

State of Hawaii
DEPARTMENT OF EDUCATION
SALARY SCHEDULE

Effective Date: 07/01/2026
Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A			Step A			Step A		
WF01	ANN	55,452	WF09	ANN	76,440	F101	ANN	59,016	F109	ANN	81,324
	MON	4,621		MON	6,370		MON	4,918		MON	6,777
	8HR	213.28		8HR	294.00		8HR	226.96		8HR	312.80
	HRLY	26.66		HRLY	36.75		HRLY	28.37		HRLY	39.10
WF02	ANN	57,696	WF10	ANN	79,524	F102	ANN	61,428	F110	ANN	84,648
	MON	4,808		MON	6,627		MON	5,119		MON	7,054
	8HR	221.92		8HR	305.84		8HR	236.24		8HR	325.60
	HRLY	27.74		HRLY	38.23		HRLY	29.53		HRLY	40.70
WF03	ANN	59,520	WF11	ANN	82,680	F103	ANN	63,396	F111	ANN	88,032
	MON	4,960		MON	6,890		MON	5,283		MON	7,336
	8HR	228.96		8HR	318.00		8HR	243.84		8HR	338.56
	HRLY	28.62		HRLY	39.75		HRLY	30.48		HRLY	42.32
WF04	ANN	61,908	WF12	ANN	85,884	F104	ANN	65,988	F112	ANN	91,560
	MON	5,159		MON	7,157		MON	5,499		MON	7,630
	8HR	238.08		8HR	330.32		8HR	253.84		8HR	352.16
	HRLY	29.76		HRLY	41.29		HRLY	31.73		HRLY	44.02
WF05	ANN	64,392	WF13	ANN	89,436	F105	ANN	69,468	F113	ANN	95,196
	MON	5,366		MON	7,453		MON	5,789		MON	7,933
	8HR	247.68		8HR	344.00		8HR	267.20		8HR	366.16
	HRLY	30.96		HRLY	43.00		HRLY	33.40		HRLY	45.77
WF06	ANN	66,984	WF14	ANN	92,940	F106	ANN	71,340	F114	ANN	98,976
	MON	5,582		MON	7,745		MON	5,945		MON	8,248
	8HR	257.60		8HR	357.44		8HR	274.40		8HR	380.64
	HRLY	32.20		HRLY	44.68		HRLY	34.30		HRLY	47.58
WF07	ANN	69,624	WF15	ANN	96,636	F107	ANN	74,124	F115	ANN	102,900
	MON	5,802		MON	8,053		MON	6,177		MON	8,575
	8HR	267.76		8HR	371.68		8HR	285.12		8HR	395.76
	HRLY	33.47		HRLY	46.46		HRLY	35.64		HRLY	49.47
WF08	ANN	72,360				F108	ANN	77,088			
	MON	6,030					MON	6,424			
	8HR	278.32					8HR	296.48			
	HRLY	34.79					HRLY	37.06			

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Step A			Step A			Step A			Step A		
F201	ANN	62,856	F209	ANN	86,688	F301	ANN	66,948	F309	ANN	92,292
	MON	5,238		MON	7,224		MON	5,579		MON	7,691
	8HR	241.76		8HR	333.44		8HR	257.52		8HR	354.96
	HRLY	30.22		HRLY	41.68		HRLY	32.19		HRLY	44.37
F202	ANN	65,352	F210	ANN	90,072	F302	ANN	69,624	F310	ANN	95,892
	MON	5,446		MON	7,506		MON	5,802		MON	7,991
	8HR	251.36		8HR	346.40		8HR	267.76		8HR	368.80
	HRLY	31.42		HRLY	43.30		HRLY	33.47		HRLY	46.10
F203	ANN	67,476	F211	ANN	93,684	F303	ANN	71,940	F311	ANN	99,816
	MON	5,623		MON	7,807		MON	5,995		MON	8,318
	8HR	259.52		8HR	360.32		8HR	276.72		8HR	383.92
	HRLY	32.44		HRLY	45.04		HRLY	34.59		HRLY	47.99
F204	ANN	70,200	F212	ANN	97,500	F304	ANN	74,772	F312	ANN	103,860
	MON	5,850		MON	8,125		MON	6,231		MON	8,655
	8HR	270.00		8HR	375.04		8HR	287.60		8HR	399.44
	HRLY	33.75		HRLY	46.88		HRLY	35.95		HRLY	49.93
F205	ANN	73,032	F213	ANN	101,448	F305	ANN	77,832	F313	ANN	108,048
	MON	6,086		MON	8,454		MON	6,486		MON	9,004
	8HR	280.88		8HR	390.16		8HR	299.36		8HR	415.60
	HRLY	35.11		HRLY	48.77		HRLY	37.42		HRLY	51.95
F206	ANN	75,936	F214	ANN	105,444	F306	ANN	80,856	F314	ANN	112,260
	MON	6,328		MON	8,787		MON	6,738		MON	9,355
	8HR	292.08		8HR	405.52		8HR	310.96		8HR	431.76
	HRLY	36.51		HRLY	50.69		HRLY	38.87		HRLY	53.97
F207	ANN	79,008	F215	ANN	109,656	F307	ANN	84,084	F315	ANN	116,808
	MON	6,584		MON	9,138		MON	7,007		MON	9,734
	8HR	303.84		8HR	421.76		8HR	323.44		8HR	449.28
	HRLY	37.98		HRLY	52.72		HRLY	40.43		HRLY	56.16
F208	ANN	82,140	F308	ANN	87,420	F308	ANN	87,420	F308	ANN	87,420
	MON	6,845		MON	7,285		MON	7,285		MON	7,285
	8HR	315.92		8HR	336.24		8HR	336.24		8HR	336.24
	HRLY	39.49		HRLY	42.03		HRLY	42.03		HRLY	42.03

