

State of Hawaii
DEPARTMENT OF EDUCATION
SALARY SCHEDULE

Effective Date: 07/01/2028
Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A			Step A			Step A		
WF01	ANN	59,976	WF09	ANN	82,680	F101	ANN	63,840	F109	ANN	87,960
	MON	4,998		MON	6,890		MON	5,320		MON	7,330
	8HR	230.64		8HR	318.00		8HR	245.52		8HR	338.32
	HRLY	28.83		HRLY	39.75		HRLY	30.69		HRLY	42.29
WF02	ANN	62,400	WF10	ANN	86,016	F102	ANN	66,444	F110	ANN	91,548
	MON	5,200		MON	7,168		MON	5,537		MON	7,629
	8HR	240.00		8HR	330.80		8HR	255.52		8HR	352.08
	HRLY	30.00		HRLY	41.35		HRLY	31.94		HRLY	44.01
WF03	ANN	64,368	WF11	ANN	89,436	F103	ANN	68,568	F111	ANN	95,208
	MON	5,364		MON	7,453		MON	5,714		MON	7,934
	8HR	247.60		8HR	344.00		8HR	263.76		8HR	366.16
	HRLY	30.95		HRLY	43.00		HRLY	32.97		HRLY	45.77
WF04	ANN	66,960	WF12	ANN	92,892	F104	ANN	71,376	F112	ANN	99,024
	MON	5,580		MON	7,741		MON	5,948		MON	8,252
	8HR	257.52		8HR	357.28		8HR	274.56		8HR	380.88
	HRLY	32.19		HRLY	44.66		HRLY	34.32		HRLY	47.61
WF05	ANN	69,648	WF13	ANN	96,732	F105	ANN	75,144	F113	ANN	102,960
	MON	5,804		MON	8,061		MON	6,262		MON	8,580
	8HR	267.84		8HR	372.08		8HR	289.04		8HR	396.00
	HRLY	33.48		HRLY	46.51		HRLY	36.13		HRLY	49.50
WF06	ANN	72,444	WF14	ANN	100,524	F106	ANN	77,160	F114	ANN	107,052
	MON	6,037		MON	8,377		MON	6,430		MON	8,921
	8HR	278.64		8HR	386.64		8HR	296.80		8HR	411.76
	HRLY	34.83		HRLY	48.33		HRLY	37.10		HRLY	51.47
WF07	ANN	75,300	WF15	ANN	104,520	F107	ANN	80,172	F115	ANN	111,300
	MON	6,275		MON	8,710		MON	6,681		MON	9,275
	8HR	289.60		8HR	402.00		8HR	308.32		8HR	428.08
	HRLY	36.20		HRLY	50.25		HRLY	38.54		HRLY	53.51
WF08	ANN	78,264				F108	ANN	83,376			
	MON	6,522					MON	6,948			
	8HR	301.04					8HR	320.64			
	HRLY	37.63					HRLY	40.08			

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Step A			Step A			Step A			Step A		
F201	ANN	67,992	F209	ANN	93,768	F301	ANN	72,408	F309	ANN	99,828
	MON	5,666		MON	7,814		MON	6,034		MON	8,319
	8HR	261.52		8HR	360.64		8HR	278.48		8HR	383.92
	HRLY	32.69		HRLY	45.08		HRLY	34.81		HRLY	47.99
F202	ANN	70,692	F210	ANN	97,416	F302	ANN	75,300	F310	ANN	103,716
	MON	5,891		MON	8,118		MON	6,275		MON	8,643
	8HR	271.92		8HR	374.64		8HR	289.60		8HR	398.88
	HRLY	33.99		HRLY	46.83		HRLY	36.20		HRLY	49.86
F203	ANN	72,984	F211	ANN	101,328	F303	ANN	77,808	F311	ANN	107,964
	MON	6,082		MON	8,444		MON	6,484		MON	8,997
	8HR	280.72		8HR	389.76		8HR	299.28		8HR	415.28
	HRLY	35.09		HRLY	48.72		HRLY	37.41		HRLY	51.91
F204	ANN	75,924	F212	ANN	105,456	F304	ANN	80,868	F312	ANN	112,332
	MON	6,327		MON	8,788		MON	6,739		MON	9,361
	8HR	292.00		8HR	405.60		8HR	311.04		8HR	432.08
	HRLY	36.50		HRLY	50.70		HRLY	38.88		HRLY	54.01
F205	ANN	78,984	F213	ANN	109,728	F305	ANN	84,180	F313	ANN	116,868
	MON	6,582		MON	9,144		MON	7,015		MON	9,739
	8HR	303.76		8HR	422.00		8HR	323.76		8HR	449.52
	HRLY	37.97		HRLY	52.75		HRLY	40.47		HRLY	56.19
F206	ANN	82,128	F214	ANN	114,048	F306	ANN	87,456	F314	ANN	121,416
	MON	6,844		MON	9,504		MON	7,288		MON	10,118
	8HR	315.84		8HR	438.64		8HR	336.40		8HR	466.96
	HRLY	39.48		HRLY	54.83		HRLY	42.05		HRLY	58.37
F207	ANN	85,452	F215	ANN	118,608	F307	ANN	90,936	F315	ANN	126,336
	MON	7,121		MON	9,884		MON	7,578		MON	10,528
	8HR	328.64		8HR	456.16		8HR	349.76		8HR	485.92
	HRLY	41.08		HRLY	57.02		HRLY	43.72		HRLY	60.74
F208	ANN	88,848				F308	ANN	94,548			
	MON	7,404					MON	7,879			
	8HR	341.76					8HR	363.68			
	HRLY	42.72					HRLY	45.46			

