

Employment Report

SCHOOL YEAR 2015-2016



HawaiiPublicSchools.org



Executive Summary

The annual Hawaii State Department of Education (DOE) Employment Report is a summary of employment figures and characteristics of newly-hired teachers and Classified/Support Services Personnel (CSSP) for the School Year (SY) 2015-2016, as well as data from prior years.

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Student achievement is at the core of the DOE and Board of Education Strategic Plan, which sets targets for multiple progress indicators that can be monitored through 2018. The Strategic Plan goals are:

- **Student Success:** All students demonstrate they are on a path toward success in college, career, and citizenship.
- **Staff Success:** The DOE has a high-performing culture where employees have the training, support, and professional development to contribute effectively to student success.
- **Successful Systems of Support:** The system and culture of the DOE work to effectively organize financial, human, and community resources in support of student success.

Teachers

Teaching is one of the most important professions in the DOE. Hawaii teachers play a significant role in helping students develop the knowledge necessary for being responsible and productive community members after high school.

Table I - Number of Newly Employed Teachers by Month of Hire

Month	2011-2012*	2012-2013*	2013-2014	2014-2015	2015-2016
July	641	688	736	670	852
August	121	102	110	109	94
September	83	75	79	64	56
October	68	62	53	39	50
November	35	25	30	29	28
December	14	17	18	12	11
January	158	126	137	126	107
February	50	40	46	26	42
March	2	0	1	15	0
April	0	1	0	0	0
May	1	0	0	0	0
June	0	1	0	0	0
Total	1,173	1,137	1,210	1,090	1,240

This table shows newly employed teachers by month of hire. The data includes previously separated DOE teachers that were rehired as new elementary, secondary, and special education teachers, school librarians, school counselors, and Reserve Officers' Training Corps (ROTC) instructors.

*Includes Public Charter School (PCS) data from schools that purchased DOE Personnel Services.

Table II - Number of Newly Employed Teachers Each School Year

Year	Total Employed As of September 30	Total Employed From October to June	Grand Total Employed For Each School Year
2011-2012	845	328	1,173
2012-2013	865	272	1,137
2013-2014	925	285	1,210
2014-2015	843	247	1,090
2015-2016	1,002	238	1,240

Table III - Resident Status of Newly Employed Teachers

Status	2011-2012*		2012-2013*		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
	Resident	972	82.9%	906	79.7%	992	82.0%	877	80.5%	1,084
Non-Resident	201	17.1%	231	20.3%	218	18.0%	213	19.5%	156	12.6%
Total	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%

The definition of Resident does not require any criteria except physical residence in Hawaii, regardless of length of residence, and includes teachers who may have relocated shortly before employment. The Resident category includes both returning and new state residents.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table IV - In-State and Out-of-State, State Approved Teacher Education Program (SATEP)

College	School Year	
	2015-2016	
	Amount	Percent
Brigham Young University - Hawaii	12	1.0%
Chaminade University	82	6.6%
Department of Education - RISE Program	1	0.1%
Hawaii Pacific University	20	1.6%
Leeward Community College	5	0.4%
University of Hawaii - Hilo	31	2.5%
University of Hawaii - Hilo - Kahuawaiola Tep	1	0.1%
University of Hawaii - Manoa	210	16.9%
University of Hawaii - West Oahu	23	1.9%
University of Phoenix - Hawaii	19	1.5%
Total of In-State SATEP College Degrees	404	32.6%
Total of Out-of-State SATEP College Degrees	508	41.0%
Newly Employed Teachers Hired without SATEP Degree	328	26.4%
Total	1,240	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.

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

Elementary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2011-2012*		2012-2013*		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	76	12.9%	86	14.3%	71	12.1%	58	12.7%	66	11.7%
Female	514	87.1%	514	85.7%	517	87.9%	398	87.3%	497	88.3%

Secondary Teacher Gender by Amount/Percentage										
Gender	School Year									
	2011-2012*		2012-2013*		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	197	37.1%	195	37.4%	219	36.7%	202	35.4%	237	35.6%
Female	334	62.9%	327	62.6%	377	63.3%	368	64.6%	429	64.4%

K-12 State and District Resource Teacher Gender by Amount/Percentage										
Gender	School Year									
	2011-2012*		2012-2013*		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	21	40.4%	5	33.3%	7	26.9%	18	28.1%	4	36.4%
Female	31	59.6%	10	66.7%	19	73.1%	46	71.9%	7	63.6%

Total Teacher Gender by Amount/Percentage										
Gender	School Year									
	2011-2012*		2012-2013*		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Male	294	25.1%	286	25.2%	297	24.5%	278	25.5%	307	24.8%
Female	879	74.9%	851	74.8%	913	75.5%	812	74.5%	933	75.2%
Total	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%

*Includes PCS data from schools that purchased DOE Personnel Services.

