



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

OFFICE OF THE SUPERINTENDENT

November 15, 2018

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

FROM: Dr. Christina M. Kishimoto
Superintendent

A handwritten signature in blue ink, likely belonging to Dr. Christina M. Kishimoto, is written over the name and title in the "FROM" field.

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 Talent Management (OTM) 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 or LPI.

2. UPDATE

OTM 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 October 31, 2018.

CMK:cac
Attachment

c: Office of Talent Management

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

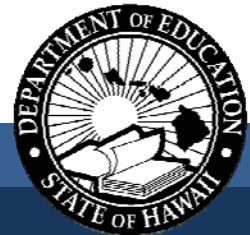
November 15, 2018



Summary of DDLs and LPIs

May 1, 2018 – October 31, 2018

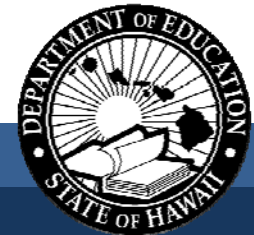
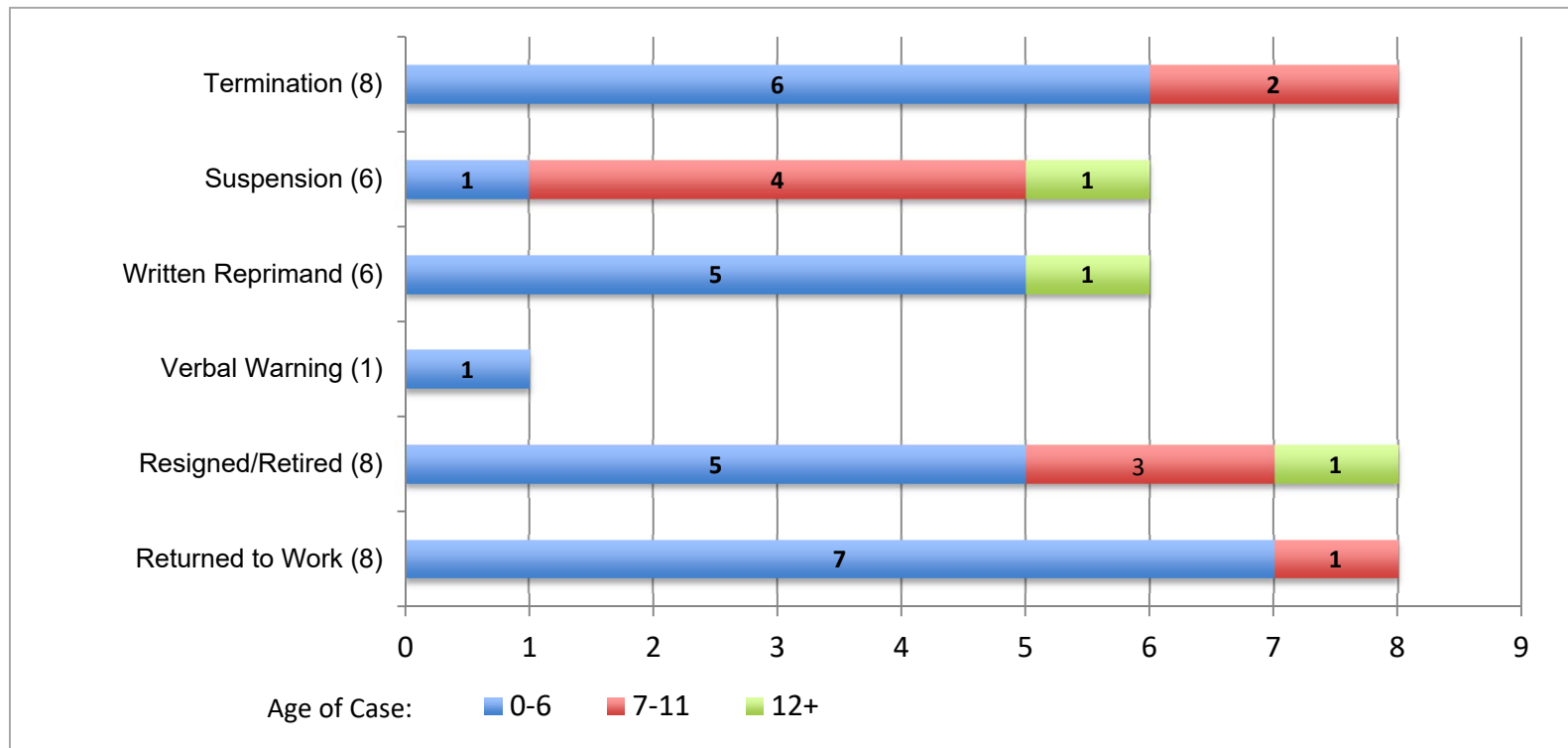
Cases closed:	37
Cases opened:	37
Cases pending:	55 (as of 10/31/18)



