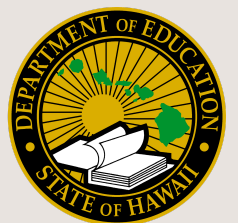


Employment Report

School Year 2024-25



Office of Talent Management
Hawai'i State Department of Education



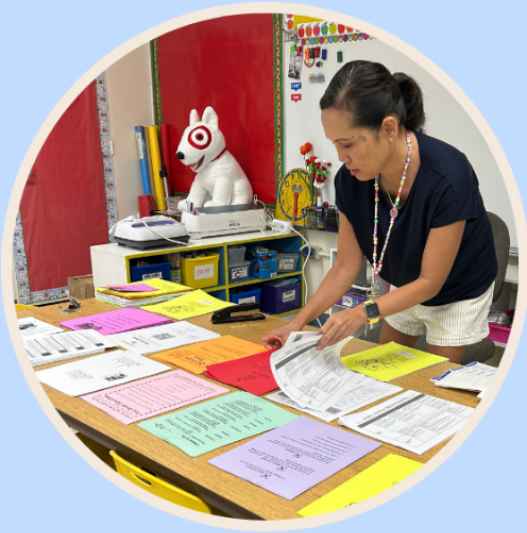
Executive Summary

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) 2024-25, as well as data from prior years.



Table of Contents

Executive Summary	2
Workforce 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 2024-25 Initial Status by District	23
Table XI - Cumulative Initial Employment Status by School Year	24
Classified/Support Services Personnel (CSSP)	25
Table I - Number of Newly Employed CSSP Employees by Month of Hire	26
Table II - Number of Newly Employed CSSP Employees by District	27
Table III - Gender of Newly Employed CSSP Employees	28
Table IV - Employment Status of Newly Employed CSSP Employees	29
Table V - Occupation of Newly Employed CSSP Employees	30
Table VI - Position of Newly Employed CSSP Employees	31



Workforce Data

The HDOE employs about 13,000 teachers, librarians, counselors, and an additional 9,500 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	2,158
02	HGEA	Blue Collar, Supervisory	233
03	HGEA	White Collar, Non-Supervisory	4,286
04	HGEA	White Collar, Supervisory	266
05	HSTA	Teachers	13,004
06	HGEA	Educational Officers	1020
09	HGEA	Registered Professional Nurse, Non-Supervisory	12
10	UPW	Institutional, Health and Correctional Workers	32
13	HGEA	Professional and Scientific, Non-Supervisory	931
23	HGEA	Professional and Scientific, Supervisory	57
29	HGEA	Registered Professional Nurse, Supervisory	2
35	Excluded	Professional and Scientific, Managerial	28
45	HSTA	Teachers – Half Time	97
55	Excluded	Teachers – ROTC	53
56	Excluded	Educational Officers	156
61	Excluded	Blue Collar, Non-Supervisory	1
63	Excluded	White Collar, Non-Supervisory	136
73	Excluded	Professional and Scientific, Non-Supervisory	39
93	Excluded	Professional and Scientific, Supervisory	6
96	Excluded	Leadership Team	30
Total			22,547

As of Oct. 1, 2024.

Table II – Gender by Bargaining Unit

BU	Exclusive Representative	Collective Bargaining Group	Female	Male
01	UPW	Blue Collar, Non-Supervisory	879	1279
02	HGEA	Blue Collar, Supervisory	86	147
03	HGEA	White Collar, Non-Supervisory	3,617	669
04	HGEA	White Collar, Supervisory	244	22
05	HSTA	Teachers	9,797	3,207
06	HGEA	Educational Officers	572	448
09	HGEA	Registered Professional Nurse, Non-Supervisory	10	2
10	UPW	Institutional, Health and Correctional Workers	23	9
13	HGEA	Professional and Scientific, Non-Supervisory	708	223
23	HGEA	Professional and Scientific, Supervisory	26	31
29	HGEA	Registered Professional Nurse, Supervisory	2	0
35	Excluded	Professional and Scientific, Managerial	17	11
45	HSTA	Teachers – Half Time	76	21
55	Excluded	Teachers – ROTC	3	50
56	Excluded	Educational Officers	96	60
61	Excluded	Blue Collar, Non-Supervisory	0	1
63	Excluded	White Collar, Non-Supervisory	121	15
73	Excluded	Professional and Scientific, Non-Supervisory	28	11
93	Excluded	Professional and Scientific, Supervisory	6	0
96	Excluded	Leadership Team	20	10
Total			16,331	6,216

