

State of Hawaii
DEPARTMENT OF EDUCATION
SALARY SCHEDULE

Effective Date: 07/01/2027
Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A			Step A			Step A		
WF01	ANN	57,672	WF09	ANN	79,500	F101	ANN	61,380	F109	ANN	84,576
	MON	4,806		MON	6,625		MON	5,115		MON	7,048
	8HR	221.84		8HR	305.76		8HR	236.08		8HR	325.28
	HRLY	27.73		HRLY	38.22		HRLY	29.51		HRLY	40.66
WF02	ANN	60,000	WF10	ANN	82,704	F102	ANN	63,888	F110	ANN	88,032
	MON	5,000		MON	6,892		MON	5,324		MON	7,336
	8HR	230.80		8HR	318.08		8HR	245.76		8HR	338.56
	HRLY	28.85		HRLY	39.76		HRLY	30.72		HRLY	42.32
WF03	ANN	61,896	WF11	ANN	85,992	F103	ANN	65,928	F111	ANN	91,548
	MON	5,158		MON	7,166		MON	5,494		MON	7,629
	8HR	238.08		8HR	330.72		8HR	253.60		8HR	352.08
	HRLY	29.76		HRLY	41.34		HRLY	31.70		HRLY	44.01
WF04	ANN	64,380	WF12	ANN	89,316	F104	ANN	68,628	F112	ANN	95,220
	MON	5,365		MON	7,443		MON	5,719		MON	7,935
	8HR	247.60		8HR	343.52		8HR	263.92		8HR	366.24
	HRLY	30.95		HRLY	42.94		HRLY	32.99		HRLY	45.78
WF05	ANN	66,972	WF13	ANN	93,012	F105	ANN	72,252	F113	ANN	99,000
	MON	5,581		MON	7,751		MON	6,021		MON	8,250
	8HR	257.60		8HR	357.76		8HR	277.92		8HR	380.80
	HRLY	32.20		HRLY	44.72		HRLY	34.74		HRLY	47.60
WF06	ANN	69,660	WF14	ANN	96,660	F106	ANN	74,196	F114	ANN	102,936
	MON	5,805		MON	8,055		MON	6,183		MON	8,578
	8HR	267.92		8HR	371.76		8HR	285.36		8HR	395.92
	HRLY	33.49		HRLY	46.47		HRLY	35.67		HRLY	49.49
WF07	ANN	72,408	WF15	ANN	100,500	F107	ANN	77,088	F115	ANN	107,016
	MON	6,034		MON	8,375		MON	6,424		MON	8,918
	8HR	278.48		8HR	386.56		8HR	296.48		8HR	411.60
	HRLY	34.81		HRLY	48.32		HRLY	37.06		HRLY	51.45
WF08	ANN	75,252				F108	ANN	80,172			
	MON	6,271					MON	6,681			
	8HR	289.44					8HR	308.32			
	HRLY	36.18					HRLY	38.54			

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Step A			Step A			Step A			Step A		
F201	ANN	65,376	F209	ANN	90,156	F301	ANN	69,624	F309	ANN	95,988
	MON	5,448		MON	7,513		MON	5,802		MON	7,999
	8HR	251.44		8HR	346.72		8HR	267.76		8HR	369.20
	HRLY	31.43		HRLY	43.34		HRLY	33.47		HRLY	46.15
F202	ANN	67,968	F210	ANN	93,672	F302	ANN	72,408	F310	ANN	99,732
	MON	5,664		MON	7,806		MON	6,034		MON	8,311
	8HR	261.44		8HR	360.24		8HR	278.48		8HR	383.60
	HRLY	32.68		HRLY	45.03		HRLY	34.81		HRLY	47.95
F203	ANN	70,176	F211	ANN	97,428	F303	ANN	74,820	F311	ANN	103,812
	MON	5,848		MON	8,119		MON	6,235		MON	8,651
	8HR	269.92		8HR	374.72		8HR	287.76		8HR	399.28
	HRLY	33.74		HRLY	46.84		HRLY	35.97		HRLY	49.91
F204	ANN	73,008	F212	ANN	101,400	F304	ANN	77,760	F312	ANN	108,012
	MON	6,084		MON	8,450		MON	6,480		MON	9,001
	8HR	280.80		8HR	390.00		8HR	299.04		8HR	415.44
	HRLY	35.10		HRLY	48.75		HRLY	37.38		HRLY	51.93
F205	ANN	75,948	F213	ANN	105,504	F305	ANN	80,940	F313	ANN	112,368
	MON	6,329		MON	8,792		MON	6,745		MON	9,364
	8HR	292.08		8HR	405.76		8HR	311.28		8HR	432.16
	HRLY	36.51		HRLY	50.72		HRLY	38.91		HRLY	54.02
F206	ANN	78,972	F214	ANN	109,656	F306	ANN	84,096	F314	ANN	116,748
	MON	6,581		MON	9,138		MON	7,008		MON	9,729
	8HR	303.76		8HR	421.76		8HR	323.44		8HR	449.04
	HRLY	37.97		HRLY	52.72		HRLY	40.43		HRLY	56.13
F207	ANN	82,164	F215	ANN	114,048	F307	ANN	87,444	F315	ANN	121,476
	MON	6,847		MON	9,504		MON	7,287		MON	10,123
	8HR	316.00		8HR	438.64		8HR	336.32		8HR	467.20
	HRLY	39.50		HRLY	54.83		HRLY	42.04		HRLY	58.40
F208	ANN	85,428				F308	ANN	90,912			
	MON	7,119					MON	7,576			
	8HR	328.56					8HR	349.68			
	HRLY	41.07					HRLY	43.71			