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Step A			Step A		
GF01	ANN	71,304	GF09	ANN	98,328
	MON	5,942		MON	8,194
	8HR	274.24		8HR	378.16
	HRLY	34.28		HRLY	47.27
GF02	ANN	74,124	GF10	ANN	102,144
	MON	6,177		MON	8,512
	8HR	285.12		8HR	392.88
	HRLY	35.64		HRLY	49.11
GF03	ANN	76,572	GF11	ANN	106,212
	MON	6,381		MON	8,851
	8HR	294.48		8HR	408.48
	HRLY	36.81		HRLY	51.06
GF04	ANN	79,608	GF12	ANN	110,544
	MON	6,634		MON	9,212
	8HR	306.16		8HR	425.20
	HRLY	38.27		HRLY	53.15
GF05	ANN	82,860	GF13	ANN	115,020
	MON	6,905		MON	9,585
	8HR	318.72		8HR	442.40
	HRLY	39.84		HRLY	55.30
GF06	ANN	86,100	GF14	ANN	119,556
	MON	7,175		MON	9,963
	8HR	331.12		8HR	459.84
	HRLY	41.39		HRLY	57.48
GF07	ANN	89,580	GF15	ANN	124,320
	MON	7,465		MON	10,360
	8HR	344.56		8HR	478.16
	HRLY	43.07		HRLY	59.77
GF08	ANN	93,204			
	MON	7,767			
	8HR	358.48			
	HRLY	44.81			

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,899	58,788	226.08	28.26
WF02	5,102	61,224	235.44	29.43
WF03	5,264	63,168	242.96	30.37
WF04	5,476	65,712	252.72	31.59
WF05	5,692	68,304	262.72	32.84
WF06	5,924	71,088	273.44	34.18
WF07	6,157	73,884	284.16	35.52
WF08	6,402	76,824	295.44	36.93
WF09	6,757	81,084	311.84	38.98
WF10	7,034	84,408	324.64	40.58
WF11	7,310	87,720	337.36	42.17
WF12	7,600	91,200	350.80	43.85
WF13	7,911	94,932	365.12	45.64
WF14	8,218	98,616	379.28	47.41
WF15	8,543	102,516	394.32	49.29
F101	5,219	62,628	240.88	30.11
F102	5,434	65,208	250.80	31.35
F103	5,608	67,296	258.80	32.35
F104	5,834	70,008	269.28	33.66
F105	6,141	73,692	283.44	35.43
F106	6,308	75,696	291.12	36.39
F107	6,556	78,672	302.56	37.82
F108	6,817	81,804	314.64	39.33
F109	7,195	86,340	332.08	41.51
F110	7,487	89,844	345.52	43.19
F111	7,784	93,408	359.28	44.91
F112	8,095	97,140	373.60	46.70
F113	8,418	101,016	388.56	48.57
F114	8,748	104,976	403.76	50.47
F115	9,099	109,188	419.92	52.49
F201	5,559	66,708	256.56	32.07
F202	5,782	69,384	266.88	33.36
F203	5,970	71,640	275.52	34.44
F204	6,208	74,496	286.56	35.82
F205	6,459	77,508	298.08	37.26
F206	6,716	80,592	310.00	38.75
F207	6,986	83,832	322.40	40.30
F208	7,268	87,216	335.44	41.93
F209	7,664	91,968	353.76	44.22
F210	7,964	95,568	367.60	45.95
F211	8,288	99,456	382.56	47.82
F212	8,619	103,428	397.84	49.73
F213	8,973	107,676	414.16	51.77
F214	9,323	111,876	430.32	53.79
F215	9,698	116,376	447.60	55.95

