

State of Hawai'i
DEPARTMENT OF EDUCATION
SALARY SCHEDULE

Effective Date: 07/01/2025
Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A			Step A			Step A		
WF01	ANN	53,424	WF09	ANN	73,644	F101	ANN	56,856	F109	ANN	78,360
	MON	4,452		MON	6,137		MON	4,738		MON	6,530
	8HR	205.44		8HR	283.28		8HR	218.64		8HR	301.36
	HRLY	25.68		HRLY	35.41		HRLY	27.33		HRLY	37.67
WF02	ANN	55,584	WF10	ANN	76,620	F102	ANN	59,184	F110	ANN	81,552
	MON	4,632		MON	6,385		MON	4,932		MON	6,796
	8HR	213.76		8HR	294.72		8HR	227.60		8HR	313.68
	HRLY	26.72		HRLY	36.84		HRLY	28.45		HRLY	39.21
WF03	ANN	57,348	WF11	ANN	79,656	F103	ANN	61,080	F111	ANN	84,816
	MON	4,779		MON	6,638		MON	5,090		MON	7,068
	8HR	220.56		8HR	306.40		8HR	234.96		8HR	326.24
	HRLY	27.57		HRLY	38.30		HRLY	29.37		HRLY	40.78
WF04	ANN	59,652	WF12	ANN	82,752	F104	ANN	63,576	F112	ANN	88,212
	MON	4,971		MON	6,896		MON	5,298		MON	7,351
	8HR	229.44		8HR	318.24		8HR	244.56		8HR	339.28
	HRLY	28.68		HRLY	39.78		HRLY	30.57		HRLY	42.41
WF05	ANN	62,040	WF13	ANN	86,172	F105	ANN	66,936	F113	ANN	91,716
	MON	5,170		MON	7,181		MON	5,578		MON	7,643
	8HR	238.64		8HR	331.44		8HR	257.44		8HR	352.72
	HRLY	29.83		HRLY	41.43		HRLY	32.18		HRLY	44.09
WF06	ANN	64,536	WF14	ANN	89,544	F106	ANN	68,736	F114	ANN	95,364
	MON	5,378		MON	7,462		MON	5,728		MON	7,947
	8HR	248.24		8HR	344.40		8HR	264.40		8HR	366.80
	HRLY	31.03		HRLY	43.05		HRLY	33.05		HRLY	45.85
WF07	ANN	67,080	WF15	ANN	93,108	F107	ANN	71,412	F115	ANN	99,144
	MON	5,590		MON	7,759		MON	5,951		MON	8,262
	8HR	258.00		8HR	358.08		8HR	274.64		8HR	381.36
	HRLY	32.25		HRLY	44.76		HRLY	34.33		HRLY	47.67
WF08	ANN	69,720				F108	ANN	74,268			
	MON	5,810					MON	6,189			
	8HR	268.16					8HR	285.68			
	HRLY	33.52					HRLY	35.71			

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Step A			Step A			Step A			Step A		
F201	ANN	60,564	F209	ANN	83,520	F301	ANN	64,500	F309	ANN	88,920
	MON	5,047		MON	6,960		MON	5,375		MON	7,410
	8HR	232.96		8HR	321.20		8HR	248.08		8HR	342.00
	HRLY	29.12		HRLY	40.15		HRLY	31.01		HRLY	42.75
F202	ANN	62,964	F210	ANN	86,784	F302	ANN	67,080	F310	ANN	92,388
	MON	5,247		MON	7,232		MON	5,590		MON	7,699
	8HR	242.16		8HR	333.76		8HR	258.00		8HR	355.36
	HRLY	30.27		HRLY	41.72		HRLY	32.25		HRLY	44.42
F203	ANN	65,016	F211	ANN	90,264	F303	ANN	69,312	F311	ANN	96,168
	MON	5,418		MON	7,522		MON	5,776		MON	8,014
	8HR	250.08		8HR	347.20		8HR	266.56		8HR	369.84
	HRLY	31.26		HRLY	43.40		HRLY	33.32		HRLY	46.23
F204	ANN	67,632	F212	ANN	93,936	F304	ANN	72,036	F312	ANN	100,068
	MON	5,636		MON	7,828		MON	6,003		MON	8,339
	8HR	260.16		8HR	361.28		8HR	277.04		8HR	384.88
	HRLY	32.52		HRLY	45.16		HRLY	34.63		HRLY	48.11
F205	ANN	70,368	F213	ANN	97,740	F305	ANN	74,988	F313	ANN	104,100
	MON	5,864		MON	8,145		MON	6,249		MON	8,675
	8HR	270.64		8HR	375.92		8HR	288.40		8HR	400.40
	HRLY	33.83		HRLY	46.99		HRLY	36.05		HRLY	50.05
F206	ANN	73,164	F214	ANN	101,592	F306	ANN	77,904	F314	ANN	108,156
	MON	6,097		MON	8,466		MON	6,492		MON	9,013
	8HR	281.44		8HR	390.72		8HR	299.60		8HR	416.00
	HRLY	35.18		HRLY	48.84		HRLY	37.45		HRLY	52.00
F207	ANN	76,128	F215	ANN	105,648	F307	ANN	81,012	F315	ANN	112,548
	MON	6,344		MON	8,804		MON	6,751		MON	9,379
	8HR	292.80		8HR	406.32		8HR	311.60		8HR	432.88
	HRLY	36.60		HRLY	50.79		HRLY	38.95		HRLY	54.11
F208	ANN	79,140	F308	ANN	84,228	F308	ANN	84,228			
	MON	6,595		MON	7,019		MON	7,019			
	8HR	304.40		8HR	323.92		8HR	323.92			
	HRLY	38.05		HRLY	40.49		HRLY	40.49			