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Step A			Step A		
GF01	ANN	77,124	GF09	ANN	106,356
	MON	6,427		MON	8,863
	8HR	296.64		8HR	409.04
	HRLY	37.08		HRLY	51.13
GF02	ANN	80,172	GF10	ANN	110,472
	MON	6,681		MON	9,206
	8HR	308.32		8HR	424.88
	HRLY	38.54		HRLY	53.11
GF03	ANN	82,812	GF11	ANN	114,876
	MON	6,901		MON	9,573
	8HR	318.48		8HR	441.84
	HRLY	39.81		HRLY	55.23
GF04	ANN	86,100	GF12	ANN	119,556
	MON	7,175		MON	9,963
	8HR	331.12		8HR	459.84
	HRLY	41.39		HRLY	57.48
GF05	ANN	89,616	GF13	ANN	124,404
	MON	7,468		MON	10,367
	8HR	344.64		8HR	478.48
	HRLY	43.08		HRLY	59.81
GF06	ANN	93,120	GF14	ANN	129,312
	MON	7,760		MON	10,776
	8HR	358.16		8HR	497.36
	HRLY	44.77		HRLY	62.17
GF07	ANN	96,900	GF15	ANN	134,460
	MON	8,075		MON	11,205
	8HR	372.72		8HR	517.12
	HRLY	46.59		HRLY	64.64
GF08	ANN	100,812			
	MON	8,401			
	8HR	387.76			
	HRLY	48.47			

Effective Date: 07/01/2028

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	5,299	63,588	244.56	30.57
WF02	5,518	66,216	254.64	31.83
WF03	5,694	68,328	262.80	32.85
WF04	5,923	71,076	273.36	34.17
WF05	6,157	73,884	284.16	35.52
WF06	6,407	76,884	295.68	36.96
WF07	6,659	79,908	307.36	38.42
WF08	6,924	83,088	319.60	39.95
WF09	7,308	87,696	337.28	42.16
WF10	7,608	91,296	351.12	43.89
WF11	7,906	94,872	364.88	45.61
WF12	8,220	98,640	379.36	47.42
WF13	8,556	102,672	394.88	49.36
WF14	8,889	106,668	410.24	51.28
WF15	9,240	110,880	426.48	53.31
F101	5,645	67,740	260.56	32.57
F102	5,877	70,524	271.28	33.91
F103	6,065	72,780	279.92	34.99
F104	6,310	75,720	291.20	36.40
F105	6,642	79,704	306.56	38.32
F106	6,822	81,864	314.88	39.36
F107	7,091	85,092	327.28	40.91
F108	7,374	88,488	340.32	42.54
F109	7,782	93,384	359.20	44.90
F110	8,097	97,164	373.68	46.71
F111	8,419	101,028	388.56	48.57
F112	8,756	105,072	404.16	50.52
F113	9,105	109,260	420.24	52.53
F114	9,462	113,544	436.72	54.59
F115	9,842	118,104	454.24	56.78
F201	6,012	72,144	277.44	34.68
F202	6,254	75,048	288.64	36.08
F203	6,457	77,484	298.00	37.25
F204	6,714	80,568	309.84	38.73
F205	6,986	83,832	322.40	40.30
F206	7,264	87,168	335.28	41.91
F207	7,556	90,672	348.72	43.59
F208	7,861	94,332	362.80	45.35
F209	8,290	99,480	382.64	47.83
F210	8,614	103,368	397.60	49.70
F211	8,965	107,580	413.76	51.72
F212	9,323	111,876	430.32	53.79
F213	9,705	116,460	447.92	55.99
F214	10,084	121,008	465.44	58.18
F215	10,489	125,868	484.08	60.51