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Step A			Step A		
GF01	ANN	74,160	GF09	ANN	102,264
	MON	6,180		MON	8,522
	8HR	285.20		8HR	393.36
	HRLY	35.65		HRLY	49.17
GF02	ANN	77,088	GF10	ANN	106,224
	MON	6,424		MON	8,852
	8HR	296.48		8HR	408.56
	HRLY	37.06		HRLY	51.07
GF03	ANN	79,632	GF11	ANN	110,460
	MON	6,636		MON	9,205
	8HR	306.24		8HR	424.88
	HRLY	38.28		HRLY	53.11
GF04	ANN	82,788	GF12	ANN	114,960
	MON	6,899		MON	9,580
	8HR	318.40		8HR	442.16
	HRLY	39.80		HRLY	55.27
GF05	ANN	86,172	GF13	ANN	119,616
	MON	7,181		MON	9,968
	8HR	331.44		8HR	460.08
	HRLY	41.43		HRLY	57.51
GF06	ANN	89,544	GF14	ANN	124,344
	MON	7,462		MON	10,362
	8HR	344.40		8HR	478.24
	HRLY	43.05		HRLY	59.78
GF07	ANN	93,168	GF15	ANN	129,288
	MON	7,764		MON	10,774
	8HR	358.32		8HR	497.28
	HRLY	44.79		HRLY	62.16
GF08	ANN	96,936			
	MON	8,078			
	8HR	372.80			
	HRLY	46.60			

Effective Date: 07/01/2027

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	5,095	61,140	235.12	29.39
WF02	5,306	63,672	244.88	30.61
WF03	5,475	65,700	252.72	31.59
WF04	5,695	68,340	262.88	32.86
WF05	5,920	71,040	273.20	34.15
WF06	6,161	73,932	284.32	35.54
WF07	6,403	76,836	295.52	36.94
WF08	6,658	79,896	307.28	38.41
WF09	7,027	84,324	324.32	40.54
WF10	7,315	87,780	337.60	42.20
WF11	7,602	91,224	350.88	43.86
WF12	7,904	94,848	364.80	45.60
WF13	8,227	98,724	379.68	47.46
WF14	8,547	102,564	394.48	49.31
WF15	8,885	106,620	410.08	51.26
F101	5,428	65,136	250.56	31.32
F102	5,651	67,812	260.80	32.60
F103	5,832	69,984	269.20	33.65
F104	6,067	72,804	280.00	35.00
F105	6,387	76,644	294.80	36.85
F106	6,560	78,720	302.80	37.85
F107	6,818	81,816	314.64	39.33
F108	7,090	85,080	327.20	40.90
F109	7,483	89,796	345.36	43.17
F110	7,786	93,432	359.36	44.92
F111	8,095	97,140	373.60	46.70
F112	8,419	101,028	388.56	48.57
F113	8,755	105,060	404.08	50.51
F114	9,098	109,176	419.92	52.49
F115	9,463	113,556	436.72	54.59
F201	5,781	69,372	266.80	33.35
F202	6,013	72,156	277.52	34.69
F203	6,209	74,508	286.56	35.82
F204	6,456	77,472	298.00	37.25
F205	6,717	80,604	310.00	38.75
F206	6,985	83,820	322.40	40.30
F207	7,265	87,180	335.28	41.91
F208	7,559	90,708	348.88	43.61
F209	7,971	95,652	367.92	45.99
F210	8,283	99,396	382.32	47.79
F211	8,620	103,440	397.84	49.73
F212	8,964	107,568	413.76	51.72
F213	9,332	111,984	430.72	53.84
F214	9,696	116,352	447.52	55.94
F215	10,086	121,032	465.52	58.19