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Step A			Step A		
GF01	ANN	68,700	GF09	ANN	94,740
	MON	5,725		MON	7,895
	8HR	264.24		8HR	364.40
	HRLY	33.03		HRLY	45.55
GF02	ANN	71,412	GF10	ANN	98,412
	MON	5,951		MON	8,201
	8HR	274.64		8HR	378.48
	HRLY	34.33		HRLY	47.31
GF03	ANN	73,776	GF11	ANN	102,336
	MON	6,148		MON	8,528
	8HR	283.76		8HR	393.60
	HRLY	35.47		HRLY	49.20
GF04	ANN	76,704	GF12	ANN	106,512
	MON	6,392		MON	8,876
	8HR	295.04		8HR	409.68
	HRLY	36.88		HRLY	51.21
GF05	ANN	79,836	GF13	ANN	110,820
	MON	6,653		MON	9,235
	8HR	307.04		8HR	426.24
	HRLY	38.38		HRLY	53.28
GF06	ANN	82,956	GF14	ANN	115,188
	MON	6,913		MON	9,599
	8HR	319.04		8HR	443.04
	HRLY	39.88		HRLY	55.38
GF07	ANN	86,304	GF15	ANN	119,784
	MON	7,192		MON	9,982
	8HR	331.92		8HR	460.72
	HRLY	41.49		HRLY	57.59
GF08	ANN	89,796			
	MON	7,483			
	8HR	345.36			
	HRLY	43.17			

Effective Date: 07/01/2025

Pay Rates of Employees Who Were on Step L5 on June 30, 2015 (X)

Grade	Monthly	Annual	8 Hour	Hourly	Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,720	56,640	217.84	27.23	F301	5,702	68,424	263.20	32.90
WF02	4,916	58,992	226.88	28.36	F302	5,932	71,184	273.76	34.22
WF03	5,072	60,864	234.08	29.26	F303	6,129	73,548	282.88	35.36
WF04	5,276	63,312	243.52	30.44	F304	6,368	76,416	293.92	36.74
WF05	5,484	65,808	253.12	31.64	F305	6,630	79,560	306.00	38.25
WF06	5,708	68,496	263.44	32.93	F306	6,891	82,692	318.08	39.76
WF07	5,932	71,184	273.76	34.22	F307	7,166	85,992	330.72	41.34
WF08	6,168	74,016	284.64	35.58	F308	7,452	89,424	343.92	42.99
WF09	6,510	78,120	300.48	37.56	F309	7,865	94,380	363.04	45.38
WF10	6,777	81,324	312.80	39.10	F310	8,173	98,076	377.20	47.15
WF11	7,043	84,516	325.04	40.63	F311	8,504	102,048	392.48	49.06
WF12	7,322	87,864	337.92	42.24	F312	8,847	106,164	408.32	51.04
WF13	7,622	91,464	351.76	43.97	F313	9,203	110,436	424.72	53.09
WF14	7,918	95,016	365.44	45.68	F314	9,565	114,780	441.44	55.18
WF15	8,231	98,772	379.92	47.49	F315	9,950	119,400	459.20	57.40
F101	5,028	60,336	232.08	29.01	GF01	6,073	72,876	280.32	35.04
F102	5,236	62,832	241.68	30.21	GF02	6,317	75,804	291.52	36.44
F103	5,403	64,836	249.36	31.17	GF03	6,519	78,228	300.88	37.61
F104	5,621	67,452	259.44	32.43	GF04	6,784	81,408	313.12	39.14
F105	5,917	71,004	273.12	34.14	GF05	7,060	84,720	325.84	40.73
F106	6,078	72,936	280.56	35.07	GF06	7,340	88,080	338.80	42.35
F107	6,317	75,804	291.52	36.44	GF07	7,632	91,584	352.24	44.03
F108	6,568	78,816	303.12	37.89	GF08	7,945	95,340	366.72	45.84
F109	6,932	83,184	319.92	39.99	GF09	8,375	100,500	386.56	48.32
F110	7,214	86,568	332.96	41.62	GF10	8,703	104,436	401.68	50.21
F111	7,500	90,000	346.16	43.27	GF11	9,050	108,600	417.68	52.21
F112	7,799	93,588	359.92	44.99	GF12	9,419	113,028	434.72	54.34
F113	8,111	97,332	374.32	46.79	GF13	9,799	117,588	452.24	56.53
F114	8,429	101,148	389.04	48.63	GF14	10,188	122,256	470.24	58.78
F115	8,767	105,204	404.64	50.58	GF15	10,593	127,116	488.88	61.11
F201	5,356	64,272	247.20	30.90					
F202	5,571	66,852	257.12	32.14					
F203	5,752	69,024	265.44	33.18					
F204	5,981	71,772	276.08	34.51					
F205	6,223	74,676	287.20	35.90					
F206	6,471	77,652	298.64	37.33					
F207	6,731	80,772	310.64	38.83					
F208	7,003	84,036	323.20	40.40					
F209	7,384	88,608	340.80	42.60					
F210	7,673	92,076	354.16	44.27					
F211	7,985	95,820	368.56	46.07					
F212	8,304	99,648	383.28	47.91					
F213	8,645	103,740	399.04	49.88					
F214	8,983	107,796	414.64	51.83					
F215	9,344	112,128	431.28	53.91					