Summary of DDLs and LPIs May 1, 2018 – October 31, 2018

Disposition of Cases Closed

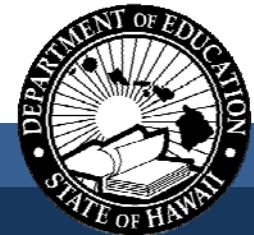
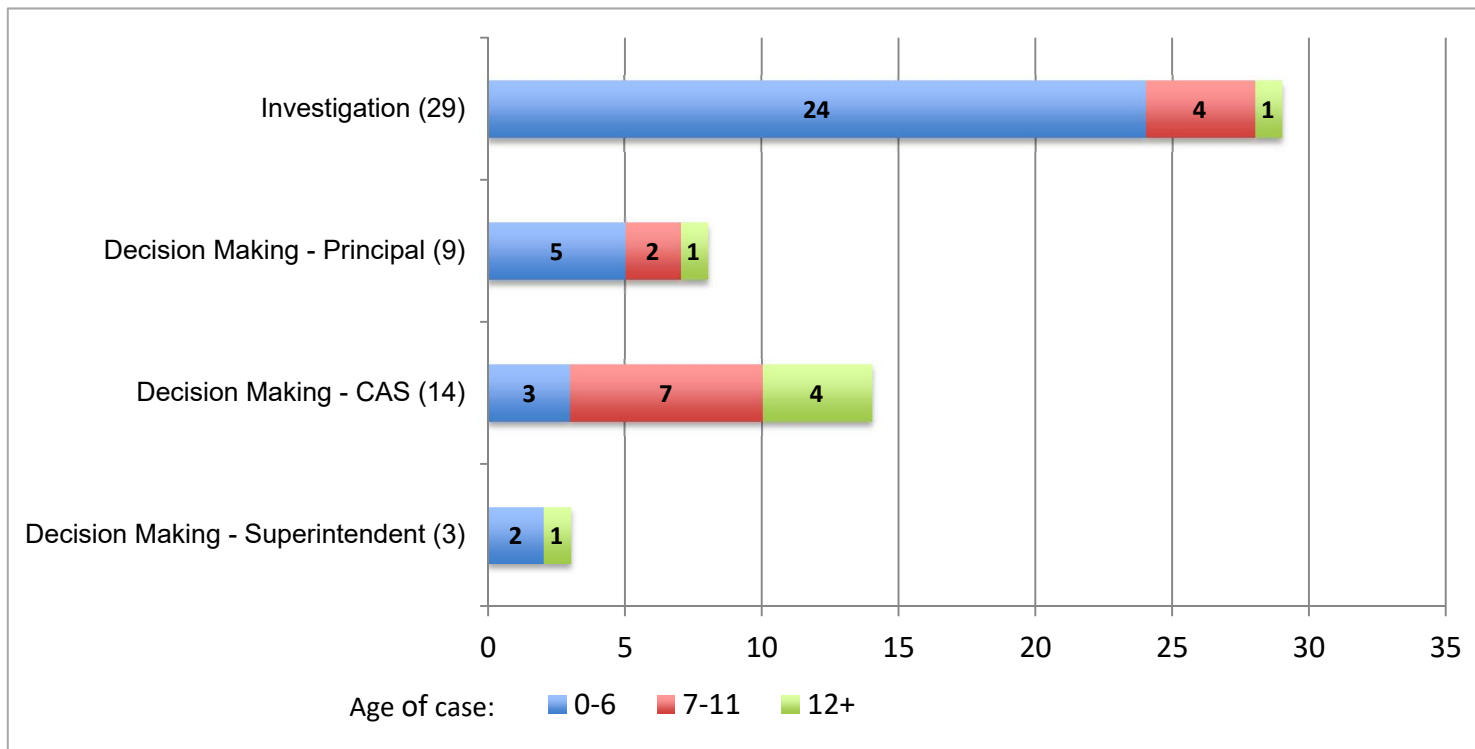
(37 cases)