As of Oct. 1, 2024.

Table III – Ethnicity

Ethnicity	Teachers	Administrators	CSSP
American Indian or Alaska Native	38	4	14
Black or African American	140	13	67
Chinese	386	52	297
Filipino	1,349	68	1,606
Hawaiian/Part-Hawaiian	1,431	163	2,108
Hispanic	42	3	59
Japanese	2,683	324	1,415
Korean	163	13	59
Other Asian	85	8	61
Other Pacific Islander	51	3	95
Samoan	69	15	152
White	3,707	294	1,453
Two or More Races	3,010	246	801

As of Oct. 1, 2024.

Table IV – Reasons for Voluntary Teacher Separations

Reasons for Voluntary Teacher Separations					
Separation Reason	SY 2020-21	SY 2021-22	SY 2022-23	SY 2023-24	SY 2024-25
Resignation	771	874	835	909	828
a. Leaving Hawai'i	441	399	374	407	399
b. Non-HIDOE Teaching	53	51	66	53	45
c. Non-Teaching Job/Education	97	165	140	196	154
d. Workplace Environment	56	104	109	104	83
e. Family/Personal/Other	124	155	146	149	147
Retirement	428	312	235	304	288
Total	1,199	1,186	1,070	1,213	1,116

Table V – Reasons for Voluntary Educational Officer Separations

Reasons for Voluntary Educational Officer Separations					
Separation Reason	SY 2020-21	SY 2021-22	SY 2022-23	SY 2023-24	SY 2024-25
Resignation	38	41	30	43	38
a. Leaving Hawai'i	17	9	8	16	10
b. Non-HIDOE Teaching	1	1	0	2	3
c. Non-Teaching Job/Education	10	17	13	18	15
d. Workplace Environment	1	5	4	2	2
e. Family/Personal/Other	9	9	5	5	8
Retirement	44	48	30	40	31
Total	82	89	60	83	69

Table VI – Reasons for Voluntary CSSP Employee Separations

Reasons for Voluntary CSSP Employee Separations					
Separation Reason	SY 2020-21*	SY 2021-22*	SY 2022-23*	SY 2023-24	SY 2024-25
Resignation	462	626	573	573	548
a. Leaving Hawai'i	99	129	109	103	92
b. Non-HIDOE Teaching	1	2	1	2	0
c. Non-Teaching Job/Education	160	267	270	250	218
d. Workplace Environment	32	38	42	59	60
e. Family/Personal/Other	170	190	151	159	178
Retirement	316	307	287	260	244
Total	778	933	860	833	792

*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	2020-21	2021-22	2022-23	2023-24	2024-25
July	714	820	979	11	997
August	112	98	95	1,278	181
September	45	51	55	62	67
October	30	61	36	56	28
November	21	38	31	36	0
December	13	16	9	11	2
January	101	112	115	113	12
February	14	32	33	36	12
March	7	0	0	10	1
April	0	0	2	1	0
May	0	0	1	0	0
June	0	0	0	0	0
Total	1,057	1,228	1,356	1,614	1,300

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
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
2024-25	1,245	55	1,300