Effective Date: 07/01/2025

Pay Rates of Employees Who Were on Step B1 on June 30, 2020 (Y)

Grade	Monthly	Annual	8 Hour	Hourly	Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,538	54,456	209.44	26.18	F301	5,482	65,784	253.04	31.63
WF02	4,722	56,664	217.92	27.24	F302	5,701	68,412	263.12	32.89
WF03	4,876	58,512	225.04	28.13	F303	5,890	70,680	271.84	33.98
WF04	5,070	60,840	234.00	29.25	F304	6,123	73,476	282.64	35.33
WF05	5,274	63,288	243.44	30.43	F305	6,371	76,452	294.08	36.76
WF06	5,486	65,832	253.20	31.65	F306	6,623	79,476	305.68	38.21
WF07	5,701	68,412	263.12	32.89	F307	6,890	82,680	318.00	39.75
WF08	5,926	71,112	273.52	34.19	F308	7,160	85,920	330.48	41.31
WF09	6,260	75,120	288.96	36.12	F309	7,560	90,720	348.96	43.62
WF10	6,508	78,096	300.40	37.55	F310	7,856	94,272	362.56	45.32
WF11	6,772	81,264	312.56	39.07	F311	8,175	98,100	377.28	47.16
WF12	7,033	84,396	324.64	40.58	F312	8,504	102,048	392.48	49.06
WF13	7,324	87,888	338.00	42.25	F313	8,846	106,152	408.24	51.03
WF14	7,612	91,344	351.36	43.92	F314	9,195	110,340	424.40	53.05
WF15	7,914	94,968	365.28	45.66	F315	9,563	114,756	441.36	55.17
F101	4,833	57,996	223.04	27.88	GF01	5,842	70,104	269.60	33.70
F102	5,030	60,360	232.16	29.02	GF02	6,068	72,816	280.08	35.01
F103	5,195	62,340	239.76	29.97	GF03	6,269	75,228	289.36	36.17
F104	5,404	64,848	249.44	31.18	GF04	6,517	78,204	300.80	37.60
F105	5,688	68,256	262.56	32.82	GF05	6,785	81,420	313.12	39.14
F106	5,844	70,128	269.76	33.72	GF06	7,056	84,672	325.68	40.71
F107	6,068	72,816	280.08	35.01	GF07	7,340	88,080	338.80	42.35
F108	6,311	75,732	291.28	36.41	GF08	7,632	91,584	352.24	44.03
F109	6,662	79,944	307.44	38.43	GF09	8,054	96,648	371.76	46.47
F110	6,932	83,184	319.92	39.99	GF10	8,366	100,392	386.16	48.27
F111	7,211	86,532	332.80	41.60	GF11	8,699	104,388	401.52	50.19
F112	7,494	89,928	345.84	43.23	GF12	9,054	108,648	417.84	52.23
F113	7,796	93,552	359.84	44.98	GF13	9,419	113,028	434.72	54.34
F114	8,105	97,260	374.08	46.76	GF14	9,790	117,480	451.84	56.48
F115	8,426	101,112	388.88	48.61	GF15	10,185	122,220	470.08	58.76
F201	5,151	61,812	237.76	29.72					
F202	5,355	64,260	247.12	30.89					
F203	5,526	66,312	255.04	31.88					
F204	5,752	69,024	265.44	33.18					
F205	5,980	71,760	276.00	34.50					
F206	6,216	74,592	286.88	35.86					
F207	6,471	77,652	298.64	37.33					
F208	6,729	80,748	310.56	38.82					
F209	7,097	85,164	327.52	40.94					
F210	7,374	88,488	340.32	42.54					
F211	7,673	92,076	354.16	44.27					
F212	7,985	95,820	368.56	46.07					
F213	8,305	99,660	383.28	47.91					
F214	8,634	103,608	398.48	49.81					
F215	8,981	107,772	414.48	51.81					

