

State of Hawaii  
DEPARTMENT OF EDUCATION  
SALARY SCHEDULE

Effective Date: 07/01/2028

Bargaining Unit: 01 Blue Collar, Non-Supervisor

| A    |      |        |  | A    |      |        |  | A    |      |        |  | A    |      |         |  |
|------|------|--------|--|------|------|--------|--|------|------|--------|--|------|------|---------|--|
| BC01 | ANN  | 58,044 |  | BC09 | ANN  | 78,888 |  | WS01 | ANN  | 60,144 |  | WS09 | ANN  | 83,712  |  |
|      | MON  | 4,837  |  |      | MON  | 6,574  |  |      | MON  | 5,012  |  |      | MON  | 6,976   |  |
|      | 8HR  | 223.28 |  |      | 8HR  | 303.44 |  |      | 8HR  | 231.36 |  |      | 8HR  | 322.00  |  |
|      | HRLY | 27.91  |  |      | HRLY | 37.93  |  |      | HRLY | 28.92  |  |      | HRLY | 40.25   |  |
| BC02 | ANN  | 58,848 |  | BC10 | ANN  | 81,876 |  | WS02 | ANN  | 62,940 |  | WS10 | ANN  | 86,688  |  |
|      | MON  | 4,904  |  |      | MON  | 6,823  |  |      | MON  | 5,245  |  |      | MON  | 7,224   |  |
|      | 8HR  | 226.32 |  |      | 8HR  | 314.88 |  |      | 8HR  | 242.08 |  |      | 8HR  | 333.44  |  |
|      | HRLY | 28.29  |  |      | HRLY | 39.36  |  |      | HRLY | 30.26  |  |      | HRLY | 41.68   |  |
| BC03 | ANN  | 60,504 |  | BC11 | ANN  | 84,876 |  | WS03 | ANN  | 64,776 |  | WS11 | ANN  | 90,060  |  |
|      | MON  | 5,042  |  |      | MON  | 7,073  |  |      | MON  | 5,398  |  |      | MON  | 7,505   |  |
|      | 8HR  | 232.72 |  |      | 8HR  | 326.48 |  |      | 8HR  | 249.12 |  |      | 8HR  | 346.40  |  |
|      | HRLY | 29.09  |  |      | HRLY | 40.81  |  |      | HRLY | 31.14  |  |      | HRLY | 43.30   |  |
| BC04 | ANN  | 62,940 |  | BC12 | ANN  | 88,128 |  | WS04 | ANN  | 67,380 |  | WS12 | ANN  | 93,336  |  |
|      | MON  | 5,245  |  |      | MON  | 7,344  |  |      | MON  | 5,615  |  |      | MON  | 7,778   |  |
|      | 8HR  | 242.08 |  |      | 8HR  | 338.96 |  |      | 8HR  | 259.12 |  |      | 8HR  | 358.96  |  |
|      | HRLY | 30.26  |  |      | HRLY | 42.37  |  |      | HRLY | 32.39  |  |      | HRLY | 44.87   |  |
| BC05 | ANN  | 65,460 |  | BC13 | ANN  | 91,332 |  | WS05 | ANN  | 70,104 |  | WS13 | ANN  | 96,864  |  |
|      | MON  | 5,455  |  |      | MON  | 7,611  |  |      | MON  | 5,842  |  |      | MON  | 8,072   |  |
|      | 8HR  | 251.76 |  |      | 8HR  | 351.28 |  |      | 8HR  | 269.60 |  |      | 8HR  | 372.56  |  |
|      | HRLY | 31.47  |  |      | HRLY | 43.91  |  |      | HRLY | 33.70  |  |      | HRLY | 46.57   |  |
| BC06 | ANN  | 68,088 |  | BC14 | ANN  | 94,824 |  | WS06 | ANN  | 72,912 |  | WS14 | ANN  | 100,452 |  |
|      | MON  | 5,674  |  |      | MON  | 7,902  |  |      | MON  | 6,076  |  |      | MON  | 8,371   |  |
|      | 8HR  | 261.84 |  |      | 8HR  | 364.72 |  |      | 8HR  | 280.40 |  |      | 8HR  | 386.32  |  |
|      | HRLY | 32.73  |  |      | HRLY | 45.59  |  |      | HRLY | 35.05  |  |      | HRLY | 48.29   |  |
| BC07 | ANN  | 70,800 |  | BC15 | ANN  | 98,376 |  | WS07 | ANN  | 75,816 |  | WS15 | ANN  | 104,268 |  |
|      | MON  | 5,900  |  |      | MON  | 8,198  |  |      | MON  | 6,318  |  |      | MON  | 8,689   |  |
|      | 8HR  | 272.32 |  |      | 8HR  | 378.40 |  |      | 8HR  | 291.60 |  |      | 8HR  | 401.04  |  |
|      | HRLY | 34.04  |  |      | HRLY | 47.30  |  |      | HRLY | 36.45  |  |      | HRLY | 50.13   |  |
| BC08 | ANN  | 73,692 |  |      |      |        |  | WS08 | ANN  | 78,840 |  |      |      |         |  |
|      | MON  | 6,141  |  |      |      |        |  |      | MON  | 6,570  |  |      |      |         |  |
|      | 8HR  | 283.44 |  |      |      |        |  |      | 8HR  | 303.20 |  |      |      |         |  |
|      | HRLY | 35.43  |  |      |      |        |  |      | HRLY | 37.90  |  |      |      |         |  |