Employment Report

School Year 2025-2026



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) 2025-26, as well as data from prior years.

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Note: Values reported in tables are subject to a margin of error of $\pm$0.01%







WORKFORCE DATA

The HIDOE 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	2,245
02	HGEA	Blue Collar, Supervisory	235
03	HGEA	White Collar, Non-Supervisory	4,462
04	HGEA	White Collar, Supervisory	264
05	HSTA	Teachers	12,926
06	HGEA	Educational Officers	1,073
09	HGEA	Registered Professional Nurse, Non-Supervisory	16
10	UPW	Institutional, Health and Correctional Workers	30
13	HGEA	Professional and Scientific, Non-Supervisory	955
23	HGEA	Professional and Scientific, Supervisory	57
29	HGEA	Registered Professional Nurse, Supervisory	3
35	Excluded	Professional and Scientific, Managerial	30
45	HSTA	Teachers – Half Time	91
55	Excluded	Teachers – ROTC	53
56	Excluded	Educational Officers	170
61	Excluded	Blue Collar, Non-Supervisory	0
63	Excluded	White Collar, Non-Supervisory	132
73	Excluded	Professional and Scientific, Non-Supervisory	43
93	Excluded	Professional and Scientific, Supervisory	5
96	Excluded	Leadership Team	32
Total			**22,822**

As of October 1, 2025

Table II – Gender by Bargaining Unit

BU	Exclusive Representative	Collective Bargaining Group	Female	Male
01	UPW	Blue Collar, Non-Supervisory	918	1,327
02	HGEA	Blue Collar, Supervisory	87	148
03	HGEA	White Collar, Non-Supervisory	3,733	729
04	HGEA	White Collar, Supervisory	241	23
05	HSTA	Teachers	9,762	3,164
06	HGEA	Educational Officers	606	467
09	HGEA	Registered Professional Nurse, Non-Supervisory	13	3
10	UPW	Institutional, Health, and Correctional Workers	20	10
13	HGEA	Professional and Scientific, Non-Supervisory	721	234
23	HGEA	Professional and Scientific, Supervisory	24	33
29	HGEA	Registered Professional Nurse, Supervisory	2	1
35	Excluded	Professional and Scientific, Managerial	21	9
45	HSTA	Teachers – Half Time	73	18
55	Excluded	Teachers – ROTC	4	49
56	Excluded	Educational Officers	104	66
61	Excluded	Blue Collar, Non-Supervisory	0	0
63	Excluded	White Collar, Non-Supervisory	115	17
73	Excluded	Professional and Scientific, Non-Supervisory	34	9
93	Excluded	Professional and Scientific, Supervisory	4	1
96	Excluded	Leadership Team	22	10
Total			**16,504**	**6,318**

As of October 1, 2025

Table III – Ethnicity

Ethnicity	Teachers	Administrators	CSSP
American Indian or Alaska Native	40	4	16
Black or African American	131	14	61
Chinese	371	47	275
Filipino	1,458	78	1,674
Hawaiian/Part-Hawaiian	1,402	168	1,979
Hispanic	51	2	79
Japanese	2,558	332	1,334
Korean	154	17	66
Other Asian	82	9	57
Other Pacific Islander	49	4	84
Samoan	67	14	145
White	2,947	260	804
Two or More Races	3,760	326	1,903
Total	**13,070**	**1,275**	**8,477**

As of October 1, 2025

Table IV – Reasons for Voluntary Teacher Separations

Reasons for Voluntary Teacher Separations					
Separation Reason	**SY 2021-22***	**SY 2022-23***	**SY 2023-24**	**SY 2024-25**	**SY 2025-26**
Resignation	**874**	**835**	**909**	**828**	**802**
a. Leaving Hawai'i	399	374	407	399	354
b. Non-HIDOE Teaching	51	66	53	45	68
c. Non-Teaching Job/Education	165	140	196	154	163
d. Workplace Environment	104	109	104	83	60
e. Family/Personal/Other	155	146	149	147	157
Retirement	**312**	**235**	**304**	**288**	**314**
Total	**1,186**	**1,070**	**1,213**	**1,116**	**1,116**

This table shows the specific reasons that are selected on the DOE OTM 300-011 Form.