Table III - Resident Status of Newly Employed Teachers

Status	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	857	81.1%	954	77.7%	1,056	77.9%	1,282	79.4%	1,064	81.8%
Non-Resident	200	18.9%	274	22.3%	300	22.1%	332	20.6%	236	18.2%
Total	1,057	100.0%	1,228	100.0%	1,356	100.0%	1,614	100.0%	1,300	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	
	2024-25	
	Amount	Percent
Brigham Young University - Hawai'i	30	2.3%
Chaminade University	60	4.6%
Hawai'i Pacific University	17	1.3%
iteach Hawai'i	12	0.9%
Kaho'iwai	5	0.4%
Leeward Community College	20	1.5%
Teach Away Hawai'i	3	0.2%
University of Hawai'i - Hilo	49	3.8%
University of Hawai'i - Mānoa	271	20.8%
University of Hawai'i - West O'ahu	60	4.6%
University of Phoenix - Hawai'i	6	0.5%
Total of In-State SATEP College Degrees	365	28.1%
Total of Out-of-State SATEP College Degrees	510	39.2%
New Teachers Hired without SATEP Degree	425	32.7%
Total	1,300	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									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	55	10.9%	63	11.4%	65	10.2%	92	12.0%	93	14.0%
Female	451	89.1%	492	88.6%	570	89.8%	676	88.0%	571	86.0%

Secondary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	201	38.7%	232	39.8%	248	37.7%	298	37.9%	209	34.8%
Female	319	61.3%	365	61.1%	410	62.3%	488	62.1%	392	65.2%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	9	29.0%	18	23.7%	16	25.4%	9	15.0%	6	17.1%
Female	22	71.0%	58	76.3%	47	74.6%	51	85.0%	29	82.9%

Total Teacher Gender by Amount/Percentage										
Gender	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	265	25.1%	313	25.5%	329	24.3%	399	24.7%	308	23.7%
Female	792	74.9%	915	74.5%	1,027	75.7%	1,215	75.3%	992	76.3%
Total	1,057	100.0%	1,228	100.0%	1,356	100.0%	1,614	100.0%	1,300	100.0%

Table VI - Degree Status of Newly Employed Teachers

Type	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	471	44.6%	574	46.7%	667	47.0%	759	47.0%	709	54.5%
BA and 5th year	157	14.8%	200	16.3%	205	16.3%	263	16.3%	156	12.0%
Master	406	38.4%	433	35.3%	459	34.6%	559	34.6%	407	31.3%
Ph.D.	18	1.7%	10	0.8%	17	1.4%	22	1.4%	18	1.4%
Other	5	0.5%	11	0.9%	8	0.7%	11	0.7%	10	0.8%
Total	1,057	100.0%	1,228	100.0%	1,356	100.0%	1,614	100.0%	1,300	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									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	643	60.8%	763	62.1%	873	64.4%	910	56.4%	759	58.4%
1	74	7.0%	66	5.4%	77	5.7%	85	5.3%	80	6.2%
2	60	5.7%	71	5.8%	58	4.3%	61	3.8%	34	2.6%
3	35	3.3%	53	4.3%	38	2.8%	59	3.7%	56	4.3%
4	27	2.6%	37	3.0%	49	3.6%	88	5.5%	26	2.0%
5	32	3.0%	28	2.3%	31	2.3%	76	4.7%	28	2.2%
6	42	4.0%	33	2.7%	37	2.7%	71	4.4%	38	2.9%
7	22	2.1%	20	1.6%	29	2.1%	34	2.1%	30	2.3%
8	12	1.1%	28	2.3%	23	1.7%	35	2.2%	53	4.1%
9	19	1.8%	14	1.1%	16	1.2%	25	1.5%	32	2.5%
10	12	1.1%	19	1.6%	14	1.0%	24	1.5%	25	1.9%
11	12	1.1%	17	1.4%	14	1.0%	14	0.9%	21	1.6%
12	9	0.9%	16	1.3%	12	0.9%	14	0.9%	19	1.5%
13+	58	5.5%	63	5.1%	85	6.3%	118	7.3%	99	7.6%
Total	1,057	100.0%	1,228	100.0%	1,356	100.0%	1,614	100.0%	1,300	100.0%

