	17	17	24	10	9	19	5	2	103	6.4%
Social Studies	7	10	19	6	11	11	4	1	69	4.3%
Special Education	29	66	84	38	39	39	16	2	313	19.4%
Teachers of English to Speakers of Other Languages	3	3	1	1	5	3	0	0	16	1.0%
World Languages	1	1	5	0	5	2	1	0	15	0.9%
Other	7	10	7	5	7	7	3	5	51	3.2%
Total	190	307	356	182	229	244	92	14	1,614	100.0%

Table X - Newly Employed Teachers SY 2023-24 Initial Status by District

District	Tenured	Prob	Temp-Lic	Temp-W	Temp-T	Temp-5	Temp-T	Total	Percent
Licensure Status	SATEP Complete					Non-SATEP			
Honolulu	32	90	2	9	0	57	0	190	11.8%
Central	35	136	1	31	12	83	9	307	19.0%
Leeward	56	155	1	39	17	77	11	356	22.1%
Windward	33	80	2	12	0	0	55	182	11.3%
Hawai'i	30	87	5	29	8	65	5	229	14.2%
Maui	36	64	1	68	0	75	0	244	15.1%
Kaua'i	14	31	0	15	0	32	0	92	5.7%
State	3	3	1	2	0	5	0	14	0.9%
Total	239	646	13	205	37	394	80	1,614	100.0%

Tenured: Former tenured teachers returning to employment.

Prob: Hawai'i licensed teachers earning probationary credit.

Temp-Lic: Teachers who are licensed after the second semester probationary deadline.

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									
		2019-20		2020-21		2021-22		2022-23		2023-24	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	SATEP	98	7.7%	66	6.2%	85	6.9%	106	7.8%	239	14.8%
Prob		722	56.7%	708	67.0%	718	58.5%	717	52.9%	646	40.0%
Temp-Lic										13	0.8%
Temp-W		129	10.1%	50	4.7%	86	7.0%	120	8.8%	205	12.7%
Temp-T										37	2.3%
Temp-5	Non	266	20.9%	173	16.4%	279	22.7%	340	25.1%	449	27.8%
Temp-T	SATEP	59	4.6%	60	5.7%	60	4.9%	73	5.4%	25	1.5%
Total		1,274	100.0%	1,057	100.0%	1,228	100.0%	1,356	100.0%	1,614	100.0

Tenured: Former tenured teachers returning to employment.

Prob: Hawai'i licensed teachers earning probationary credit.

Temp-Lic: Teachers who are licensed after the second-semester probationary deadline.

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 helps to make a positive impact in supporting a healthy and vibrant learning environment for the HIDOE's students and staff.

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

Month of Hire	2019-20	2020-21	2021-22	2022-23	2023-24
July	135	93	111	121	47
August	113	97	107	110	176
September	81	100	103	102	90
October	89	91	99	103	124
November	62	88	99	88	89
December	67	68	70	71	69
January	73	76	105	86	80
February	72	59	92	67	47
March	55	67	101	82	46
April	18	36	56	63	55
May	15	33	53	48	46
June	29	62	47	35	19
Total	809	870	1,043	976	888

Table II - Number of Newly Employed CSSP Employees by District

District	School Year									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	89	11.0%	74	8.5%	89	8.5%	67	6.9%	85	9.6%
Honolulu	108	13.3%	129	14.8%	187	17.9%	125	12.8%	124	14.0%
Central	127	15.7%	161	18.5%	153	14.7%	170	17.4%	165	18.6%
Leeward	136	16.8%	102	11.7%	164	15.7%	185	19.0%	133	15.0%
Windward	69	8.5%	109	12.5%	103	9.9%	104	10.7%	79	8.9%
Hawai'i	138	17.1%	124	14.3%	142	13.6%	130	13.3%	131	14.8%
Maui	97	12.0%	114	13.1%	133	12.8%	139	14.2%	121	13.6%
Kaua'i	45	5.6%	57	6.6%	72	6.9%	56	5.7%	50	5.6%
Total	809	100.0%	870	100.0%	1,043	100.0%	976	100.0%	888	100.0%

Table III - Gender of Newly Employed CSSP Employees

Gender	School Year									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	587	72.6%	626	72.0%	713	68.4%	677	69.4%	631	71.1%
Male	222	27.4%	244	28.0%	330	31.6%	299	30.6%	257	28.9%
Total	809	100.0%	870	100.0%	1,043	100.0%	976	100.0%	888	100.0%

Table IV - Employment Status of Newly Employed CSSP Employees

Full-Time/ Part-Time	School Year									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	614	75.9%	661	76.0%	816	78.2%	764	78.3%	713	80.3%
Part-Time	195	24.1%	209	24.0%	227	21.8%	212	21.7%	175	19.7%
Total	809	100.0%	870	100.0%	1,043	100.0%	976	100.0%	888	100.0%