Table V – Reasons for Voluntary Educational Officer Separations

Reasons for Voluntary Educational Officer Separations					
Separation Reason	**SY 2021-22**	**SY 2022-23**	**SY 2023-24**	**SY 2024-25**	**SY 2025-26**
Resignation	**41**	**30**	**43**	**38**	**21**
a. Leaving Hawai'i	9	8	16	10	9
b. Non-HIDOE Teaching	1	0	2	3	1
c. Non-Teaching Job/Education	17	13	18	15	8
d. Workplace Environment	5	4	2	2	0
e. Family/Personal/Other	9	5	5	8	3
Retirement	**48**	**30**	**40**	**31**	**40**
Total	**89**	**60**	**83**	**69**	**61**

This table shows the specific reasons that are selected on the DOE OTM 300-011 Form.

Table VI – Reasons for Voluntary CSSP Employee Separations

Reasons for Voluntary CSSP Employee Separations					
Separation Reason	**SY 2021-22***	**SY 2022-23***	**SY 2023-24**	**SY 2024-25**	**SY 2025-26**
Resignation	**626**	**573**	**573**	**548**	**560**
a. Leaving Hawai'i	129	109	103	92	89
b. Non-HIDOE Teaching	2	1	2	0	0
c. Non-Teaching Job/Education	267	270	250	218	211
d. Workplace Environment	38	42	59	60	64
e. Family/Personal/Other	190	151	159	178	196
Retirement	**307**	**287**	**260**	**244**	**234**
Total	**933**	**860**	**833**	**792**	**794**

*July 1 to June 30

Starting in SY 2023-2024, employee separations for 10-month contract employee separations are based on the school year timeframe, whereas 12-month employee separations are based on the fiscal year from July 1 to June 30.

This table shows the specific reasons that are selected on the DOE OTM 300-011 Form







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	2021-22	2022-23	2023-24	2024-25	2025-26
July	820	979	11	997	916
August	98	95	1,278	181	148
September	51	55	62	67	56
October	61	36	56	28	83
November	38	31	36	0	33
December	16	9	11	2	18
January	112	115	113	12	75
February	32	33	36	12	37
March	0	0	10	1	5
April	0	2	1	0	1
May	0	1	0	0	0
June	0	0	0	0	0
Total	**1,228**	**1,356**	**1,614**	**1,300**	**1,372**

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 September 30, 2025	Total Employed from October 1, 2025 to June 30, 2026	Grand Total Employed for Each Year
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**
2025-26	1,120	252	**1,372**

Table III - Resident Status of Newly Employed Teachers

Status	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Resident	954	77.7%	1,056	77.9%	1,282	79.4%	1,064	81.8%	1,148	83.7%
Non-Resident	274	22.3%	300	22.1%	332	20.6%	236	18.2%	224	16.3%
Total	**1,228**	**100.0%**	**1,356**	**100.0%**	**1,614**	**100.0%**	**1,300**	**100.0%**	**1,372**	**100.0%**

The definition of resident requires no criteria other than physical residence in Hawai‘i, regardless of 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)

SATEP	School Year 2025-26	
	Amount	Percent
Brigham Young University - Hawai‘i	6	2.0%
Chaminade University	54	17.6%
Hawai‘i Pacific University	8	2.6%
iteach Hawai‘i	3	1.0%
Kaho‘iwai	4	1.3%
Leeward Community College	10	3.2%
Teach Away Hawai‘i	2	0.7%
University of Hawai‘i - Hilo	18	5.9%
University of Hawai‘i - Mānoa	157	51.1%
University of Hawai‘i - West O‘ahu	34	11.1%
University of Phoenix - Hawai‘i	4	1.3%
Teach for America - Hawai‘i	7	2.2%
Total of In-State SATEP	307	22.4%
Total of Out-of-State SATEP	657	49.9%
Newly Hired Teachers without a SATEP	408	29.7%
Total	**1,372**	**100.0%**

This table shows the number of newly hired teachers who have completed a Hawai‘i State Approved Teacher Education Program. A Hawai‘i State Approved Teacher Education Program (SATEP) is a Hawaii Teacher Standards Board (HTSB) approved program.