Table VIII - Assignment of Newly Employed Teachers by District

District	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	2	0.2%	33	2.7%	19	1.4%	14	0.9%	4	0.3%
Honolulu	173	16.4%	187	15.2%	186	13.7%	190	11.8%	155	11.9%
Central	196	18.5%	204	16.6%	262	19.3%	307	19.0%	241	18.5%
Leeward	229	21.7%	304	24.8%	290	21.4%	356	22.1%	269	20.7%
Windward	107	10.1%	107	8.7%	152	11.2%	182	11.3%	178	13.7%
Hawai'i	153	14.5%	157	12.8%	202	14.9%	229	14.2%	188	14.5%
Maui	140	13.2%	165	13.4%	167	12.3%	244	15.1%	193	14.8%
Kaua'i	57	5.4%	71	5.8%	78	5.8%	92	5.7%	72	5.5%
Total	1,057	100.0%	1,228	100.0%	1,356	100.0%	1,614	100.0%	1,300	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	3	1	11	8	4	3	2	0	32	4.8%
Elementary	49	97	77	74	57	60	17	0	431	64.9%
Librarian	0	0	0	1	0	0	1	0	2	0.3%
Special Education	11	21	41	17	13	13	9	0	125	18.8%
Other	15	18	4	9	12	10	5	1	74	11.1%
Total	78	137	133	109	86	86	34	1	664	100.0%

Secondary											
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kaua'i	State Office	Total	Percent	
Art	4	3	2	1	2	3	2	0	17	2.8%	
CTE	3	5	11	1	6	1	6	0	33	5.5%	
Computer Science	0	1	1	1	1	0	1	0	5	0.8%	
Counselor	5	4	5	2	2	7	0	0	25	4.2%	
Dance	0	1	1	1	0	0	0	0	3	0.5%	
Drama	0	3	0	0	0	0	0	0	3	0.5%	
Elementary	0	0	0	3	13	0	0	0	16	2.7%	
English	10	20	19	13	12	17	5	0	96	16.0%	
Hawaiian Immersion	0	0	0	0	1	0	0	0	1	0.2%	
Hawaiian Language	0	0	2	0	0	1	1	0	4	0.7%	
Health	2	3	0	3	2	0	1	0	11	1.8%	
Librarian	0	1	0	0	0	0	0	0	1	0.2%	
Mathematics	13	17	24	10	16	12	4	0	96	16.0%	
Multi-Disciplinary	1	3	1	0	0	5	1	0	11	1.8%	
Music	3	4	3	1	1	4	0	0	16	2.7%	
Physical Education	0	2	2	5	4	3	1	0	17	2.8%	
ROTC	1	1	0	0	0	0	0	0	2	0.3%	

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

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kaua'i	State Office	Total	Percent
Science	8	16	19	8	7	7	8	0	73	12.1%
Social Studies	5	4	13	3	8	7	2	0	42	7.0%
Special Education	8	9	22	7	4	17	4	0	71	11.8%
Teachers of English to Speakers of Other Languages	0	0	0	1	0	0	0	0	1	0.2%
World Languages	4	2	2	3	2	2	0	0	15	2.5%
Other	7	5	5	4	7	13	1	0	42	7.0%
Total	74	104	132	67	88	99	37	0	601	100.0%