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

F301	5,918	71,016	273.12	34.14
F302	6,157	73,884	284.16	35.52
F303	6,361	76,332	293.60	36.70
F304	6,609	79,308	305.04	38.13
F305	6,881	82,572	317.60	39.70
F306	7,152	85,824	330.08	41.26
F307	7,438	89,256	343.28	42.91
F308	7,734	92,808	356.96	44.62
F309	8,163	97,956	376.72	47.09
F310	8,483	101,796	391.52	48.94
F311	8,826	105,912	407.36	50.92
F312	9,182	110,184	423.76	52.97
F313	9,552	114,624	440.88	55.11
F314	9,928	119,136	458.24	57.28
F315	10,327	123,924	476.64	59.58
GF01	6,303	75,636	290.88	36.36
GF02	6,556	78,672	302.56	37.82
GF03	6,766	81,192	312.24	39.03
GF04	7,041	84,492	324.96	40.62
GF05	7,328	87,936	338.24	42.28
GF06	7,618	91,416	351.60	43.95
GF07	7,921	95,052	365.60	45.70
GF08	8,246	98,952	380.56	47.57
GF09	8,692	104,304	401.20	50.15
GF10	9,033	108,396	416.88	52.11
GF11	9,393	112,716	433.52	54.19
GF12	9,776	117,312	451.20	56.40
GF13	10,170	122,040	469.36	58.67
GF14	10,574	126,888	488.00	61.00
GF15	10,994	131,928	507.44	63.43

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,710	56,520	217.36	27.17
WF02	4,901	58,812	226.24	28.28
WF03	5,061	60,732	233.60	29.20
WF04	5,262	63,144	242.88	30.36
WF05	5,474	65,688	252.64	31.58
WF06	5,694	68,328	262.80	32.85
WF07	5,917	71,004	273.12	34.14
WF08	6,151	73,812	283.92	35.49
WF09	6,497	77,964	299.84	37.48
WF10	6,755	81,060	311.76	38.97
WF11	7,029	84,348	324.40	40.55
WF12	7,300	87,600	336.96	42.12
WF13	7,602	91,224	350.88	43.86
WF14	7,900	94,800	364.64	45.58
WF15	8,214	98,568	379.12	47.39
F101	5,016	60,192	231.52	28.94
F102	5,221	62,652	240.96	30.12
F103	5,392	64,704	248.88	31.11
F104	5,609	67,308	258.88	32.36
F105	5,904	70,848	272.48	34.06
F106	6,065	72,780	279.92	34.99
F107	6,298	75,576	290.64	36.33
F108	6,550	78,600	302.32	37.79
F109	6,914	82,968	319.12	39.89
F110	7,195	86,340	332.08	41.51
F111	7,484	89,808	345.44	43.18
F112	7,778	93,336	358.96	44.87
F113	8,091	97,092	373.44	46.68
F114	8,412	100,944	388.24	48.53
F115	8,745	104,940	403.60	50.45
F201	5,346	64,152	246.72	30.84
F202	5,558	66,696	256.56	32.07
F203	5,735	68,820	264.72	33.09
F204	5,970	71,640	275.52	34.44
F205	6,207	74,484	286.48	35.81
F206	6,452	77,424	297.76	37.22
F207	6,716	80,592	310.00	38.75
F208	6,984	83,808	322.32	40.29
F209	7,366	88,392	340.00	42.50
F210	7,653	91,836	353.20	44.15
F211	7,964	95,568	367.60	45.95
F212	8,288	99,456	382.56	47.82
F213	8,620	103,440	397.84	49.73
F214	8,961	107,532	413.60	51.70
F215	9,321	111,852	430.24	53.78