The data also includes out-of-state SATEPs, as well as those without a SATEP.

We also note that the SATEP could have been 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									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	63	11.4%	65	10.2%	92	12.0%	93	14.0%	94	13.4%
Female	492	88.6%	570	89.8%	676	88.0%	571	86.0%	608	86.6%

Secondary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	232	39.8%	248	37.7%	298	37.9%	209	34.8%	212	34.5%
Female	365	61.1%	410	62.3%	488	62.1%	392	65.2%	402	65.5%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	18	23.7%	16	25.4%	9	15.0%	6	17.1%	5	19.2%
Female	58	76.3%	47	74.6%	51	85.0%	29	82.9%	21	80.8%

K-12 School Teacher Gender by Amount/Percentage *		
Gender	School Year	
	2025-26	
	Amount	Percent
Male	14	46.7%
Female	16	53.3%

* In past reports, some of the school types should have been changed to K-12. The addition of K-12 reflects a more accurate breakdown of school types.

Table V (continued) - Gender and Grade-Level Assignment of Newly Employed Teachers

Total Teacher Gender by Amount/Percentage										
Gender	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	313	25.5%	329	24.3%	399	24.7%	308	23.7%	325	23.7%
Female	915	74.5%	1,027	75.7%	1,215	75.3%	992	76.3%	1,047	76.3%
Total	**1,228**	**100.0%**	**1,356**	**100.0%**	**1,614**	**100.0%**	**1,300**	**100.0%**	**1,372**	**100.0%**

Table VI - Degree Status of Newly Employed Teachers

Type	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	574	46.7%	667	49.2%	759	47.0%	709	54.5%	750	54.7%
Bachelor's and 5th year	200	16.3%	205	15.1%	263	16.3%	156	12.0%	150	10.9%
Master	433	35.3%	459	33.8%	559	34.6%	407	31.3%	442	32.2%
Ph.D.	10	0.8%	17	1.3%	22	1.4%	18	1.4%	25	1.8%
Other	11	0.9%	8	0.6%	11	0.7%	10	0.8%	5	0.4%
Total	**1,228**	**100.0%**	**1,356**	**100.0%**	**1,614**	**100.0%**	**1,300**	**100.0%**	**1,372**	**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 permit.

Table VII - Previous Teaching Experience of Newly Employed Teachers

Years of Experience	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	763	62.1%	873	64.4%	910	56.4%	759	58.4%	743	54.2%
1	66	5.4%	77	5.7%	85	5.3%	80	6.2%	68	5.0%
2	71	5.8%	58	4.3%	61	3.8%	34	2.6%	45	3.3%
3	53	4.3%	38	2.8%	59	3.7%	56	4.3%	55	4.0%
4	37	3.0%	49	3.6%	88	5.5%	26	2.0%	47	3.4%
5	28	2.3%	31	2.3%	76	4.7%	28	2.2%	43	3.1%
6	33	2.7%	37	2.7%	71	4.4%	38	2.9%	54	3.9%
7	20	1.6%	29	2.1%	34	2.1%	30	2.3%	36	2.6%
8	28	2.3%	23	1.7%	35	2.2%	53	4.1%	43	3.1%
9	14	1.1%	16	1.2%	25	1.5%	32	2.5%	31	2.3%
10	19	1.6%	14	1.0%	24	1.5%	25	1.9%	25	1.8%
11	17	1.4%	14	1.0%	14	0.9%	21	1.6%	19	1.4%
12	16	1.3%	12	0.9%	14	0.9%	19	1.5%	30	2.2%
13+	63	5.1%	85	6.3%	118	7.3%	99	7.6%	133	9.7%
Total	**1,228**	**100.0%**	**1,356**	**100.0%**	**1,614**	**100.0%**	**1,300**	**100.0%**	**1,372**	**100.0%**

