



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

May 17, 2018

TO: The Honorable Brian De Lima  
Chairperson, Human Resources Committee

FROM: Dr. Christina M. Kishimoto  
Superintendent

A handwritten signature in blue ink, appearing to be "CK", next to the name of the Superintendent.

SUBJECT: **Semi-Annual Update on Pending Cases of Department of Education Employees on Department Directed Leave ("DDL") or Leave Pending Investigation ("LPI")**

1. DESCRIPTION

The Department of Education's Office of Human Resources (OHR) provides centralized support for the investigation of employees who have been accused of misconduct. Among its functions, the Investigations Section monitors and maintains records of the Department's employees who have been placed on DDL and LPI.

2. UPDATE

OHR will provide an update to its previous Human Resources Committee presentations regarding the status of employees on DDL and LPI. The update is based on data as of April 30, 2018.

CMK:cac  
Attachment

c: Office of Human Resources

# Semi-Annual Update on Pending Cases of Department of Education Employees on Department Directed Leave (“DDL”) or Leave Pending Investigation (“LPI”)

A Presentation to the  
Board of Education  
Human Resources Committee

May 17, 2018



## Summary of DDLs and LPIs October 1, 2017 – April 30, 2018

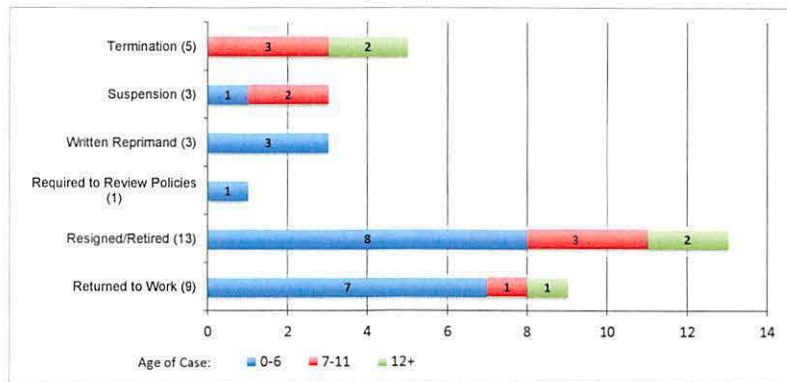
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Cases closed:	34
Cases opened:	59
Cases pending:	55 (as of 4/30/18)



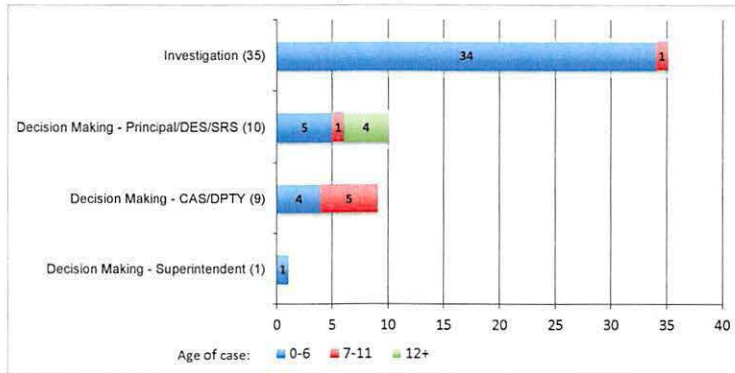
## Summary of DDLs and LPIs October 1, 2017 – April 30, 2018

Disposition of Cases Closed  
(34 cases)



## Summary of DDLs and LPIs October 1, 2017 – April 30, 2018

Open Cases by Stage in Process  
(55 cases)



## DDL/LPI Takeaways

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- Trends
- Training
- Next Steps



**CYNTHIA COVELL**  
Assistant Superintendent  
Office of Talent Management/Human Resources  
[Cynthia\\_Covell@notes.k12.hi.us](mailto:Cynthia_Covell@notes.k12.hi.us)