Effective Date: 07/01/2027

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

F301	6,155	73,860	284.08	35.51
F302	6,403	76,836	295.52	36.94
F303	6,615	79,380	305.28	38.16
F304	6,873	82,476	317.20	39.65
F305	7,156	85,872	330.24	41.28
F306	7,438	89,256	343.28	42.91
F307	7,736	92,832	357.04	44.63
F308	8,043	96,516	371.20	46.40
F309	8,490	101,880	391.84	48.98
F310	8,822	105,864	407.20	50.90
F311	9,179	110,148	423.68	52.96
F312	9,549	114,588	440.72	55.09
F313	9,934	119,208	458.48	57.31
F314	10,325	123,900	476.56	59.57
F315	10,740	128,880	495.68	61.96
GF01	6,555	78,660	302.56	37.82
GF02	6,818	81,816	314.64	39.33
GF03	7,037	84,444	324.80	40.60
GF04	7,323	87,876	338.00	42.25
GF05	7,621	91,452	351.76	43.97
GF06	7,923	95,076	365.68	45.71
GF07	8,238	98,856	380.24	47.53
GF08	8,576	102,912	395.84	49.48
GF09	9,040	108,480	417.20	52.15
GF10	9,394	112,728	433.60	54.20
GF11	9,769	117,228	450.88	56.36
GF12	10,167	122,004	469.28	58.66
GF13	10,577	126,924	488.16	61.02
GF14	10,997	131,964	507.52	63.44
GF15	11,434	137,208	527.76	65.97

Effective Date: 07/01/2027

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,898	58,776	226.08	28.26
WF02	5,097	61,164	235.28	29.41
WF03	5,263	63,156	242.88	30.36
WF04	5,472	65,664	252.56	31.57
WF05	5,693	68,316	262.72	32.84
WF06	5,922	71,064	273.36	34.17
WF07	6,154	73,848	284.00	35.50
WF08	6,397	76,764	295.28	36.91
WF09	6,757	81,084	311.84	38.98
WF10	7,025	84,300	324.24	40.53
WF11	7,310	87,720	337.36	42.17
WF12	7,592	91,104	350.40	43.80
WF13	7,906	94,872	364.88	45.61
WF14	8,216	98,592	379.20	47.40
WF15	8,543	102,516	394.32	49.29
F101	5,217	62,604	240.80	30.10
F102	5,430	65,160	250.64	31.33
F103	5,608	67,296	258.80	32.35
F104	5,833	69,996	269.20	33.65
F105	6,140	73,680	283.36	35.42
F106	6,308	75,696	291.12	36.39
F107	6,550	78,600	302.32	37.79
F108	6,812	81,744	314.40	39.30
F109	7,191	86,292	331.92	41.49
F110	7,483	89,796	345.36	43.17
F111	7,783	93,396	359.20	44.90
F112	8,089	97,068	373.36	46.67
F113	8,415	100,980	388.40	48.55
F114	8,748	104,976	403.76	50.47
F115	9,095	109,140	419.76	52.47
F201	5,560	66,720	256.64	32.08
F202	5,780	69,360	266.80	33.35
F203	5,964	71,568	275.28	34.41
F204	6,209	74,508	286.56	35.82
F205	6,455	77,460	297.92	37.24
F206	6,710	80,520	309.68	38.71
F207	6,985	83,820	322.40	40.30
F208	7,263	87,156	335.20	41.90
F209	7,661	91,932	353.60	44.20
F210	7,959	95,508	367.36	45.92
F211	8,283	99,396	382.32	47.79
F212	8,620	103,440	397.84	49.73
F213	8,965	107,580	413.76	51.72
F214	9,319	111,828	430.08	53.76
F215	9,694	116,328	447.44	55.93