Table VI - Degree Status of Newly Employed Teachers

Type	School Year									
	2011-2012*		2012-2013*		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Bachelor	498	42.5%	414	36.4%	545	45.0%	451	41.4%	601	48.5%
Bachelor and 5th year	213	18.2%	355	31.2%	353	29.2%	217	19.9%	181	14.6%
Master	451	38.4%	256	22.5%	305	25.2%	406	37.2%	434	35.0%
Ph.D.	5	0.4%	0	0.0%	2	0.2%	12	1.1%	18	1.4%
Other	6	0.5%	112	9.9%	5	0.4%	4	0.4%	6	0.5%
Total	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%

This data represents the highest degree earned by newly employed teachers, which includes teachers pending official verification of degrees conferred. The “Other” category includes Career and Technical Education (CTE) teachers and ROTC instructors without degrees.

*Includes PCS data from schools that purchased DOE Personnel Services.

Table VII - Previous Teaching Experience of Newly Employed Teachers

Years of Experience	School Year									
	2011-2012*		2012-2013*		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
None	776	66.2%	785	69.0%	818	67.6%	771	70.7%	825	66.5%
1	64	5.5%	61	5.4%	67	5.5%	62	5.7%	63	5.1%
2	67	5.7%	53	4.7%	49	4.1%	43	4.0%	59	4.7%
3	54	4.6%	37	3.3%	44	3.6%	25	2.3%	46	3.7%
4	43	3.7%	46	4.0%	33	2.7%	26	2.5%	35	2.8%
5	31	2.6%	28	2.5%	23	1.9%	20	1.8%	27	2.2%
6	26	2.2%	20	1.8%	31	2.6%	31	2.8%	28	2.3%
7	24	2.0%	13	1.1%	20	1.7%	23	2.1%	22	1.8%
8	11	0.9%	17	1.5%	16	1.3%	13	1.2%	22	1.8%
9	9	0.8%	15	1.3%	21	1.7%	11	1.0%	18	1.4%
10	5	0.4%	8	0.7%	14	1.2%	10	0.9%	19	1.5%
11	16	1.4%	9	0.8%	18	1.5%	9	0.8%	12	1.0%
12	12	1.0%	7	0.6%	6	0.5%	9	0.8%	11	0.9%
13+	35	3.0%	38	3.3%	50	4.1%	37	3.4%	53	4.3%
Total	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%

*Includes PCS data from schools that purchased DOE Personnel Services.

Table VIII - Assignment of Newly Employed Teachers by District

District	School Year									
	2011-2012*		2012-2013*		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	0	0.0%	2	0.2%	2	0.2%	1	0.1%	2	0.2%
Honolulu	174	14.8%	198	17.4%	175	14.5%	153	14.0%	159	12.8%
Central	226	19.3%	207	18.2%	203	16.8%	162	14.9%	189	15.2%
Leeward	268	22.8%	276	24.3%	323	26.7%	267	24.5%	317	25.6%
Windward	101	8.6%	109	9.6%	122	10.0%	122	11.2%	135	10.9%
Hawaii	159	13.6%	159	14.0%	175	14.5%	160	14.7%	182	14.7%
Maui	141	12.0%	132	11.6%	141	11.6%	139	12.7%	169	13.6%
Kauai	64	5.5%	54	4.7%	69	5.7%	86	7.9%	87	7.0%
Charter Schools	40	3.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%

*Includes PCS data from schools that purchased DOE Personnel Services.