Table VIII - Assignment of Newly Employed Teachers by District

District	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	33	2.7%	19	1.4%	14	0.9%	4	0.3%	12	0.9%
Honolulu	187	15.2%	186	13.7%	190	11.8%	155	11.9%	182	13.2%
Central	204	16.6%	262	19.3%	307	19.0%	241	18.5%	256	18.7%
Leeward	304	24.8%	290	21.4%	356	22.1%	269	20.7%	271	19.7%
Windward	107	8.7%	152	11.2%	182	11.3%	178	13.7%	159	11.6%
Hawai'i	157	12.8%	202	14.9%	229	14.2%	188	14.5%	215	15.7%
Maui	165	13.4%	167	12.3%	244	15.1%	193	14.8%	195	14.2%
Kaua'i	71	5.8%	78	5.8%	92	5.7%	72	5.5%	82	6.0%
Total	**1,228**	**100.0%**	**1,356**	**100.0%**	**1,614**	**100.0%**	**1,300**	**100.0%**	**1,372**	**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	5	5	2	2	6	3	3	0	26	3.7%
Elementary	54	91	101	56	68	67	30	0	467	66.5%
Pre-School *	9	3	3	4	1	3	0	0	23	3.3%
Special Education	25	45	43	25	20	15	7	0	180	25.6%
Teachers of English to Speakers of Other Languages (TESOL)	2	0	0	0	0	0	0	0	2	0.3%
Other	1	1	0	1	0	0	1	0	4	0.6%
Total	**96**	**145**	**149**	**88**	**95**	**88**	**41**	**0**	**702**	**100.0%**

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kaua'i	State Office	Total	Percent
Art	0	2	1	2	2	1	0	0	8	1.3%
Career and Technical Education (CTE)	9	5	12	7	12	2	2	0	49	8.0%
Computer Science	0	1	0	0	1	0	0	0	2	0.3%
Counselor	5	4	6	4	4	3	0	0	26	4.2%
Elementary	2	0	0	3	10	0	2	0	17	2.8%
English	8	13	22	10	7	12	4	0	76	12.4%
Hawaiian Immersion	0	0	0	3	0	4	0	0	7	1.1%
Hawaiian Language	0	0	0	2	2	0	0	0	4	0.7%
Health	2	1	0	1	0	2	2	0	8	1.3%
Mathematics	10	13	24	6	11	8	7	0	79	12.9%
Multi-Disciplinary	9	21	5	2	4	6	3	0	50	8.1%
Music	1	1	1	0	0	3	1	0	7	1.1%
Physical Education	1	2	0	2	2	5	1	0	13	2.1%

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
Pre-school *	0	0	0	0	2	0	0	0	2	0.3%
ROTC	4	4	0	1	3	0	0	0	12	2.0%
Science	7	6	12	6	11	13	7	0	62	10.1%
Social Studies	3	6	10	3	9	7	3	0	41	6.7%
Special Education	13	27	25	14	14	21	5	0	119	19.4%
TESOL	2	1	0	2	2	3	0	0	10	1.6%
World Languages	2	2	2	1	2	1	1	0	11	1.8%
Other	4	1	0	0	4	0	2	0	11	1.8%
Total	**82**	**110**	**120**	**69**	**102**	**91**	**40**	**0**	**614**	**100.0%**

K-12 State and District Resource Teachers										
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kaua'i	State Office	Total	Percent
Counselor	0	0	1	0	0	0	0	0	1	3.8%
Hawaiian Immersion	0	0	0	0	0	0	0	4	4	15.4%
Multi-Disciplinary	0	1	0	0	0	0	0	1	2	7.7%
Pre-School*	0	0	0	0	0	0	0	3	3	11.5%
ROTC	0	0	0	0	0	0	0	1	1	3.8%
Science	0	0	0	0	0	1	0	0	1	3.8%
Special Education	0	0	0	1	3	1	0	2	7	27%
Other	0	0	1	1	2	1	1	1	7	27%
Total	**0**	**1**	**2**	**2**	**5**	**3**	**1**	**12**	**26**	**100.0%**