Effective Date: 07/01/2027

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

Grade	Monthly	Annual	8 Hour	Hourly
F301	5,918	71,016	273.12	34.14
F302	6,154	73,848	284.00	35.50
F303	6,358	76,296	293.44	36.68
F304	6,609	79,308	305.04	38.13
F305	6,876	82,512	317.36	39.67
F306	7,149	85,788	329.92	41.24
F307	7,437	89,244	343.28	42.91
F308	7,728	92,736	356.64	44.58
F309	8,161	97,932	376.64	47.08
F310	8,480	101,760	391.36	48.92
F311	8,824	105,888	407.28	50.91
F312	9,179	110,148	423.68	52.96
F313	9,548	114,576	440.64	55.08
F314	9,925	119,100	458.08	57.26
F315	10,322	123,864	476.40	59.55
GF01	6,306	75,672	291.04	36.38
GF02	6,550	78,600	302.32	37.79
GF03	6,767	81,204	312.32	39.04
GF04	7,035	84,420	324.72	40.59
GF05	7,324	87,888	338.00	42.25
GF06	7,616	91,392	351.52	43.94
GF07	7,923	95,076	365.68	45.71
GF08	8,238	98,856	380.24	47.53
GF09	8,693	104,316	401.20	50.15
GF10	9,030	108,360	416.80	52.10
GF11	9,390	112,680	433.36	54.17
GF12	9,773	117,276	451.04	56.38
GF13	10,167	122,004	469.28	58.66
GF14	10,567	126,804	487.68	60.96
GF15	10,994	131,928	507.44	63.43

Effective Date: 07/01/2027

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,999	59,988	230.72	28.84
WF02	5,201	62,412	240.08	30.01
WF03	5,367	64,404	247.68	30.96
WF04	5,584	67,008	257.76	32.22
WF05	5,807	69,684	268.00	33.50
WF06	6,039	72,468	278.72	34.84
WF07	6,278	75,336	289.76	36.22
WF08	6,525	78,300	301.12	37.64
WF09	6,893	82,716	318.16	39.77
WF10	7,172	86,064	331.04	41.38
WF11	7,456	89,472	344.16	43.02
WF12	7,746	92,952	357.52	44.69
WF13	8,064	96,768	372.16	46.52
WF14	8,380	100,560	386.80	48.35
WF15	8,714	104,568	402.16	50.27
F101	5,322	63,864	245.60	30.70
F102	5,538	66,456	255.60	31.95
F103	5,717	68,604	263.84	32.98
F104	5,950	71,400	274.64	34.33
F105	6,263	75,156	289.04	36.13
F106	6,432	77,184	296.88	37.11
F107	6,683	80,196	308.48	38.56
F108	6,950	83,400	320.80	40.10
F109	7,336	88,032	338.56	42.32
F110	7,632	91,584	352.24	44.03
F111	7,937	95,244	366.32	45.79
F112	8,256	99,072	381.04	47.63
F113	8,583	102,996	396.16	49.52
F114	8,923	107,076	411.84	51.48
F115	9,280	111,360	428.32	53.54
F201	5,668	68,016	261.60	32.70
F202	5,894	70,728	272.00	34.00
F203	6,087	73,044	280.96	35.12
F204	6,329	75,948	292.08	36.51
F205	6,585	79,020	303.92	37.99
F206	6,847	82,164	316.00	39.50
F207	7,123	85,476	328.72	41.09
F208	7,409	88,908	341.92	42.74
F209	7,817	93,804	360.80	45.10
F210	8,120	97,440	374.80	46.85
F211	8,449	101,388	389.92	48.74
F212	8,792	105,504	405.76	50.72
F213	9,146	109,752	422.16	52.77
F214	9,507	114,084	438.80	54.85
F215	9,886	118,632	456.24	57.03

Effective Date: 07/01/2027

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

Grade	Monthly	Annual	8 Hour	Hourly
F301	6,036	72,432	278.56	34.82
F302	6,278	75,336	289.76	36.22
F303	6,485	77,820	299.28	37.41
F304	6,742	80,904	311.20	38.90
F305	7,017	84,204	323.84	40.48
F306	7,290	87,480	336.48	42.06
F307	7,582	90,984	349.92	43.74
F308	7,883	94,596	363.84	45.48
F309	8,321	99,852	384.08	48.01
F310	8,649	103,788	399.20	49.90
F311	9,001	108,012	415.44	51.93
F312	9,364	112,368	432.16	54.02
F313	9,743	116,916	449.68	56.21
F314	10,121	121,452	467.12	58.39
F315	10,533	126,396	486.16	60.77
GF01	6,429	77,148	296.72	37.09
GF02	6,683	80,196	308.48	38.56
GF03	6,902	82,824	318.56	39.82
GF04	7,179	86,148	331.36	41.42
GF05	7,469	89,628	344.72	43.09
GF06	7,765	93,180	358.40	44.80
GF07	8,078	96,936	372.80	46.60
GF08	8,404	100,848	387.84	48.48
GF09	8,867	106,404	409.28	51.16
GF10	9,212	110,544	425.20	53.15
GF11	9,578	114,936	442.08	55.26
GF12	9,968	119,616	460.08	57.51
GF13	10,371	124,452	478.64	59.83
GF14	10,779	129,348	497.52	62.19
GF15	11,210	134,520	517.36	64.67