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

Elementary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	0	0	1	0	0	0	0	0	1	0.2%
Counselor	0	0	4	5	5	4	1	0	19	3.3%
Elementary	44	60	82	46	55	57	25	0	369	65.5%
English	0	0	2	0	1	0	0	0	3	0.5%
Librarian	0	0	0	2	3	0	0	0	5	0.9%
Physical Education	0	0	0	0	1	0	0	0	1	0.2%
Science	0	0	0	0	1	0	0	0	1	0.2%
Special Education	23	32	40	15	24	20	8	0	162	28.8%
Other	0	1	0	1	0	0	0	0	2	0.4%
Total	67	93	129	69	90	81	34	0	563	100.0%

Secondary										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	6	1	3	3	2	0	1	0	16	2.4%
Business Education	1	1	0	0	0	1	0	0	3	0.4%
Career and Technical Education	5	4	6	2	5	4	2	0	28	4.2%
Computer	0	1	0	0	0	0	1	0	2	0.3%
Counselor	2	4	8	1	3	3	4	0	25	3.7%
Curriculum Coordinator	0	1	0	0	0	0	0	0	1	0.2%
Elementary	3	0	0	2	12	5	3	0	25	3.7%
English	12	16	28	10	5	8	6	0	85	12.8%
Guidance/Personal Transition	0	0	2	1	0	0	0	0	3	0.4%
Hawaiian Language	1	0	0	1	0	0	1	0	3	0.4%
Health	0	2	1	2	1	2	0	0	8	1.2%
Industrial Arts/Vocational Education	1	1	0	0	1	0	0	0	3	0.4%
Librarian	1	0	0	0	0	0	0	0	1	0.2%
Mathematics	11	13	33	12	7	15	2	0	93	14.0%
Multi-Disciplinary	2	2	8	2	2	6	4	0	26	3.9%
Music	1	0	4	2	1	0	1	0	9	1.3%
Physical Education	1	1	2	1	1	4	0	0	10	1.5%
ROTC	0	1	2	0	2	0	0	0	5	0.8%
Response To Intervention Coordinator	0	0	0	0	0	1	0	0	1	0.2%
Science	11	9	19	5	11	13	4	0	72	10.8%
Social Studies	7	8	17	6	4	7	2	0	51	7.7%
Special Education	18	25	45	17	31	24	19	0	179	26.9%
Technology Coordinator	1	0	0	0	0	0	0	0	1	0.2%
World Languages	2	4	4	0	2	2	1	0	15	2.2%
Other	1	0	0	0	0	0	0	0	1	0.2%
Total	87	94	182	67	90	95	51	0	666	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	Hawaii	Maui	Kauai	State Office	Total	Percent
Counselor	1	0	0	0	0	0	0	0	1	9.1%
Elementary	2	0	0	0	0	0	1	0	3	27.3%
English	2	0	0	0	0	0	0	0	2	18.1%
Registrar	0	0	0	0	0	0	0	1	1	9.1%
ROTC	0	0	0	0	0	0	0	1	1	9.1%
Special Education	1	2	0	0	0	0	0	0	3	27.3%
Total	6	2	0	0	0	0	1	2	11	100.0%

Total										
Subject	Honolulu	Central	Leeward	Windward	Hawaii	Maui	Kauai	State Office	Total	Percent
Art	6	1	4	3	2	0	1	0	17	1.4%
Business Education	1	1	0	0	0	1	0	0	3	0.2%
Career and Technical Education	5	4	6	2	5	4	2	0	28	2.3%
Computer	0	1	0	0	0	0	1	0	2	0.2%
Counselor	3	4	12	6	8	7	5	0	45	3.6%
Curriculum Coordinator	0	1	0	0	0	0	0	0	1	0.1%
Elementary	49	60	82	48	67	62	29	0	397	32.1%
English	14	16	30	10	6	8	6	0	90	7.3%
Guidance/Personal Transition	0	0	2	1	0	0	0	0	3	0.2%
Hawaiian Language	1	0	0	1	0	0	1	0	3	0.2%
Health	0	2	1	2	1	2	0	0	8	0.6%
Industrial Arts/Vocational Education	1	1	0	0	1	0	0	0	3	0.2%
Librarian	1	0	0	2	3	0	0	0	6	0.5%
Mathematics	11	13	33	12	7	15	2	0	93	7.5%
Multi-Disciplinary	2	2	8	2	2	6	4	0	26	2.1%
Music	1	0	4	2	1	0	1	0	9	0.7%
Physical Education	1	1	2	1	2	4	0	0	11	0.9%
Registrar	0	0	0	0	0	0	0	1	1	0.1%
Response To Intervention Coordinator	0	0	0	0	0	1	0	0	1	0.1%
ROTC	0	1	2	0	2	0	0	1	6	0.5%
Science	11	9	19	5	12	13	4	0	73	5.9%
Social Studies	7	8	17	6	4	7	2	0	51	4.1%
Special Education	42	59	85	32	55	44	27	0	344	27.7%
Technology Coordinator	1	0	0	0	0	0	0	0	1	0.1%
World Languages	2	4	4	0	2	2	1	0	15	1.2%
Other	1	1	0	1	0	0	0	0	3	0.2%
Total	160	189	311	136	180	176	86	2	1,240	100.0%