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

K-12 School Teachers *										
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kaua'i	State Office	Total	Percent
CTE	0	0	0	0	3	0	0	0	3	10.0%
Counselor	0	0	0	0	1	0	0	0	1	3.3%
Elementary	0	0	0	0	1	3	0	0	4	13.3%
English	0	0	0	0	2	1	0	0	3	10.0%
Mathematics	1	0	0	0	1	0	0	0	2	6.7%
Multi-Disciplinary	2	0	0	0	2	4	0	0	8	26.8%
Music	0	0	0	0	0	1	0	0	1	3.3%
Special Education	1	0	0	0	2	4	0	0	7	23.3%
Other	0	0	0	0	1	0	0	0	1	3.3%
Total	**4**	**0**	**0**	**0**	**13**	**13**	**0**	**0**	**30**	**100.0%**

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

Total										
Subject	Honolulu	Central	Leeward	Windward	Hawai'i	Maui	Kaua'i	State Office	Total	Percent
Art	0	2	1	2	2	1	0	0	8	0.6%
CTE	9	5	12	7	15	2	2	0	52	3.8%
Computer Science	0	1	0	0	1	0	0	0	2	0.1%
Counselor	10	9	9	6	11	6	3	0	54	3.9%
Elementary	56	91	101	59	79	70	32	0	488	35.6%
English	8	13	22	10	9	13	4	0	79	5.8%
Hawaiian Immersion	0	0	0	3	0	4	0	4	11	0.8%
Hawaiian Language	0	0	0	2	2	0	0	0	4	0.3%
Health	2	1	0	1	0	2	2	0	8	0.6%
Mathematics	11	13	24	6	12	8	7	0	81	5.9%
Multi-Disciplinary	11	22	5	2	6	10	3	1	60	4.4%
Music	1	1	1	0	0	4	1	0	8	0.6%
Physical Education	1	2	0	2	2	5	1	0	13	0.9%
Pre-School	9	3	3	4	3	3	0	3	28	2.0%
ROTC	4	4	0	1	3	0	0	1	13	0.9%
Science	7	6	12	6	11	14	7	0	63	4.6%
Social Studies	3	6	10	3	9	7	3	0	41	3.0%
Special Education	39	72	68	40	39	41	12	2	313	22.8%
TESOL	4	1	0	2	2	3	0	0	12	0.9%
World Languages	2	2	2	1	2	1	1	0	11	0.8%
Other	5	2	1	2	7	1	4	1	23	1.7%
Total	**182**	**256**	**271**	**159**	**215**	**195**	**82**	**12**	**1,372**	**100.0%**

Table X - Newly Employed Teachers SY 2025-26 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	19	77	3	24	0	59	0	182	13.3%
Central	24	104	1	41	12	69	5	256	18.7%
Leeward	13	128	1	38	8	73	10	271	19.8%
Windward	12	63	0	18	0	64	2	159	11.5%
Hawai‘i	15	91	1	34	9	64	1	215	15.7%
Maui	23	41	0	92	0	39	0	195	14.2%
Kaua‘i	8	20	2	34	0	18	0	82	6.0%
State	3	3	2	0	0	4	0	12	0.8%
Total	**117**	**527**	**10**	**281**	**29**	**390**	**18**	**1,372**	**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 outside the state of Hawai‘i.

Temp-5: Teachers who have not completed a teacher education program.

Temp-T: Teachers who have or have not completed a teacher education program and are currently in the Teach for America Program.

“Licensed teachers” refers to those teachers who the Hawai‘i Teacher Standards Board has issued a Hawai‘i teaching license.

Table XI - Cumulative Initial Employment Status by School Year

Employment Status	Licensure Status	School Year									
		2021-22		2022-23		2023-24		2024-25		2025-26	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	SATEP	85	6.9%	106	7.8%	239	14.8%	103	7.9%	117	8.5%
Prob		718	58.5%	717	52.9%	646	40.0%	568	43.7%	527	38.4%
Temp-Lic						13	0.8%	0	0.0%	10	0.7%
Temp-W		86	7.0%	120	8.8%	205	12.7%	204	15.7%	281	20.5%
Temp-T						37	2.3%	0	0.0%	29	2.1%
Temp-5	Non SATEP	279	22.7%	340	25.1%	449	27.8%	368	28.3%	390	28.5%
Temp-T		60	4.9%	73	5.4%	25	1.5%	57	4.4%	18	1.3%
Total		**1,228**	**100.0%**	**1,356**	**100.0%**	**1,614**	**100.0**	**1,300**	**100.0%**	**1,372**	**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 outside the state of Hawai‘i.

