



EMPLOYEE BENEFITS

The State of Hawaii and HIDOE offer many benefits for eligible employees, including:

PENSION: Through the Hawaii Employees' Retirement System (ERS). Employees hired on or after July 1, 2012, for any period exceeding three (3) months and serving in positions requiring at least one-half of full-time equivalent, become members of the Hybrid plan. A mandatory pretax contribution equal to 8% of an employee's gross monthly salary is required. For more information, please contact the ERS at 808-586-1735 or visit www.ers.hawaii.gov.

HEALTH: Benefits are offered by the Employer-Union Health Benefits Trust Fund (EUTF). Plans for medical/chiropractic, prescription drug, dental and vision require co-payments by the employer and employee. The monthly premium for the group life insurance is paid for solely by the employer; however, the employee must enroll to receive coverage. For more information, please contact the EUTF at 808-586-7390 (Oahu) or 1-800-295-0089 (Neighbor Islands) or visit eutf.hawaii.gov.

PREMIUM CONVERSION PLAN (PCP): Increase take home pay by having the Employer deduct the cost of health benefits premiums from pay before taxes are withheld.

TAX-SHELTERED ANNUITY: Employees may make pre-tax contributions through payroll deductions and provide supplemental income to regular retirement benefits. For more information, please

contact the Employee Benefits Unit, Office of Human Resources, at 808-441-8311 or visit www.hawaiidoe403b.com.

DEFERRED COMPENSATION PLAN: The Island Savings Plan is a voluntary pre-tax retirement savings plan. For more information, call 1-888-712-5642 or visit islandsavings.preparewithpru.com.

FLEXIBLE SPENDING ACCOUNTS: The State's Island Flex flexible spending account offers two ways to reduce employees' federal and state withholding taxes and social security taxes: 1) Medical Flexible Spending Account (Medical FSA) allows employees to pay eligible out-of-pocket unreimbursed health care expenses on a before-tax basis, 2) Dependent Care Flexible Spending Account allows employees to pay for eligible dependent care expenses on a before-tax basis. For more information, contact Comprehensive Financial Planning, Inc. at 808-596-7006 (Oahu) or 1-877-550-5552 (Neighbor Islands), or visit www.compfinplan.com.

WORKERS' COMPENSATION BENEFITS: Benefits are available for employees who suffer work-related injury or illness. For additional information, please contact the Workers' Compensation Unit, Office of Human Resources, at 808-441-8484.

TEMPORARY DISABILITY INSURANCE BENEFITS: Employees who suffer a non-work related injury or illness may be eligible for temporary disability benefits to replace a portion of wages up to a maximum of 26 weeks if all requirements are met. For more information, contact the Employee Background Check Unit, Office of Human Resources, at 808-441-8322.

LIVING & WORKING IN HAWAII

For more information about working and living in Hawaii, visit the official website for the Aloha State, hawaii.gov, and get to know the Islands via the Hawaii Visitors Bureau: www.gohawaii.com.

GET TO KNOW HIDOE

- View our **factsheet** about Hawaii's public school system: bit.ly/HIDOEschools.
- Read our **Success Stories** for students, schools, educators, partners and more: bit.ly/HIDOEsuccess.
- Educational excellence doesn't happen overnight. Learn about our journey. View our **Milestones in Transformation**: bit.ly/edreform808.
- Our **Strive HI System** accounts for multiple factors in student success, broken down by achievement, growth, readiness, and reducing the achievement gap. To implement this performance system, the state took advantage of the U.S. Department of Education's opportunity to apply for a waiver from the Elementary and Secondary Education Act. Strive HI has been approved through the 2017-18 school year. Learn more: bit.ly/StriveHISystem.
- Connect with us on **social media** and our **website**:

HawaiiPublicSchools.org

 /HIDepartmentofEducation

 /HIDOE808

 /HIDOE808

 /hawaiipublicschools

EQUAL OPPORTUNITY

HIDOE does not discriminate in its educational policies, programs, and activities on the basis of sex, race, color, religion, national origin, age, and disability in accordance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Age Discrimination Act of 1975, and Americans with Disabilities Act of 1991. HIDOE does not discriminate in its employment policies, programs, and activities on the basis of sexual orientation, arrest and court record, and National Guard participation, as well as on the basis of sex, race, color, religion, national origin, age, and disability, in accordance with Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act of 1967, Americans with Disabilities Act of 1991, Equal Pay Act of 1963, and Chapter 378, Part I, Hawaii Revised Statutes.