Table X - Newly Employed Teachers SY 15-16 Initial Status by District

District	Tenured	Prob	Temp-V	Temp-W	Temp-5	Temp-T	Total	Percent
Licensure Status	SATEP Complete				Non-SATEP			
Honolulu	12	96	5	19	27	0	159	12.8%
Central	16	112	14	11	22	14	189	15.2%
Leeward	15	157	11	25	64	45	317	25.6%
Windward	8	81	6	14	26	0	135	10.9%
Hawaii	16	89	9	11	29	28	182	14.7%
Maui	13	86	6	17	47	0	169	13.6%
Kauai	1	47	3	11	25	0	87	7.0%
State	1	0	0	0	1	0	2	0.2%
Total	82	668	54	108	241	87	1,240	100.0%

Tenured: Former tenured teachers returning to employment.

Prob: Hawaii licensed teachers earning probationary credit.

Temp-V: Hawaii licensed teachers who are employed outside of their area of preparation in special education, school counseling, or school library services.

Temp-W: Teachers who have completed a teacher education program but do not yet have a Hawaii 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 Hawaii teaching license by the Hawaii Teacher Standards Board following completion of a SATEP.

Table XI - Cumulative Initial Employment Status by School Year

Employment Status	Licensure Status	School Year									
		2011-2012		2012-2013		2013-2014		2014-2015		2015-2016	
		Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Tenured	SATEP Complete	50	4.3%	94	8.2%	75	6.2%	64	5.9%	82	6.6%
Prob		343	29.2%	442	38.9%	521	43.1%	583	53.5%	668	53.9%
Temp-V		29	2.5%	32	2.8%	30	2.5%	101	9.3%	54	4.4%
Temp-W		534	45.5%	351	30.9%	332	27.4%	110	10.1%	108	8.7%
Temp-5	Non	125	10.7%	125	11.0%	154	12.7%	141	12.9%	241	19.4%
Temp-T	SATEP	52	4.4%	93	8.2%	98	8.1%	91	8.3%	87	7.0%
Total		1,173	100.0%	1,137	100.0%	1,210	100.0%	1,090	100.0%	1,240	100.0%

Tenured: Former tenured teachers returning to employment.

Prob: Hawaii licensed teachers earning probationary credit.

Temp-V: Hawaii licensed teachers who are employed outside of their area of preparation in special education, school counseling, or school library services.

Temp-W: Teachers who have completed a teacher education program but do not yet have a Hawaii 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 Hawaii teaching license by the Hawaii Teacher Standards Board following completion of a SATEP.

XII - Reasons for Voluntary Teacher Separations

Reasons for Voluntary Teacher Separations										
Separation Reason	8/1/11 - 7/31/12		8/1/12 - 7/31/13		8/1/13 - 7/31/14		8/1/14 - 7/31/15		8/1/15 - 7/31/16	
Resignation	624	66.8%	635	68.9%	690	67.3%	717	67.1%	781	72.7%
a. Employment Opportunities	158	25.3%	187	29.4%	185	26.8%	208	29.0%	208	26.6%
b. Personal Reason	107	17.1%	99	15.6%	106	15.4%	129	18.1%	170	21.8%
c. Education – Continuing	48	7.7%	44	6.9%	49	7.1%	36	5.0%	46	5.9%
d. Work Place Environment Issues	44	7.1%	39	6.1%	53	7.7%	52	7.2%	67	8.6%
e. Relocation	217	34.8%	184	29.1%	239	34.6%	240	33.5%	257	32.9%
f. Other/No Reason Provided	50	8.0%	82	12.9%	58	8.4%	52	7.2%	33	4.2%
Retirement	310	33.2%	286	31.1%	335	32.7%	352	32.9%	294	27.3%
Total	934	100.0%	921	100.0%	1,025	100.0%	1,069	100.0%	1,075	100.0%

This table shows the separating teacher's self-identified reason for voluntary departure from the DOE.