Temp-5: Teachers who have not completed a teacher education program.

Temp-T: Teachers who have or have not completed a teacher education program and are currently in the Teach for America Program.

“Licensed teachers” refers to those teachers who the Hawai‘i Teacher Standards Board has issued a Hawai‘i teaching license







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	2021-22	2022-23	2023-24	2024-25	2025-26
July	111	121	47	119	206
August	107	110	176	113	150
September	103	102	90	142	86
October	99	103	124	154	98
November	99	88	89	149	103
December	70	71	69	96	83
January	105	86	80	119	104
February	92	67	47	112	72
March	101	82	46	61	86
April	56	63	55	69	57
May	53	48	46	58	61
June	47	35	19	35	43
Total	**1,043**	**976**	**888**	**1,227**	**1,149**

Table II - Number of Newly Employed CSSP Employees by District

District	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	89	8.5%	67	6.9%	85	9.6%	116	9.4%	119	10.4%
Honolulu	187	17.9%	125	12.8%	124	14.0%	179	14.6%	175	15.2%
Central	153	14.7%	170	17.4%	165	18.6%	204	16.6%	191	16.6%
Leeward	164	15.7%	185	19.0%	133	15.0%	188	15.3%	185	16.1%
Windward	103	9.9%	104	10.7%	79	8.9%	121	9.9%	104	9.1%
Hawai‘i	142	13.6%	130	13.3%	131	14.8%	182	14.8%	187	16.3%
Maui	133	12.8%	139	14.2%	121	13.6%	175	14.3%	129	11.2%
Kaua‘i	72	6.9%	56	5.7%	50	5.6%	62	5.1%	59	5.1%
Total	**1,043**	**100.0%**	**976**	**100.0%**	**888**	**100.0%**	**1,227**	**100.0%**	**1,149**	**100.0%**

Table III - Gender of Newly Employed CSSP Employees

Gender	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	713	68.4%	677	69.4%	631	71.1%	862	70.3%	813	70.8%
Male	330	31.6%	299	30.6%	257	28.9%	365	29.7%	336	29.2%
Total	**1,043**	**100.0%**	**976**	**100.0%**	**888**	**100.0%**	**1,227**	**100.0%**	**1,149**	**100.0%**

Table IV - Employment Status of Newly Employed CSSP Employees

Full-Time/ Part-Time	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	816	78.2%	764	78.3%	713	80.3%	994	81.0%	916	79.7%
Part-Time	227	21.8%	212	21.7%	175	19.7%	233	19.0%	233	20.3%
Total	**1,043**	**100.0%**	**976**	**100.0%**	**888**	**100.0%**	**1,227**	**100.0%**	**1,149**	**100.0%**

Table V - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	248	23.8%	246	25.2%	203	22.9%	303	24.7%	260	22.6%
Blue-Collar (Supervisory)	4	0.4%	2	0.2%	2	0.2%	3	0.2%	5	0.4%
Excluded Managerial	0	0.0%	3	0.3%	11	1.2%	4	0.3%	4	0.3%
Institutional, Health, and Correction Officers	7	0.6%	3	0.3%	3	0.3%	2	0.2%	3	0.3%
Professional and Scientific	124	11.9%	134	13.7%	104	11.7%	124	10.1%	118	10.3%
Registered Professional Nurses	0	0%	0	0%	0	0%	18	1.5%	3	0.3%
Student Helper	30	2.9%	19	2.0%	14	1.6%	2	0.2%	12	1.0%
White-Collar (Non-Supervisory)	626	60.0%	564	57.8%	543	61.1%	763	62.2%	734	63.9%
White-Collar (Supervisory)	4	0.4%	5	0.5%	8	0.9%	8	0.6%	10	0.9%
Total	**1,043**	**100.0%**	**976**	**100.0%**	**888**	**100.0%**	**1,227**	**100.0%**	**1,149**	**100.0%**