Summary of DDLs and LPIs

May 1, 2018 – October 31, 2018

Open Cases by Stage in Process
(55 cases)

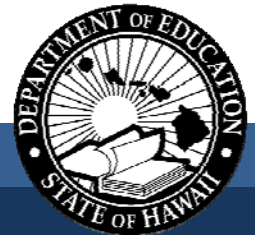


DDL/LPI Takeaways

- Trends
- Training
- Next Steps



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	Type of School	Investigator Category	Position Title	Age of case as of 10/31/18	Nature of Allegations	Status as of 10/31/18
1	Intermediate/Middle	CRCB	Teacher	12+	Inappropriate conduct toward students.	Decision Making - CAS
2	High	CRCB	Teacher	12+	Inappropriate conduct toward students.	Decision Making - Superintendent
3	Elementary	District	Teacher	12+	Inappropriate conduct toward students and staff; failure of duties.	Decision Making - CAS
4	High	CRCB	Teacher	12+	Inappropriate conduct toward students.	Decision Making - CAS
5	Intermediate/Middle	School	Teacher	12+	Inappropriate conduct toward a student.	Decision Making - CAS
6	Elementary	District	Teacher	12+	Inappropriate conduct toward a student; failure of duties.	Investigation ongoing.
7	High	CRCB	Teacher	12+	Inappropriate conduct toward a student.	Decision Making - Principal
8	High	CRCB	School Custodian	7-11	Inappropriate conduct toward a student.	Decision Making - CAS
9	High	CRCB	Teacher	7-11	Inappropriate conduct toward a student.	Decision Making - CAS
10	Elementary	CRCB	Teacher	7-11	Sexual harassment.	Decision Making - CAS
11	Intermediate/Middle	District, School &	Teacher	7-11	Inappropriate conduct toward students.	Investigation ongoing.
12	High	CRCB	Athletic Health Care Trainer	7-11	Inappropriate conduct toward students.	Decision Making - Principal
13	High	CRCB	Teacher	7-11	Inappropriate conduct toward students.	Decision Making - CAS
14	12-Jul	District	Teacher	7-11	Inappropriate conduct toward a student.	Decision Making - CAS
15	High	CRCB	Athletic Health Care Trainer	7-11	Inappropriate conduct toward students.	Investigation ongoing.
16	Intermediate/Middle	District	Teacher	7-11	Inappropriate conduct toward a student.	Decision Making - CAS
17	Intermediate/Middle	CRCB & School	Teacher	7-11	Inappropriate conduct toward students.	Decision Making - Principal
18	High	District	Teacher	7-11	Inappropriate conduct toward students.	Decision Making - CAS
19	Elementary	School	Cafeteria Helper	7-11	Inappropriate conduct toward students.	Investigation ongoing.
20	Intermediate/Middle	District	Teacher	7-11	Insubordination; falsifying information.	Investigation ongoing.
21	High	CRCB	Teacher	0-6	Inappropriate conduct toward a student.	Decision Making - Superintendent
22	Elementary	District	School Custodian	0-6	Inappropriate use of DOE equipment.	Investigation ongoing.
23	7-12	CRCB	Teacher	0-6	Inappropriate conduct toward a student.	Decision Making - Principal
24	Intermediate/Middle	School	School Security Attendant	0-6	Inappropriate conduct toward students.	Investigation ongoing.
25	Intermediate/Middle	School	Teacher	0-6	Inappropriate conduct toward a student.	Decision Making - CAS
26	High	School & CRCB	Teacher	0-6	Inappropriate conduct toward students.	Decision Making - Principal
27	Elementary	District	Teacher	0-6	Inappropriate conduct toward a co-worker.	Investigation ongoing.