Classified/Support Services Personnel (CSSP)

CSSP staff help our schools and state offices in many ways, ranging from para-professional instruction and behavioral assessments, to school food services and maintenance of campuses and offices. The work performed by these individuals help to make a positive impact in supporting a healthy and vibrant learning environment for DOE students and staff.

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

Month of Hire	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
July	64	64	94	126	97
August	58	25	82	78	62
September	62	47	60	90	78
October	34	50	74	68	74
November	65	52	71	80	84
December	43	20	47	49	68
January	71	41	82	102	82
February	77	55	61	53	67
March	69	58	63	66	58
April	25	48	75	72	53
May	32	54	58	38	40
June	11	28	31	41	35
Total	611	542	798	863	798

Table II - Number of Newly Employed CSSP Employees by District/Office

District/Office	School Year									
	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
State Office	47	7.7%	58	10.7%	77	9.6%	67	7.8%	90	11.3%
Honolulu	117	19.1%	100	18.5%	112	14.0%	136	15.7%	105	13.2%
Central	103	16.9%	89	16.4%	129	16.2%	149	17.3%	112	14.0%
Leeward	87	14.2%	99	18.3%	122	15.3%	169	19.6%	126	15.8%
Windward	44	7.2%	55	10.1%	87	10.9%	100	11.6%	83	10.4%
Hawaii	91	14.9%	50	9.2%	66	8.3%	78	9.0%	103	12.9%
Maui	96	15.7%	68	12.6%	160	20.1%	106	12.3%	123	15.4%
Kauai	26	4.3%	23	4.2%	45	5.6%	58	6.7%	56	7.0%
Total	611	100.0%	542	100.0%	798	100.0%	863	100.0%	798	100.0%

Table III - Gender of Newly Employed CSSP Employees

Gender	School Year									
	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Female	434	71.0%	370	68.3%	597	74.8%	604	70.0%	546	68.4%
Male	177	29.0%	172	31.7%	201	25.2%	259	30.0%	252	31.6%
Total	611	100.0%	542	100.0%	798	100.0%	863	100.0%	798	100.0%

Table IV - Employment Status of Newly Employed CSSP Employees

Full-Time/ Part-Time	School Year									
	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Full-Time	410	67.1%	328	60.5%	504	63.2%	649	75.2%	627	78.6%
Part-Time	201	32.9%	214	39.5%	294	36.8%	214	24.8%	171	21.4%
Total	611	100.0%	542	100.0%	798	100.0%	863	100.0%	798	100.0%

Table V - Occupation of Newly Employed CSSP Employees

Occupation	School Year									
	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Blue-Collar (Non-Supervisory)	109	17.8%	123	22.7%	166	20.8%	190	22.0%	156	19.5%
Blue-Collar (Supervisory)	3	0.5%	2	0.4%	3	0.4%	2	0.2%	1	0.1%
Excluded Managerial	2	0.3%	0	0.0%	0	0.0%	1	0.1%	2	0.3%
Institutional, Health, and Correction Officers	1	0.2%	0	0.0%	7	0.9%	5	0.6%	6	0.8%
Professional and Scientific	86	14.1%	101	18.6%	129	16.2%	114	13.2%	116	14.5%
Student Helper	17	2.8%	20	3.7%	29	3.6%	9	1.1%	9	1.1%
Registered Professional Nurse	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White-Collar (Non-Supervisory)	393	64.3%	295	54.4%	464	58.1%	536	62.1%	502	62.9%
White-Collar (Supervisory)	0	0.0%	1	0.2%	0	0.0%	6	0.7%	6	0.8%
Total	611	100.0%	542	100.0%	798	100.0%	863	100.0%	798	100.0%