Table VI - Position of Newly Employed CSSP Employees

Position	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	9	0.9%	14	1.4%	12	1.4%	23	1.9%	26	2.3%
Accountant	1	0.1%	3	0.3%	1	0.1%	4	0.3%	3	0.3%
Administrative Services Assistant	0	0.0%	2	0.2%	0	0.0%	2	0.2%	5	0.4%
Architect	0	0.0%	0	0.0%	0	0.0%	1	0.1%	5	0.4%
Athletic Health Care Trainer	4	0.4%	7	0.7%	5	0.6%	6	0.5%	3	0.3%
Audio Visual Technician	1	0.1%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
Automated Systems Equipment Technician	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Automotive Mechanic	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Automotive Technician	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Behavior Analyst	5	0.4%	3	0.3%	0	0.0%	3	0.2%	0	0.0%
Behavioral Health Specialist	41	3.9%	40	4.1%	40	4.5%	41	3.3%	34	2.9%
Behavioral Specialist	2	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Behavioral Technician	47	4.5%	21	2.2%	10	1.1%	34	2.8%	22	1.9%
Bilingual/Bicultural School-Home Assistant	7	0.6%	3	0.3%	5	0.6%	7	0.6%	6	0.5%
Building Construction and Maintenance Supervisor	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Building Construction Inspector	2	0.2%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Building Maintenance Helper	0	0.0%	0	0.0%	3	0.3%	0	0.0%	1	0.1%
Building Maintenance Worker	3	0.3%	3	0.3%	2	0.2%	0	0.0%	2	0.2%
Business Management Officer	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Cabinet Maker	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Cafeteria Helper	64	6.1%	66	6.8%	67	7.5%	111	9.0%	82	7.1%
Capital Improvement Program or Capital Improvement Project	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Carpenter	1	0.1%	2	0.2%	1	0.1%	2	0.2%	0	0.0%

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

Position	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Clerical Supervisor	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Clinical Psychologist	3	0.3%	1	0.1%	3	0.3%	7	0.6%	3	0.3%
Communication Aide	9	0.9%	1	0.1%	4	0.5%	3	0.2%	5	0.4%
Community Relations Program Assistant	0	0.0%	0	0.0%	1	0.1%	2	0.2%	6	0.5%
Contracts Assistant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Data Processing Systems Analyst	2	0.2%	2	0.2%	5	0.6%	6	0.5%	1	0.1%
Data Processing User Support Technician	26	2.5%	15	1.5%	21	2.4%	17	1.4%	19	1.6%
Departmental Contracts Specialist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Educational Assistant	302	28.9%	258	26.4%	270	30.4%	396	32.3%	384	33%
Educational Audiologist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Electrician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.3%
Engineer	2	0.2%	7	0.7%	2	0.2%	0	0.0%	2	0.2%
Executive Office on Early Learning Director	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Facilities Project Manager	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Farm Manager	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Food Services Driver	4	0.4%	1	0.1%	1	0.1%	4	0.3%	3	0.3%
General Laborer	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%
General Professional	3	0.3%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Heavy Truck Driver	3	0.3%	0	0.0%	0	0.0%	1	0.1%	2	0.2%
Houseparent for Deaf/Blind	2	0.2%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Human Resources Assistant	8	0.8%	9	0.9%	10	1.1%	11	0.9%	7	0.6%
Human Resources Regional Assistant	3	0.3%	0	0.0%	3	0.3%	3	0.2%	4	0.3%
Human Resources Specialist	1	0.1%	0	0.0%	3	0.3%	2	0.2%	3	0.3%
Human Resources Technician	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%