28	Elementary	District	Teacher	0-6	Inappropriate conduct toward a student.	Investigation ongoing.
29	Intermediate/Middle	District & CRCB	Teacher	0-6	Violation of DOE Drug & Alcohol policy; inappropriate conduct toward students.	Investigation ongoing.
30	Elementary	School	Teacher	0-6	Inappropriate conduct toward students.	Decision Making - CAS
31	High	CRCB	Teacher	0-6	Inappropriate conduct toward students.	Decision Making - Principal
32	7-12	OTM/Inv	Teacher	0-6	Violation of DOE Drug & Alcohol policy; suitability analysis.	Investigation ongoing.
33	7-12	CRCB	Teacher	0-6	Inappropriate conduct toward students.	Investigation ongoing.
34	High	CRCB	School Custodian	0-6	Inappropriate conduct toward students.	Investigation ongoing.
35	High	District	School Custodian	0-6	Violation of DOE Drug & Alcohol policy.	Investigation ongoing.
36	High	CRCB	Teacher	0-6	Inappropriate conduct toward students.	Investigation ongoing.
37	Intermediate/Middle	CRCB	Teacher	0-6	Inappropriate conduct toward students.	Decision Making - Superintendent
38	Intermediate/Middle	CRCB	School Security Attendant	0-6	Inappropriate conduct toward students.	Investigation ongoing.
39	Elementary	School	Teacher	0-6	Inappropriate conduct toward a student.	Decision Making - CAS
40	High	District & CRCB	Custodian	0-6	Hostile work environment.	Decision Making - Principal
41	Elementary	District	Educational Assistant	0-6	Inappropriate conduct toward a student & parent.	Decision Making - Principal
42	Intermediate/Middle	District	Teacher	0-6	Inappropriate conduct toward students.	Decision Making - Principal
43	Elementary	District	Teacher	0-6	Hostile work environment.	Investigation ongoing.
44	Elementary	CRCB	School Food Services Manager	0-6	Sexual harassment.	Investigation ongoing.
45	Intermediate/Middle	CRCO	Teacher	0-6	Inappropriate conduct toward a student.	Investigation ongoing.
46	Elementary	OTM/EBC	School Custodian	0-6	Suitability analysis.	Investigation ongoing.
47	Elementary	District	School Custodian	0-6	Hostile work environment.	Investigation ongoing.
48	Intermediate/Middle	CRCB	Teacher	0-6	Inappropriate conduct toward a student.	Investigation ongoing.
49	Elementary	District	Educational Assistant	0-6	Inappropriate conduct toward a student.	Investigation ongoing.
50	District Office	OTM/Inv	District Educational Specialist	0-6	Violation of DOE Drug & Alcohol policy.	Investigation ongoing.
51	Intermediate/Middle	OHR Inv & CRCB	Teacher	0-6	Inappropriate conduct toward students; failure of duties.	Investigation ongoing.
52	Elementary	OHR Inv	Teacher	0-6	Inappropriate conduct toward a student.	Investigation ongoing.
53	District Office		Educational Assistant	0-6	Inappropriate conduct toward a student.	Investigation ongoing.
54	Elementary	CRCB	School Custodian	0-6	Sexual harassment.	Investigation ongoing.
55	K-8	CRCB	Teacher	0-6	Inappropriate conduct toward students.	Investigation ongoing.