Teaching IN HAWAII

Office of Human Resources
Teacher Recruitment, Personnel Management Branch
Hawaii State Department of Education
September 2015

ABOUT HIDEOE

The Hawaii State Department of Education (HIDOE) is the ninth-largest U.S. school district and the only statewide educational system in the country. It is comprised of 256 schools, and serves about 170,000 students across six islands. King Kamehameha III established Hawaii's public school system in 1840. Schools are viewed as partnerships involving students, teachers, parents, administration, business, and the community.

EXCELLENCE IN EDUCATION

OUR MISSION: We serve our community by developing the academic achievement, character, and social-emotional wellbeing of our students to the fullest potential. We work with partners, families, and communities to ensure that all students reach their aspirations, from early learning through college, career, and citizenship.

STRATEGIC PLAN: Crafted by the Hawaii Board of Education and HIDOE, our governing document sets an expectation of school excellence grounded in three goals: Student Success, Staff Success, and Successful Systems of Support. Read it here: bit.ly/DOEBOEstratplan.

ACADEMICS: HIDOE has adopted the Hawaii Common Core Standards to ensure all students graduate from high school ready for college and/or career, and to be contributing members of the community. These learning expectations for Mathematics and English Language Arts/Literacy are cross-disciplinary, and integrated with subjects including arts, literature, history, social studies, science and technical subjects. Learn more: bit.ly/CommonCoreHI. The Hawaii Content and Performance Standards III covers subjects including world languages, physical

education, health and more. Hawaii is moving toward the C3 Framework for social studies, as well as Next Generation Science Standards.

Additionally, we have a robust Career & Technical Education program, are advancing the Future Ready Hawaii program to build capacity for digital and blended learning, and are partners in the Malama Honua journey, tied to the Worldwide Voyage of Hokulea, to inspire student learning grounded in culture and sustainability. Our network of supporting businesses and organizations connects schools with diverse learning opportunities.

EMPLOYMENT OPPORTUNITIES

HIDOE employs about 13,000 teachers, librarians, and counselors. Job opportunities are available on all islands: Oahu, Hawaii, Maui, Molokai, Lanai, and Kauai. The greatest demand for teachers occurs on the neighbor islands and in the more rural areas of Oahu, away from the major population center of Honolulu.

WHAT WE'RE LOOKING FOR

Professional educators are the cornerstone of our mission to prepare Hawaii's students for college, career and community. Teaching in Hawaii means personal involvement in making school improvements through dedicated, creative collaboration at all levels of the school system. We are looking for teachers who are caring, competent, effective, and committed to obtaining the best results for our students. Hawaii is a special place with students representing a variety of ethnic and cultural backgrounds. Therefore, the professional staff should be cognizant of the enriching contributions that students can make to the teaching-learning environment.

QUALIFICATIONS

Applicants must have a bachelor's degree from a regionally accredited college or university. Priority for scheduling of the structured/state-level interview and application processing is given to those who have obtained a teaching license issued by the Hawaii Teacher Standards Board (HTSB). Learn more: www.htsb.org.

Sometimes an individual is permitted to begin employment without possessing a teaching license. In these cases, employment is temporary to a maximum of three (3) school years.

TENURE

Teachers are eligible for tenure after serving a minimum of six (6) semesters of probation. Every probationary teacher must complete at least two (2) consecutive annual overall performance reviews with a rating of Effective or better to gain tenure within this period. A teacher must possess a teaching license issued by HTSB and meet other requirements before starting probation.