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	0	0	0.0%
CTE	1	0	0	0	2	0	0	0	3	8.6%
Elementary	0	0	0	0	4	2	0	0	6	17.1%
English	1	0	0	0	1	2	0	0	4	11.4%
Hawaiian Immersion	0	0	0	0	0	1	0	0	1	2.9%
Health	0	0	0	0	0	0	0	0	0	0.0%
Mathematics	0	0	0	0	3	0	0	0	3	8.6%
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	0	0	0	0	0	0.0%
Social Studies	0	0	0	0	0	0	0	0	0	0.0%
Special Education	0	0	0	0	2	2	1	2	7	20.0%
Teachers of English to Speakers of Other Languages	0	0	0	0	0	0	0	0	0	0.0%
Other	1	0	4	2	2	1	0	1	11	31.4%
Total	3	0	4	2	14	8	1	3	35	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	4	3	2	1	2	3	2	0	17	1.3%
CTE	4	5	11	1	8	1	6	0	36	2.8%
Computer Science	0	1	1	1	1	0	1	0	5	0.4%
Counselor	8	5	16	10	6	10	2	0	57	4.4%
Dance	0	1	1	1	0	0	0	0	3	0.2%
Drama	0	3	0	0	0	0	0	0	3	0.2%
Elementary	49	97	77	77	74	62	17	0	453	34.8%
English	11	20	19	13	13	19	5	0	100	7.7%
Hawaiian Immersion	0	0	0	0	1	1	0	0	2	0.2%
Hawaiian Language	0	0	2	0	0	1	1	0	4	0.3%
Health	2	3	0	3	2	0	1	0	11	0.8%
Librarian	0	1	0	1	0	0	1	0	3	0.2%
Mathematics	13	17	24	10	19	12	4	0	99	7.6%
Multi-Disciplinary	1	3	1	0	0	5	1	0	11	0.8%
Music	3	4	3	1	1	4	0	0	16	1.2%
Physical Education	1	2	2	5	4	3	1	0	17	1.3%
ROTC	1	1	0	0	0	0	0	0	2	0.2%
Science	8	16	19	8	7	7	8	0	73	5.6%
Social Studies	5	4	13	3	8	7	2	0	42	3.2%
Special Education	19	30	63	24	19	32	14	2	203	15.6%
Teachers of English to Speakers of Other Languages	0	0	0	1	0	0	0	0	1	0.1%
World Languages	4	2	2	3	2	2	0	0	15	1.2%
Other	23	23	13	15	21	24	6	2	127	9.8%
Total	155	241	269	178	188	193	72	4	1,301	100.0%

Table X - Newly Employed Teachers SY 2024-25 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		Total	Percent
Honolulu	11	82	0	8	0	49	5	156	11.9%
Central	20	111	0	33	0	67	10	241	18.5%
Leeward	22	135	0	19	0	66	27	269	20.7%
Windward	15	81	0	18	0	61	3	178	13.7%
Hawai'i	13	85	0	33	0	45	12	188	14.5%
Maui	16	49	0	70	0	58	0	193	14.8%
Kaua'i	4	25	0	22	0	21	0	72	5.5%
State	2	0	0	1	0	1	0	4	0.3%
Total	103	568	0	204	0	368	57	1,300	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									
		2020-21		2021-22		2022-23		2023-24		2024-25	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	SATEP	66	6.2%	85	6.9%	106	7.8%	239	14.8%	103	7.9%
Prob		708	67.0%	718	58.5%	717	52.9%	646	40.0%	568	43.7%
Temp-Lic								13	0.8%	0	0.0%
Temp-W		50	4.7%	86	7.0%	120	8.8%	205	12.7%	204	15.7%
Temp-T								37	2.3%	0	0.0%
Temp-5	Non	173	16.4%	279	22.7%	340	25.1%	449	27.8%	368	28.3%
Temp-T	SATEP	60	5.7%	60	4.9%	73	5.4%	25	1.5%	57	4.4%
Total		1,057	100.0%	1,228	100.0%	1,356	100.0%	1,614	100.0	1,300	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	2020-21	2021-22	2022-23	2023-24	2024-25
July	93	111	121	47	119
August	97	107	110	176	113
September	100	103	102	90	142
October	91	99	103	124	154
November	88	99	88	89	149
December	68	70	71	69	96
January	76	105	86	80	119
February	59	92	67	47	112
March	67	101	82	46	61
April	36	56	63	55	69
May	33	53	48	46	58
June	62	47	35	19	35
Total	870	1,043	976	888	1,227