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

Position	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Human Services Professional	3	0.3%	11	1.1%	4	0.5%	3	0.2%	0	0.0%
Janitor	2	0.2%	2	0.2%	0	0.0%	1	0.1%	3	0.3%
Library Assistant	2	0.2%	7	0.7%	7	0.8%	3	0.2%	3	0.3%
Litigation Coordinator	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Mason	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Military Liaison Administrative Assistant	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Occupational Therapist	5	0.4%	1	0.1%	3	0.3%	0	0.0%	5	0.4%
Office Assistant	125	12.0%	144	14.8%	122	13.7%	159	13.0%	148	12.9%
Physical Therapist	2	0.2%	1	0.1%	0	0.0%	3	0.2%	0	0.0%
Planning Project Manager	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Plumber	0	0.0%	0	0.0%	0	0.0%	1	0.1%	3	0.3%
Power Mower Operator	0	0.0%	2	0.2%	3	0.3%	1	0.1%	0	0.0%
Pre-Audit Clerk	2	0.2%	0	0.0%	1	0.1%	3	0.2%	0	0.0%
Private Secretary	0	0.0%	4	0.4%	0	0.0%	0	0.0%	3	0.3%
Procurement and Contracts Clerk	2	0.2%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Procurement and Contracts Support Specialist	1	0.1%	1	0.1%	2	0.2%	0	0.0%	2	0.2%
Professional Trainee	0	0.0%	3	0.3%	1	0.1%	2	0.2%	1	0.1%
Professional Worker	0	0.0%	1	0.1%	2	0.2%	2	0.2%	1	0.1%
Program Specialist	4	0.4%	7	0.7%	3	0.3%	10	0.8%	14	1.2%
Property Manager	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Public Works Administrator	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Public Works Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Registered Professional Nurse	0	0.0%	0	0.0%	0	0.0%	18	1.5%	3	0.3%
Research Statistician	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
School Administrative Services Assistant	3	0.3%	2	0.2%	6	0.7%	5	0.4%	4	0.3%

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

Position	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School Baker	9	0.9%	7	0.7%	4	0.5%	12	1.0%	8	0.7%
School Based Occupational Therapy Assistant	1	0.1%	2	0.2%	1	0.1%	0	0.0%	2	0.2%
School Based Physical Therapy Assistant	2	0.2%	1	0.1%	0	0.0%	1	0.1%	0	0.0%
School Bus Transportation Officer	1	0.1%	0	0.0%	1	0.1%	0	0.0%	3	0.3%
School Cook	17	1.6%	12	1.2%	10	1.1%	11	0.9%	11	1.0%
School Custodian	141	13.5%	147	15.1%	109	12.3%	156	12.7%	139	12.1%
School Dormitory Attendant	2	0.2%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
School Food Authority Administrative Services Officer	0	0.0%	1	0.1%	2	0.2%	0	0.0%	0	0.0%
School Food Authority Business Manager	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
School Food Authority Planning Officer	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
School Food Authority Policy and Program Officer	0	0.0%	0	0.0%	2	0.2%	0	0.0%	0	0.0%
School Food Authority Project Manager	0	0.0%	1	0.1%	3	0.3%	2	0.2%	0	0.0%
School Food Program Administrator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Food Program Manager	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Food Services Manager	2	0.2%	2	0.2%	2	0.2%	3	0.2%	5	0.4%
School Health Assistant	27	2.6%	29	3.0%	33	3.7%	30	2.4	29	2.5%
School Lunch Services Supervisor	0	0.0%	1	0.1%	2	0.2%	1	0.1%	1	0.1%
School Psychologist	14	1.3%	9	0.9%	4	0.5%	12	1.0%	13	1.1%
School Safety and Security Officer	0	0.0%	2	0.2%	1	0.1%	3	0.2%	3	0.3%
School Security Attendant	45	4.3%	55	5.6%	38	4.3%	59	4.8%	52	4.5%
Secretary	10	1.0%	4	0.4%	4	0.5%	10	0.8%	14	1.2%
Social Worker	3	0.3%	8	0.8%	1	0.1%	4	0.3%	2	0.2%
Speech-Language Pathologist	25	2.4%	25	2.6%	19	2.1%	12	1.0%	16	1.4%
Student Helper	30	2.8%	19	1.9%	14	1.6%	2	0.2%	12	1.0%

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

Position	School Year									
	2021-22		2022-23		2023-24		2024-25		2025-26	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Student Transportation Services Administrator	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Student Transportation Services Manager	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Teacher Licensing Clerk	0	0.0%	0	0.0%	0	0.0%	2	0.2%	2	0.2%
Television Production Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Welder	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Work Program Specialist	0	0.0%	0	0.0%	1	0.1%	0	0.0%	2	0.2%
Total	**1,043**	**100.0%**	**976**	**100.0%**	**888**	**100.0%**	**1,227**	**100.0%**	**1,149**	**100.0%**