Effective Date: 07/01/2025

Pay Rates of Employees Who Were on Step C1 on June 30, 2020 (Z)

Grade	Monthly	Annual	8 Hour	Hourly	Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,631	55,572	213.76	26.72	F301	5,592	67,104	258.08	32.26
WF02	4,818	57,816	222.40	27.80	F302	5,817	69,804	268.48	33.56
WF03	4,973	59,676	229.52	28.69	F303	6,008	72,096	277.28	34.66
WF04	5,173	62,076	238.72	29.84	F304	6,246	74,952	288.24	36.03
WF05	5,380	64,560	248.32	31.04	F305	6,501	78,012	300.08	37.51
WF06	5,595	67,140	258.24	32.28	F306	6,754	81,048	311.76	38.97
WF07	5,817	69,804	268.48	33.56	F307	7,024	84,288	324.16	40.52
WF08	6,045	72,540	279.04	34.88	F308	7,303	87,636	337.04	42.13
WF09	6,386	76,632	294.72	36.84	F309	7,709	92,508	355.84	44.48
WF10	6,644	79,728	306.64	38.33	F310	8,012	96,144	369.76	46.22
WF11	6,907	82,884	318.80	39.85	F311	8,339	100,068	384.88	48.11
WF12	7,176	86,112	331.20	41.40	F312	8,675	104,100	400.40	50.05
WF13	7,471	89,652	344.80	43.10	F313	9,026	108,312	416.56	52.07
WF14	7,764	93,168	358.32	44.79	F314	9,377	112,524	432.80	54.10
WF15	8,073	96,876	372.64	46.58	F315	9,758	117,096	450.40	56.30
F101	4,930	59,160	227.52	28.44	GF01	5,956	71,472	274.88	34.36
F102	5,131	61,572	236.80	29.60	GF02	6,191	74,292	285.76	35.72
F103	5,296	63,552	244.40	30.55	GF03	6,395	76,740	295.12	36.89
F104	5,512	66,144	254.40	31.80	GF04	6,651	79,812	306.96	38.37
F105	5,802	69,624	267.76	33.47	GF05	6,920	83,040	319.36	39.92
F106	5,959	71,508	275.04	34.38	GF06	7,193	86,316	332.00	41.50
F107	6,191	74,292	285.76	35.72	GF07	7,483	89,796	345.36	43.17
F108	6,439	77,268	297.20	37.15	GF08	7,786	93,432	359.36	44.92
F109	6,796	81,552	313.68	39.21	GF09	8,215	98,580	379.12	47.39
F110	7,070	84,840	326.32	40.79	GF10	8,535	102,420	393.92	49.24
F111	7,353	88,236	339.36	42.42	GF11	8,874	106,488	409.60	51.20
F112	7,648	91,776	352.96	44.12	GF12	9,235	110,820	426.24	53.28
F113	7,952	95,424	367.04	45.88	GF13	9,608	115,296	443.44	55.43
F114	8,267	99,204	381.52	47.69	GF14	9,986	119,832	460.88	57.61
F115	8,597	103,164	396.80	49.60	GF15	10,385	124,620	479.28	59.91
F201	5,251	63,012	242.32	30.29					
F202	5,460	65,520	252.00	31.50					
F203	5,639	67,668	260.24	32.53					
F204	5,864	70,368	270.64	33.83					
F205	6,101	73,212	281.60	35.20					
F206	6,344	76,128	292.80	36.60					
F207	6,599	79,188	304.56	38.07					
F208	6,864	82,368	316.80	39.60					
F209	7,242	86,904	334.24	41.78					
F210	7,523	90,276	347.20	43.40					
F211	7,827	93,924	361.28	45.16					
F212	8,145	97,740	375.92	46.99					
F213	8,473	101,676	391.04	48.88					
F214	8,807	105,684	406.48	50.81					
F215	9,159	109,908	422.72	52.84					