Table II - Number of Newly Employed CSSP Employees by District

District	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	74	8.5%	89	8.5%	67	6.9%	85	9.6%	116	9.4%
Honolulu	129	14.8%	187	17.9%	125	12.8%	124	14.0%	179	14.6%
Central	161	18.5%	153	14.7%	170	17.4%	165	18.6%	204	16.6%
Leeward	102	11.7%	164	15.7%	185	19.0%	133	15.0%	188	15.3%
Windward	109	12.5%	103	9.9%	104	10.7%	79	8.9%	121	9.9%
Hawai'i	124	14.3%	142	13.6%	130	13.3%	131	14.8%	182	14.8%
Maui	114	13.1%	133	12.8%	139	14.2%	121	13.6%	175	14.3%
Kaua'i	57	6.6%	72	6.9%	56	5.7%	50	5.6%	62	5.1%
Total	870	100.0%	1,043	100.0%	976	100.0%	888	100.0%	1,227	100.0%

Table III - Gender of Newly Employed CSSP Employees

Gender	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	626	72.0%	713	68.4%	677	69.4%	631	71.1%	862	70.3%
Male	244	28.0%	330	31.6%	299	30.6%	257	28.9%	365	29.7%
Total	870	100.0%	1,043	100.0%	976	100.0%	888	100.0%	1,227	100.0%

Table IV - Employment Status of Newly Employed CSSP Employees

Full-Time/ Part-Time	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	661	76.0%	816	78.2%	764	78.3%	713	80.3%	994	81.0%
Part-Time	209	24.0%	227	21.8%	212	21.7%	175	19.7%	233	19.0%
Total	870	100.0%	1,043	100.0%	976	100.0%	888	100.0%	1,227	100.0%

Table V - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	171	19.6%	248	23.8%	246	25.2%	203	22.9%	303	24.7%
Blue-Collar (Supervisory)	4	0.5%	4	0.4%	2	0.2%	2	0.2%	3	0.2%
Excluded Managerial	2	0.2%	0	0.0%	3	0.3%	11	1.2%	4	0.3%
Institutional, Health, and Correction Officers	2	0.2%	7	0.6%	3	0.3%	3	0.3%	2	0.2%
Professional and Scientific	118	13.6%	124	11.9%	134	13.7%	104	11.7%	124	10.1%
Registered Professional Nurses	0	0.0%	0	0%	0	0%	0	0%	18	1.5%
Student Helper	51	5.9%	30	2.9%	19	2.0%	14	1.6%	2	0.2%
White-Collar (Non-Supervisory)	515	59.2%	626	60.0%	564	57.8%	543	61.1%	763	62.2%
White-Collar (Supervisory)	7	0.8%	4	0.4%	5	0.5%	8	0.9%	8	0.6%
Total	870	100.0%	1,043	100.0%	976	100.0%	888	100.0%	1,227	100.0%