SALARY

The collective bargaining contract establishes the annual salary rates for new teachers. This information is published annually in the Teachers' Salary Schedule on the "Working in Hawaii" section of the HIDOE website: www.hawaiipublicschools.org.

Up to six (6) years of non-HIDOE teaching experience is accepted for salary placement. Experience must be verified before being credited, and in a recognized K-12 public or private school. Certain active military experience, up to four (4) years, may also be used in combination with acceptable teaching experience for salary credit, allowing an individual to enter at a higher step. A combination of teaching and military experience may not exceed six (6) years.

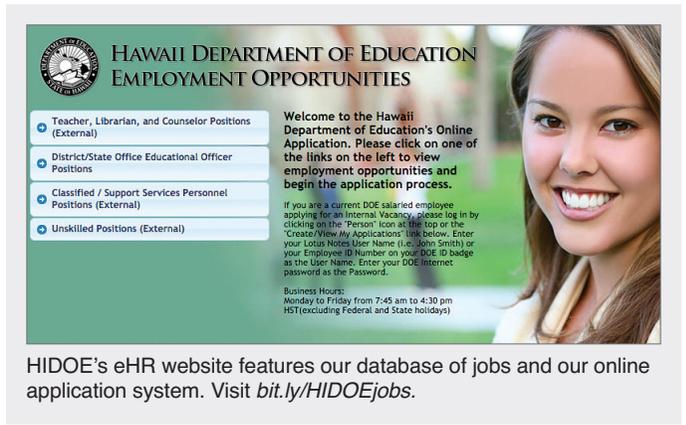
PERFORMANCE EXPECTATIONS

Our teachers must:

- be dedicated to the profession and to the students;
- have result-producing attitudes and abilities;
- perceive learners as individuals, and empathize with them;
- lead by example and empower students to become literate, caring, effective, and constructive members of society.

EDUCATOR EFFECTIVENESS: Our evaluation system sets clear expectations for effective teaching, provides educators with quality feedback and support to improve their effectiveness with students, and informs professional development. Learn more: bit.ly/HIDOEees.

INDUCTION & MENTORING: Every beginning teacher in the first three years of the profession participates in a comprehensive induction program. The system of support includes working with a highly skilled, trained instructional mentor to accelerate teacher effectiveness and student learning, a maximum student-teacher ratio of 15:1, and more. Learn more: bit.ly/HIDOEim.



HIDOE's eHR website features our database of jobs and our online application system. Visit bit.ly/HIDOEjobs.

APPLICATION PROCESS

If you meet the requirements for teaching and have a strong desire to nurture and develop students, HIDOE encourages you to apply for teaching or specialist positions in our public schools. (School librarians and school counselors are specialist positions.) The application process consists of three (3) steps:

- 1) Submit an online application, along with supporting documentation, by visiting www.hawaiipublicschools.org and going to the "Job Opportunities" page, then click the eHR image to launch our system. Direct link: bit.ly/HIDOEjobs
- 2) Create a teaching StyleProfile. You will receive an email from our third-party vendor providing you with instructions.
- 3) Complete a structured/state-level interview with an authorized HIDOE representative.

If you qualify and successfully complete the application process, your name enters the HIDOE teacher hiring pool. The Personnel Regional Office refers a list of eligible applicants to each vacancy for employment consideration and selection. The school principal and/or a designated representative will consider and interview referred candidates, and make a final selection.

Referrals from the applicant pool are made when the requirements of the vacancy are matched with a candidate's strengths based on HIDOE's assessments of application information — academic preparation, teaching experience, personal interview results, college transcripts, geographic and grade level placement preferences, etc. Depending on the hiring demands for your teaching specialty, you may be referred to many school interviews before being hired.

QUESTIONS: Please contact our Teacher Recruitment team.

- 808-441-8444
- Teacher_Recruitment@hawaiidoe.org
- Hawaii State Department of Education, Teacher Recruitment Unit, P.O. Box 2360, Honolulu, HI 96804