**DDL.LPI Updates 10/1/17 - 4/30/18**

	Type of School	Investigator Category	Position Title	Age of case as	Nature of Allegations	Status as of 4/30/18
1	Elementary	CRCO	Cook	12+	Sexual harassment.	Decision Making - School Renewal Specialist
2	Intermediate/Middle	School	Educational Assistant	12+	Inappropriate conduct toward student.	Decision Making - Principal
3	High	District	Cafeteria Helper	12+	Inappropriate conduct toward student.	Decision Making - Principal
4	Intermediate/Middle	CRCO	Teacher	12+	Inappropriate conduct toward students.	Decision Making - Principal
5	K-12	OHR/Inv	Teacher	7-11	Inappropriate conduct toward students and staff.	Decision Making - CAS
6	High	District	Account Clerk	7-11	Inappropriate conduct toward another employee.	Investigation ongoing.
7	Intermediate/Middle	School	School Security Attendant	7-11	Inappropriate conduct toward students.	Decision Making - CAS
8	High	CRCO	Teacher	7-11	Inappropriate conduct toward student.	Investigation ongoing.
9	6-12	District	Speech Pathologist	7-11	Inappropriate conduct toward students.	Decision Making - District Educational Specialist
10	Elementary	District	Teacher	7-11	Inappropriate conduct toward students; failure of duties.	Decision Making - CAS
11	High	CRCO	Teacher	7-11	Inappropriate conduct toward student.	Decision Making - CAS
12	Intermediate/Middle	School	Teacher	7-11	Inappropriate conduct toward student.	Decision Making - CAS
13	Elementary	District	Teacher	0-6	Inappropriate conduct toward student; failure of duties.	Investigation ongoing.
14	Intermediate/Middle	District	Teacher	0-6	Inappropriate conduct toward student.	Decision Making - CAS
15	High	CRCO	Teacher	0-6	Inappropriate conduct toward student.	Investigation ongoing.
16	Elementary	School	Educational Assistant	0-6	Inappropriate conduct toward another employee.	Decision Making - CAS
17	High	CRCO	School Custodian	0-6	Inappropriate conduct toward student.	Investigation ongoing.
18	High	CRCO	Teacher	0-6	Inappropriate use of DOE equipment, network, and/or internet.	Investigation ongoing.
19	High	CRCO	Teacher	0-6	Inappropriate conduct toward student.	Decision Making - CAS
20	High	District	Teacher	0-6	Workplace violence.	Decision Making - Superintendent
21	Intermediate/Middle	School	Teacher	0-6	Inappropriate use of prescription drug.	Investigation ongoing.
22	District Office	OHR/Inv	Educational Officer	0-6	Inappropriate conduct toward employees; hostile work environment.	Decision Making
23	High	OHR/EBC	Teacher	0-6	Suitability analysis.	Decision Making - CAS
24	Elementary	OHR/Inv	Teacher	0-6	Inappropriate use of DOE equipment, network, and/or internet.	Investigation ongoing.
25	Elementary	CRCO	Teacher	0-6	Sexual harassment.	Investigation ongoing.
26	High	CRCO	Teacher	0-6	Inappropriate conduct toward students.	Investigation ongoing.
27	Intermediate/Middle	District & School	Teacher	0-6	Inappropriate conduct toward students.	Investigation ongoing.
28	High	CRCO	Athletic Hlth Care Trainer	0-6	Inappropriate conduct toward students.	Investigation ongoing.

**DDL.LPI Updates 10/1/17 - 4/30/18**

29	K-12	OHR/EBC	Teacher	0-6	Suitability analysis.	Investigation ongoing.
30	High	CRCO	Teacher	0-6	Inappropriate conduct toward students.	Investigation ongoing.
31	Elementary	District	Cook	0-6	Workplace violence.	Investigation ongoing.
32	7-12	District	Teacher	0-6	Inappropriate conduct toward student.	Decision Making - Principal
33	High	CRCO	Athletic Hlth Care Trainer	0-6	Inappropriate conduct toward students.	Investigation ongoing.
34	High	School	School Custodian	0-6	Theft.	Investigation ongoing.
35	Elementary	School	Teacher	0-6	Inappropriate conduct toward student.	Investigation ongoing.
36	Elementary	School	Cafeteria Helper	0-6	Inappropriate conduct toward another employee.	Decision Making - Principal
37	Intermediate/Middle	District	Teacher	0-6	Inappropriate conduct toward student.	Investigation ongoing.
38	Intermediate/Middle	OHR/EBC	Teacher	0-6	Suitability analysis.	Investigation ongoing.
39	Intermediate/Middle	CRCO & School	Teacher	0-6	Inappropriate conduct toward students.	Investigation ongoing.
40	High	District	Teacher	0-6	Inappropriate conduct toward students.	Decision Making - Principal
41	High	School	Teacher	0-6	Inappropriate conduct toward students.	Decision Making - Principal
42	Elementary	School	Cafeteria Helper	0-6	Safe workplace and student safety and welfare.	Investigation ongoing.
43	Elementary	OHR/Inv	Principal	0-6	Inappropriate use of DOE time & facilities; misrepresented information.	Investigation ongoing.
44	Intermediate/Middle	District	Teacher	0-6	Insubordination; falsifying information.	Investigation ongoing.
45	Elementary	OHR/Inv	Vice Principal	0-6	Inappropriate use of DOE time & facilities; misrepresented information.	Investigation ongoing.
46	Elementary	District	Teacher	0-6	Inappropriate conduct toward students.	Investigation ongoing.
47	High	District	Teacher	0-6	Inappropriate conduct toward student.	Investigation ongoing.
48	High	CRCO	Teacher	0-6	Inappropriate conduct toward students.	Investigation ongoing.
49	High	District	Teacher	0-6	Inappropriate conduct toward student.	Investigation ongoing.
50	Elementary	District	School Custodian	0-6	Safe workplace and student safety and welfare.	Investigation ongoing.
51	6-12	District	Teacher	0-6	Inappropriate conduct toward student.	Investigation ongoing.
52	7-12	CRCO	Teacher	0-6	Inappropriate conduct toward student.	Investigation ongoing.
53	High	School	Teacher	0-6	Inappropriate conduct toward students.	Investigation ongoing.
54	Intermediate/Middle	School	Teacher	0-6	Inappropriate conduct toward student.	Investigation ongoing.
55	Elementary	District	Teacher	0-6	Inappropriate conduct toward another employee.	Investigation ongoing.