Table VI - Position of Newly Employed CSSP Employees

Position	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	16	1.8%	9	0.9%	14	1.4%	12	1.4%	23	1.9%
Accountant	1	0.1%	1	0.1%	3	0.3%	1	0.1%	4	0.3%
Administrative Services Assistant	0	0.0%	0	0.0%	2	0.2%	0	0.0%	2	0.2%
Architect	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Athletic Health Care Trainer	4	0.5%	4	0.4%	7	0.7%	5	0.6%	6	0.5%
Audio Visual Technician	2	0.2%	1	0.1%	1	0.1%	0	0.0%	0	0.0%
Automated Systems Equipment Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Automotive Mechanic	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Automotive Technician	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Behavior Analyst	8	0.9%	5	0.4%	3	0.3%	0	0.0%	3	0.2%
Behavioral Health Specialist	26	3.0%	41	3.9%	40	4.1%	40	4.5%	41	3.3%
Behavioral Specialist	0	0.0%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Behavioral Technician	37	4.3%	47	4.5%	21	2.2%	10	1.1%	34	2.8%
Bilingual/Bicultural School-Home Assistant	1	0.1%	7	0.6%	3	0.3%	5	0.6%	7	0.6%
Building Construction and Maintenance Supervisor	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Building Construction Inspector	0	0.0%	2	0.2%	0	0.0%	1	0.1%	0	0.0%
Building Maintenance Helper	1	0.1%	0	0.0%	0	0.0%	3	0.3%	0	0.0%
Building Maintenance Worker	1	0.1%	3	0.3%	3	0.3%	2	0.2%	0	0.0%
Business Management Officer	0	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
Cabinet Maker	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Cafeteria Helper	32	3.7%	64	6.1%	66	6.8%	67	7.5%	111	9.0%
Capital Improvement Program or Capital Improvement Project	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Carpenter	0	0.0%	1	0.1%	2	0.2%	1	0.1%	2	0.2%

Table VI (cont.) - Position of Newly Employed CSSP Employees

Position	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Clerical Supervisor	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Clinical Psychologist	3	0.3%	3	0.3%	1	0.1%	3	0.3%	7	0.6%
Communication Aide	4	0.5%	9	0.9%	1	0.1%	4	0.5%	3	0.2%
Community Relations Program Assistant	0	0.0%	0	0.0%	0	0.0%	1	0.1%	2	0.2%
Data Processing Systems Analyst	4	0.5%	2	0.2%	2	0.2%	5	0.6%	6	0.5%
Data Processing User Support Technician	15	1.7%	26	2.5%	15	1.5%	21	2.4%	17	1.4%
Educational Assistant	262	30.1%	302	28.9%	258	26.4%	270	30.4%	396	32.3%
Educational Interpreter	2	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Electrician	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Engineer	1	0.1%	2	0.2%	7	0.7%	2	0.2%	0	0.0%
Engineering Program Administrator	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Executive Office on Early Learning Director	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Facilities Project Manager	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Farm Manager	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Food Services Driver	1	0.1%	4	0.4%	1	0.1%	1	0.1%	4	0.3%
General Laborer	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
General Professional	0	0.0%	3	0.3%	0	0.0%	1	0.1%	1	0.1%
Heavy Truck Driver	1	0.1%	3	0.3%	0	0.0%	0	0.0%	1	0.1%
Houseparent for Deaf/Blind	0	0.0%	2	0.2%	0	0.0%	1	0.1%	1	0.1%
Human Resources Assistant*	5	0.6%	8	0.8%	9	0.9%	10	1.1%	11	0.9%
Human Resources Regional Assistant**	1	0.1%	3	0.3%	0	0.0%	3	0.3%	3	0.2%
Human Resources Specialist***	2	0.2%	1	0.1%	0	0.0%	3	0.3%	2	0.2%
Human Resources Technician****	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Human Services Professional	1	0.1%	3	0.3%	11	1.1%	4	0.5%	3	0.2%