Table V - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	161	19.9%	171	19.6%	248	23.8%	246	25.2%	203	22.9%
Blue-Collar (Supervisory)	2	0.3%	4	0.5%	4	0.4%	2	0.2%	2	0.2%
Excluded Managerial	1	0.1%	2	0.2%	0	0.0%	3	0.3%	11	1.2%
Institutional, Health, and Correction Officers	4	0.5%	2	0.2%	7	0.6%	3	0.3%	3	0.3%
Professional and Scientific	108	13.3%	118	13.6%	124	11.9%	134	13.7%	104	11.7%
Student Helper	23	2.8%	51	5.9%	30	2.9%	19	2.0%	14	1.6%
White-Collar (Non-Supervisory)	508	62.8%	515	59.2%	626	60.0%	564	57.8%	543	61.1%
White-Collar (Supervisory)	2	0.3%	7	0.8%	4	0.4%	5	0.5%	8	0.9%
Total	809	100.0%	870	100.0%	1,043	100.0%	976	100.0%	888	100.0%

Table VI - Position of Newly Employed CSSP Employees

Position	School Year									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	10	1.2%	16	1.8%	9	0.9%	14	1.4%	12	1.4%
Accountant	4	0.5%	1	0.1%	1	0.1%	3	0.3%	1	0.1%
Administrative Services Assistant	1	0.1%	0	0.0%	0	0.0%	2	0.2%	0	0.0%
Architect	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Athletic Health Care Trainer	2	0.3%	4	0.5%	4	0.4%	7	0.7%	5	0.6%
Auditor	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Audio Visual Technician	0	0.0%	2	0.2%	1	0.1%	1	0.1%	0	0.0%
Automated Systems Equipment Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Automotive Mechanic	1	0.1%	0	0.0%	1	0.1%	1	0.1%	1	0.1%
Automotive Technician	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Behavior Analyst	0	0.0%	8	0.9%	5	0.4%	3	0.3%	0	0.0%
Behavioral Health Specialist	32	3.9%	26	3.0%	41	3.9%	40	4.1%	40	4.5%
Behavioral Specialist	0	0.0%	0	0.0%	2	0.2%	0	0.0%	0	0.0%
Behavioral Technician	3	0.4%	37	4.3%	47	4.5%	21	2.2%	10	1.1%
Bilingual/Bicultural School-Home Assistant	0	0.0%	1	0.1%	7	0.6%	3	0.3%	5	0.6%
Building Construction and Maintenance Supervisor	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Building Construction Inspector	0	0.0%	0	0.0%	2	0.2%	0	0.0%	1	0.1%
Building Maintenance Helper	0	0.0%	1	0.1%	0	0.0%	0	0.0%	3	0.3%
Building Maintenance Worker	1	0.1%	1	0.1%	3	0.3%	3	0.3%	2	0.2%
Business Management Officer	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Cabinet Maker	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Cafeteria Helper	54	6.6%	32	3.7%	64	6.1%	66	6.8%	67	7.5%
Capital Improvement Program or Capital Improvement Project	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Carpenter	0	0.0%	0	0.0%	1	0.1%	2	0.2%	1	0.1%
Child Nutrition Programs Administrator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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

Position	School Year									
	2019-20		2020-21		2021-22		2022-23		2023-24	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Clerical Supervisor	0	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
Clinical Psychologist	4	0.5%	3	0.3%	3	0.3%	1	0.1%	3	0.3%
Communication Aide	9	1.1%	4	0.5%	9	0.9%	1	0.1%	4	0.5%
Community Relations Program Assistant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Data Processing Systems Analyst	4	0.5%	4	0.5%	2	0.2%	2	0.2%	5	0.6%
Data Processing User Support Technician	17	2.1%	15	1.7%	26	2.5%	15	1.5%	21	2.4%
Departmental Contracts Specialist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Educational Assistant	256	31.6%	262	30.1%	302	28.9%	258	26.4%	270	30.4%
Educational Interpreter	1	0.1%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Electrician	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Engineer	1	0.1%	1	0.1%	2	0.2%	7	0.7%	2	0.2%
Engineering Program Administrator	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Executive Office on Early Learning Director	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Facilities Project Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Farm Manager	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
FMS Replacement Accountant	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FMS Replacement Assistant	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FMS Replacement Clerk	2	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FMS Replacement Supervisor	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Food Services Driver	2	0.3%	1	0.1%	4	0.4%	1	0.1%	1	0.1%
General Laborer	2	0.3%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
General Professional	1	0.1%	0	0.0%	3	0.3%	0	0.0%	1	0.1%
Heavy Truck Driver	0	0.0%	1	0.1%	3	0.3%	0	0.0%	0	0.0%
Houseparent for Deaf/Blind	1	0.1%	0	0.0%	2	0.2%	0	0.0%	1	0.1%
Human Services Professional	1	0.1%	1	0.1%	3	0.3%	11	1.1%	4	0.5%