Table VI - Position of Newly Employed CSSP Employees

Position	School Year									
	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Account Clerk	11	1.8%	6	1.1%	10	1.2%	9	1.0%	3	0.4%
Accountant	0	0.0%	3	0.6%	3	0.4%	0	0.0%	3	0.4%
Administrative Services Assistant	1	0.2%	0	0.0%	1	0.1%	1	0.1%	1	0.1%
Architect	1	0.2%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Athletic Health Care Trainer	5	0.8%	6	1.1%	10	1.2%	9	1.0%	6	0.8%
Audiologist	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Auditor	0	0.0%	1	0.2%	1	0.1%	0	0.0%	0	0.0%
Automated Systems Equipment Technician	0	0.0%	2	0.3%	1	0.1%	2	0.2%	0	0.0%
Automotive Technician	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Auxiliary Services Administrator	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Behavioral Health Specialist	36	5.9%	27	5.0%	42	5.3%	43	5.1%	40	5.0%
Bilingual / Bicultural School-Home Assistant	1	0.2%	1	0.2%	2	0.3%	3	0.4%	1	0.1%
Building Maintenance Worker	3	0.5%	2	0.3%	0	0.0%	0	0.0%	4	0.5%
Cafeteria Helper	49	8.0%	58	10.7%	58	7.3%	71	8.2%	50	6.3%
Carpenter	2	0.3%	1	0.2%	0	0.0%	1	0.1%	0	0.0%
Claims Pre Audit Supervisor	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Clinical Psychologist	6	0.9%	4	0.7%	5	0.6%	4	0.5%	7	0.9%
Communication Aide	6	0.9%	0	0.0%	4	0.5%	5	0.6%	3	0.4%
Compositor	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Computer Programmer	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Data Processing Systems Analyst	1	0.2%	1	0.2%	4	0.5%	11	1.3%	4	0.5%
Data Processing User Support Technician	14	2.3%	9	1.6%	15	1.9%	26	3.0%	31	3.9%
District Parent Community Networking Center Assistant	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Educational Assistant	221	36.1%	179	33.0%	247	31.0%	294	34.1%	268	33.6%
Educational Interpreter	1	0.2%	1	0.2%	2	0.3%	0	0.0%	2	0.3%
Electrician	0	0.0%	0	0.0%	0	0.0%	3	0.4%	2	0.3%
Engineer	0	0.0%	3	0.6%	4	0.5%	2	0.2%	4	0.5%
Executive Office on Early Learning Operations And Fiscal Manager	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Executive Office on Early Learning Policy Analyst	0	0.0%	2	0.3%	0	0.0%	0	0.0%	0	0.0%
Executive Office on Early Learning Program Manager	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Executive Office on Early Learning Project Manager	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Executive Secretary to the Superintendent	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%

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

Position	School Year									
	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
Food Services Driver	2	0.3%	1	0.2%	3	0.4%	5	0.6%	2	0.3%
General Professional	1	0.2%	1	0.2%	0	0.0%	1	0.1%	2	0.3%
General Laborer	1	0.2%	0	0.0%	0	0.0%	2	0.2%	1	0.1%
Heavy Truck Driver	1	0.2%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Houseparent for Deaf /Blind	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Human Services Professional	0	0.0%	1	0.2%	4	0.5%	4	0.5%	4	0.5%
Janitor	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Legal Clerk	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Library Assistant	4	0.6%	2	0.3%	6	0.8%	5	0.6%	9	1.1%
Litigation Coordinator	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Mason	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Occupational Therapist	3	0.5%	1	0.2%	1	0.1%	1	0.1%	2	0.3%
Office Assistant	82	13.4%	66	12.2%	123	15.4%	109	12.6%	114	14.3%
Offset Press Operator	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Personnel Clerk	5	0.8%	3	0.6%	5	0.6%	8	0.9%	14	1.7%
Personnel Management Specialist	1	0.2%	1	0.2%	1	0.1%	1	0.1%	5	0.6%
Personnel Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.3%
Personnel Program Manager	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Physical Therapist	1	0.2%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Plumber	1	0.2%	1	0.2%	1	0.1%	2	0.2%	2	0.3%
Power Mower Operator	0	0.0%	0	0.0%	2	0.3%	0	0.0%	0	0.0%
Pre-Audit Clerk	0	0.0%	3	0.6%	4	0.5%	1	0.1%	4	0.5%
Private Secretary	1	0.2%	0	0.0%	3	0.4%	2	0.2%	2	0.3%
Procurement and Contracts Support Specialist	0	0.0%	1	0.2%	0	0.0%	2	0.2%	1	0.1%
Professional Trainee	1	0.2%	1	0.2%	2	0.3%	1	0.1%	2	0.3%
Professional Worker	0	0.0%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Program Specialist	4	0.6%	3	0.6%	5	0.6%	1	0.1%	5	0.6%
Public Works Manager	1	0.2%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Purchasing Technician	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Research Statistician	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
School Based Occupational Therapy Assistant	0	0.0%	0	0.0%	2	0.3%	1	0.1%	3	0.4%
School Based Physical Therapy Assistant	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Administrative Services Assistant	0	0.0%	1	0.2%	0	0.0%	4	0.5%	5	0.6%
School Baker	2	0.3%	3	0.6%	1	0.1%	7	0.8%	6	0.8%