Table VI (cont.) - Position of Newly Employed CSSP Employees

Position	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Janitor	3	0.3%	2	0.2%	2	0.2%	0	0.0%	1	0.1%
Library Assistant	5	0.6%	2	0.2%	7	0.7%	7	0.8%	3	0.2%
Litigation Coordinator	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Mason	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Military Liaison Administrative Assistant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Occupational Therapist	6	0.7%	5	0.4%	1	0.1%	3	0.3%	0	0.0%
Office Assistant	92	10.6%	125	12.0%	144	14.8%	122	13.7%	159	13.0%
Offset Press Operator	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Physical Therapist	2	0.2%	2	0.2%	1	0.1%	0	0.0%	3	0.2%
Planning Project Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Plumber	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Power Mower Operator	3	0.3%	0	0.0%	2	0.2%	3	0.3%	1	0.1%
Pre-Audit Clerk	3	0.3%	2	0.2%	0	0.0%	1	0.1%	3	0.2%
Private Secretary	2	0.2%	0	0.0%	4	0.4%	0	0.0%	0	0.0%
Procurement and Contracts Clerk	0	0.0%	2	0.2%	0	0.0%	1	0.1%	0	0.0%
Procurement and Contracts Support Specialist	3	0.3%	1	0.1%	1	0.1%	2	0.2%	0	0.0%
Professional Trainee	1	0.1%	0	0.0%	3	0.3%	1	0.1%	2	0.2%
Professional Worker	0	0.0%	0	0.0%	1	0.1%	2	0.2%	2	0.2%
Program Specialist	4	0.5%	4	0.4%	7	0.7%	3	0.3%	10	0.8%
Property Manager	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Public Works Administration	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Registered Professional Nurse	0	0.0%	0	0.0%	0	0.0%	0	0.0%	18	1.5%
Research Statistician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Based Occupational Therapy Assistant	2	0.2%	1	0.1%	2	0.2%	1	0.1%	0	0.0%
School Based Physical Therapy Assistant	0	0.0%	2	0.2%	1	0.1%	0	0.0%	1	0.1%

Table VI (cont.) - Position of Newly Employed CSSP Employees

Position	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School and Swimming Pool Custodian	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
School Administrative Services Assistant	5	0.6%	3	0.3%	2	0.2%	6	0.7%	5	0.4%
School Baker	4	0.5%	9	0.9%	7	0.7%	4	0.5%	12	1.0%
School Bus Transportation Officer	0	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
School Cook	6	0.7%	17	1.6%	12	1.2%	10	1.1%	11	0.9%
School Custodian	113	13.0%	141	13.5%	147	15.1%	109	12.3%	156	12.7%
School Dormitory Attendant	0	0.0%	2	0.2%	0	0.0%	1	0.1%	0	0.0%
School Food Authority Administrative Services Officer	0	0.0%	0	0.0%	1	0.1%	2	0.2%	0	0.0%
School Food Authority Business Manager	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
School Food Authority Project Manager	0	0.0%	0	0.0%	1	0.1%	3	0.3%	2	0.2%
School Food Authority Planning Officer	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Food Authority Policy and Program Officer	0	0.0%	0	0.0%	0	0.0%	2	0.2%	0	0.0%
School Food Services Manager	4	0.5%	2	0.2%	2	0.2%	2	0.2%	3	0.2%
School Health Assistant	38	4.4%	27	2.6%	29	3.0%	33	3.7%	30	2.4
School Lunch Services Supervisor	0	0.0%	0	0.0%	1	0.1%	2	0.2%	1	0.1%
School Psychologist	12	1.4%	14	1.3%	9	0.9%	4	0.5%	12	1.0%
School Safety and Security Officer	1	0.1%	0	0.0%	2	0.2%	1	0.1%	3	0.2%
School Security Attendant	27	3.1%	45	4.3%	55	5.6%	38	4.3%	59	4.8%
Secretary	5	0.6%	10	1.0%	4	0.4%	4	0.5%	10	0.8%
Social Worker	5	0.6%	3	0.3%	8	0.8%	1	0.1%	4	0.3%
Speech Language Pathologist	35	4.0%	25	2.4%	25	2.6%	19	2.1%	12	1.0%
Student Helper	51	5.9%	30	2.8%	19	1.9%	14	1.6%	2	0.2%
Student Transportation Services Administrator	1	0.1%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Student Transportation Services Manager	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%

Table VI (cont.) - Position of Newly Employed CSSP Employees

Position	School Year									
	2020-21		2021-22		2022-23		2023-24		2024-25	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Teacher Licensing Clerk	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Work Program Specialist	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Total	870	100.0%	1,043	100.0%	976	100.0%	888	100.0%	1,227	100.0%

Previous Position Title

* Personnel Clerk

**Personnel Regional Assistant

***Personnel Management Specialist

****Personnel Technician