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

Grade	Monthly	Annual	8 Hour	Hourly
F301	5,690	68,280	262.64	32.83
F302	5,917	71,004	273.12	34.14
F303	6,113	73,356	282.16	35.27
F304	6,355	76,260	293.28	36.66
F305	6,612	79,344	305.20	38.15
F306	6,874	82,488	317.28	39.66
F307	7,151	85,812	330.08	41.26
F308	7,431	89,172	342.96	42.87
F309	7,847	94,164	362.16	45.27
F310	8,154	97,848	376.32	47.04
F311	8,485	101,820	391.60	48.95
F312	8,826	105,912	407.36	50.92
F313	9,181	110,172	423.76	52.97
F314	9,543	114,516	440.48	55.06
F315	9,925	119,100	458.08	57.26
GF01	6,063	72,756	279.84	34.98
GF02	6,298	75,576	290.64	36.33
GF03	6,507	78,084	300.32	37.54
GF04	6,764	81,168	312.16	39.02
GF05	7,042	84,504	325.04	40.63
GF06	7,323	87,876	338.00	42.25
GF07	7,618	91,416	351.60	43.95
GF08	7,921	95,052	365.60	45.70
GF09	8,359	100,308	385.84	48.23
GF10	8,683	104,196	400.72	50.09
GF11	9,029	108,348	416.72	52.09
GF12	9,397	112,764	433.68	54.21
GF13	9,776	117,312	451.20	56.40
GF14	10,161	121,932	468.96	58.62
GF15	10,571	126,852	487.92	60.99

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,807	57,684	221.84	27.73
WF02	5,001	60,012	230.80	28.85
WF03	5,161	61,932	238.24	29.78
WF04	5,369	64,428	247.84	30.98
WF05	5,584	67,008	257.76	32.22
WF06	5,807	69,684	268.00	33.50
WF07	6,037	72,444	278.64	34.83
WF08	6,274	75,288	289.60	36.20
WF09	6,628	79,536	305.92	38.24
WF10	6,896	82,752	318.24	39.78
WF11	7,169	86,028	330.88	41.36
WF12	7,448	89,376	343.76	42.97
WF13	7,754	93,048	357.84	44.73
WF14	8,058	96,696	371.92	46.49
WF15	8,379	100,548	386.72	48.34
F101	5,117	61,404	236.16	29.52
F102	5,325	63,900	245.76	30.72
F103	5,497	65,964	253.68	31.71
F104	5,721	68,652	264.08	33.01
F105	6,022	72,264	277.92	34.74
F106	6,185	74,220	285.44	35.68
F107	6,426	77,112	296.56	37.07
F108	6,683	80,196	308.48	38.56
F109	7,054	84,648	325.60	40.70
F110	7,338	88,056	338.64	42.33
F111	7,632	91,584	352.24	44.03
F112	7,938	95,256	366.40	45.80
F113	8,253	99,036	380.88	47.61
F114	8,580	102,960	396.00	49.50
F115	8,923	107,076	411.84	51.48
F201	5,450	65,400	251.52	31.44
F202	5,667	68,004	261.52	32.69
F203	5,853	70,236	270.16	33.77
F204	6,086	73,032	280.88	35.11
F205	6,332	75,984	292.24	36.53
F206	6,584	79,008	303.84	37.98
F207	6,849	82,188	316.08	39.51
F208	7,124	85,488	328.80	41.10
F209	7,516	90,192	346.88	43.36
F210	7,808	93,696	360.40	45.05
F211	8,124	97,488	374.96	46.87
F212	8,454	101,448	390.16	48.77
F213	8,794	105,528	405.84	50.73
F214	9,141	109,692	421.92	52.74
F215	9,506	114,072	438.72	54.84

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

Grade	Monthly	Annual	8 Hour	Hourly
F301	5,804	69,648	267.84	33.48
F302	6,037	72,444	278.64	34.83
F303	6,236	74,832	287.84	35.98
F304	6,483	77,796	299.20	37.40
F305	6,747	80,964	311.44	38.93
F306	7,010	84,120	323.52	40.44
F307	7,290	87,480	336.48	42.06
F308	7,580	90,960	349.84	43.73
F309	8,001	96,012	369.28	46.16
F310	8,316	99,792	383.84	47.98
F311	8,655	103,860	399.44	49.93
F312	9,004	108,048	415.60	51.95
F313	9,368	112,416	432.40	54.05
F314	9,732	116,784	449.20	56.15
F315	10,128	121,536	467.44	58.43
GF01	6,182	74,184	285.36	35.67
GF02	6,426	77,112	296.56	37.07
GF03	6,637	79,644	306.32	38.29
GF04	6,903	82,836	318.64	39.83
GF05	7,182	86,184	331.44	41.43
GF06	7,466	89,592	344.56	43.07
GF07	7,767	93,204	358.48	44.81
GF08	8,081	96,972	372.96	46.62
GF09	8,526	102,312	393.52	49.19
GF10	8,858	106,296	408.80	51.10
GF11	9,210	110,520	425.04	53.13
GF12	9,585	115,020	442.40	55.30
GF13	9,972	119,664	460.24	57.53
GF14	10,364	124,368	478.32	59.79
GF15	10,779	129,348	497.52	62.19