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

Position	School Year									
	2011-2012		2012-2013		2013-2014		2014-2015		2015-2016	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
School Cook	6	0.9%	1	0.2%	9	1.1%	5	0.6%	8	1.0%
School Custodian	42	6.8%	54	10.0%	88	11.0%	89	10.3%	77	9.6%
School Dormitory Attendant	0	0.0%	0	0.0%	5	0.6%	4	0.5%	2	0.3%
School Food Services Manager	2	0.3%	2	0.3%	3	0.4%	2	0.2%	1	0.1%
School Health Aide	20	3.2%	10	1.8%	22	2.8%	28	3.2%	16	2.0%
School Lands and Facilities Specialist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
School Lunch Services Supervisor	0	0.0%	2	0.3%	2	0.3%	1	0.1%	0	0.0%
School Psychologist	9	1.4%	11	2.0%	19	2.4%	8	0.9%	10	1.3%
School Safety and Security Officer	0	0.0%	0	0.0%	0	0.0%	2	0.2%	1	0.1%
School Security Attendant	22	3.6%	12	2.2%	14	1.7%	43	5.1%	27	3.4%
Secretary	5	0.8%	3	0.6%	5	0.6%	2	0.2%	4	0.5%
Social Worker	1	0.2%	2	0.3%	3	0.4%	3	0.4%	4	0.5%
Speech Pathologist	14	2.3%	26	4.8%	18	2.3%	17	2.2%	14	1.7%
Student Helper	17	2.7%	20	3.7%	29	3.6%	9	1.0%	9	1.1%
Swimming Pool Custodian	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Utility Worker	0	0.0%	0	0.0%	2	0.3%	0	0.0%	0	0.0%
Welder	0	0.2%	0	0.0%	1	0.1%	0	0.0%	1	0.1%
Work Program Specialist	1	0.2%	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Total	611	100.0%	542	100.0%	798	100.0%	863	100.0%	798	100.0%

Table VII - Reasons for Voluntary CSSP Employee Separations

Reasons for Voluntary CSSP Employee Separations										
Separation Reason	8/1/11 - 7/31/12		8/1/12 - 7/31/13		8/1/13 - 7/31/14		8/1/14 - 7/31/15		8/1/15 - 7/31/16	
Resignation	360	68.8%	333	62.7%	375	62.2%	403	62.3%	431	61.2%
a. Employment Opportunities	124	34.4%	131	39.4%	153	40.8%	164	40.7%	176	40.8%
b. Personal Reason	96	26.7%	84	25.2%	97	25.9%	88	21.8%	99	23.0%
c. Education - Continuing	30	8.3%	29	8.7%	27	7.2%	29	7.2%	36	8.3%
d. Work Place Environment Issues	21	5.8%	24	7.2%	26	6.9%	27	6.7%	33	7.7%
e. Relocation	68	19.0%	47	14.1%	59	15.7%	79	19.6%	78	18.1%
f. Other/No Reason Provided	21	5.8%	18	5.4%	13	3.5%	16	4.0%	9	2.1%
Retirement	163	31.2%	198	37.3%	228	37.8%	244	37.7%	273	38.8%
Total	523	100.0%	531	100.0%	603	100.0%	647	100.0%	704	100.0%

This table shows the self-identified reason for an employee's voluntary departure from the DOE.