Janitor	4	0.5%	3	0.3%	2	0.2%	2	0.2%	0	0.0%
Library Assistant	5	0.6%	5	0.6%	2	0.2%	7	0.7%	7	0.8%
Litigation Coordinator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Mason	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Military Liaison Administrative Assistant	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Occupational Therapist	4	0.5%	6	0.7%	5	0.4%	1	0.1%	3	0.3%
Office Assistant	121	14.9%	92	10.6%	125	12.0%	144	14.8%	122	13.7%
Offset Press Operator	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Personnel Clerk	6	0.7%	5	0.6%	8	0.8%	9	0.9%	10	1.1%
Personnel Management Specialist	3	0.4%	2	0.2%	1	0.1%	0	0.0%	3	0.3%
Personnel Regional Assistant	0	0.0%	1	0.1%	3	0.3%	0	0.0%	3	0.3%
Physical Therapist	4	0.5%	2	0.2%	2	0.2%	1	0.1%	0	0.0%
Plumber	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Power Mower Operator	3	0.4%	3	0.3%	0	0.0%	2	0.2%	3	0.3%
Pre-Audit Clerk	3	0.4%	3	0.3%	2	0.2%	0	0.0%	1	0.1%
Private Secretary	2	0.3%	2	0.2%	0	0.0%	4	0.4%	0	0.0%
Procurement and Contracts Clerk	0	0.0%	0	0.0%	2	0.2%	0	0.0%	1	0.1%
Procurement and Contracts Support Specialist	2	0.3%	3	0.3%	1	0.1%	1	0.1%	2	0.2%
Professional Trainee	0	0.0%	1	0.1%	0	0.0%	3	0.3%	1	0.1%
Professional Worker	0	0.0%	0	0.0%	0	0.0%	1	0.1%	2	0.2%
Program Specialist	5	0.6%	4	0.5%	4	0.4%	7	0.7%	3	0.3%
Property Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Public Works Administration	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Based Occupational Therapy Assistant	2	0.3%	2	0.2%	1	0.1%	2	0.2%	1	0.1%
School Based Physical Therapy Assistant	1	0.1%	0	0.0%	2	0.2%	1	0.1%	0	0.0%
School and Swimming Pool Custodian	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
School Administrative Services Assistant	2	0.3%	5	0.6%	3	0.3%	2	0.2%	6	0.7%
School Baker	7	0.9%	4	0.5%	9	0.9%	7	0.7%	4	0.5%
School Bus Transportation Officer	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
School Cook	6	0.7%	6	0.7%	17	1.6%	12	1.2%	10	1.1%

School Custodian	78	9.6%	113	13.0%	141	13.5%	147	15.1%	109	12.3%
School Dormitory Attendant	0	0.0%	0	0.0%	2	0.2%	0	0.0%	1	0.1%
School Food Authority Administrative Services Officer	0	0.0%	0	0.0%	0	0.0%	1	0.1%	2	0.2%
School Food Authority Business Manager	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
School Food Authority Project Manager	0	0.0%	0	0.0%	0	0.0%	1	0.1%	3	0.3%
School Food Authority Policy and Program Officer	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
School Food Services Manager	2	0.3%	4	0.5%	2	0.2%	2	0.2%	2	0.2%
School Health Assistant	22	2.7%	38	4.4%	27	2.6%	29	3.0%	33	3.7%
School Lands and Facilities Specialist	0	0.0%	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%	1	0.1%	2	0.2%
School Psychologist	11	1.4%	12	1.4%	14	1.3%	9	0.9%	4	0.5%
School Safety and Security Officer	0	0.0%	1	0.1%	0	0.0%	2	0.2%	1	0.1%
School Security Attendant	42	5.2%	27	3.1%	45	4.3%	55	5.6%	38	4.3%
Secretary	7	0.9%	5	0.6%	10	1.0%	4	0.4%	4	0.5%
Social Worker	2	0.3%	5	0.6%	3	0.3%	8	0.8%	1	0.1%
Speech Language Pathologist	21	2.6%	35	4.0%	25	2.4%	25	2.6%	19	2.1%
Student Helper	23	2.8%	51	5.9%	30	2.8%	19	1.9%	14	1.6%
Student Transportation Services Administrator	0	0.0%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
Student Transportation Services Manager	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Television Production Technician	2	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Tractor Operator	2	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Work Program Specialist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Total	809	100.0%	870	100.0%	1,043	100.0%	976	100.0%	888	100%