Effective Date: 07/01/2028

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

F301	6,401	76,812	295.44	36.93
F302	6,659	79,908	307.36	38.42
F303	6,880	82,560	317.52	39.69
F304	7,148	85,776	329.92	41.24
F305	7,442	89,304	343.44	42.93
F306	7,736	92,832	357.04	44.63
F307	8,045	96,540	371.28	46.41
F308	8,365	100,380	386.08	48.26
F309	8,830	105,960	407.52	50.94
F310	9,175	110,100	423.44	52.93
F311	9,546	114,552	440.56	55.07
F312	9,931	119,172	458.32	57.29
F313	10,331	123,972	476.80	59.60
F314	10,738	128,856	495.60	61.95
F315	11,170	134,040	515.52	64.44
GF01	6,817	81,804	314.64	39.33
GF02	7,091	85,092	327.28	40.91
GF03	7,318	87,816	337.76	42.22
GF04	7,616	91,392	351.52	43.94
GF05	7,926	95,112	365.84	45.73
GF06	8,240	98,880	380.32	47.54
GF07	8,568	102,816	395.44	49.43
GF08	8,919	107,028	411.68	51.46
GF09	9,402	112,824	433.92	54.24
GF10	9,770	117,240	450.96	56.37
GF11	10,160	121,920	468.96	58.62
GF12	10,574	126,888	488.00	61.00
GF13	11,000	132,000	507.68	63.46
GF14	11,437	137,244	527.84	65.98
GF15	11,891	142,692	548.80	68.60

Effective Date: 07/01/2028

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	5,094	61,128	235.12	29.39
WF02	5,301	63,612	244.64	30.58
WF03	5,474	65,688	252.64	31.58
WF04	5,691	68,292	262.64	32.83
WF05	5,921	71,052	273.28	34.16
WF06	6,159	73,908	284.24	35.53
WF07	6,400	76,800	295.36	36.92
WF08	6,653	79,836	307.04	38.38
WF09	7,027	84,324	324.32	40.54
WF10	7,306	87,672	337.20	42.15
WF11	7,602	91,224	350.88	43.86
WF12	7,896	94,752	364.40	45.55
WF13	8,222	98,664	379.44	47.43
WF14	8,545	102,540	394.40	49.30
WF15	8,885	106,620	410.08	51.26
F101	5,426	65,112	250.40	31.30
F102	5,647	67,764	260.64	32.58
F103	5,832	69,984	269.20	33.65
F104	6,066	72,792	280.00	35.00
F105	6,386	76,632	294.72	36.84
F106	6,560	78,720	302.80	37.85
F107	6,812	81,744	314.40	39.30
F108	7,084	85,008	326.96	40.87
F109	7,479	89,748	345.20	43.15
F110	7,782	93,384	359.20	44.90
F111	8,094	97,128	373.60	46.70
F112	8,413	100,956	388.32	48.54
F113	8,752	105,024	403.92	50.49
F114	9,098	109,176	419.92	52.49
F115	9,459	113,508	436.56	54.57
F201	5,782	69,384	266.88	33.36
F202	6,011	72,132	277.44	34.68
F203	6,203	74,436	286.32	35.79
F204	6,457	77,484	298.00	37.25
F205	6,713	80,556	309.84	38.73
F206	6,978	83,736	322.08	40.26
F207	7,264	87,168	335.28	41.91
F208	7,554	90,648	348.64	43.58
F209	7,967	95,604	367.68	45.96
F210	8,277	99,324	382.00	47.75
F211	8,614	103,368	397.60	49.70
F212	8,965	107,580	413.76	51.72
F213	9,324	111,888	430.32	53.79
F214	9,692	116,304	447.36	55.92
F215	10,082	120,984	465.36	58.17

Effective Date: 07/01/2028

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

Grade	Monthly	Annual	8 Hour	Hourly
F301	6,155	73,860	284.08	35.51
F302	6,400	76,800	295.36	36.92
F303	6,612	79,344	305.20	38.15
F304	6,873	82,476	317.20	39.65
F305	7,151	85,812	330.08	41.26
F306	7,435	89,220	343.12	42.89
F307	7,734	92,808	356.96	44.62
F308	8,037	96,444	370.96	46.37
F309	8,487	101,844	391.68	48.96
F310	8,819	105,828	407.04	50.88
F311	9,177	110,124	423.52	52.94
F312	9,546	114,552	440.56	55.07
F313	9,930	119,160	458.32	57.29
F314	10,322	123,864	476.40	59.55
F315	10,735	128,820	495.44	61.93
GF01	6,558	78,696	302.64	37.83
GF02	6,812	81,744	314.40	39.30
GF03	7,038	84,456	324.80	40.60
GF04	7,316	87,792	337.68	42.21
GF05	7,617	91,404	351.52	43.94
GF06	7,921	95,052	365.60	45.70
GF07	8,240	98,880	380.32	47.54
GF08	8,568	102,816	395.44	49.43
GF09	9,041	108,492	417.28	52.16
GF10	9,391	112,692	433.44	54.18
GF11	9,766	117,192	450.72	56.34
GF12	10,164	121,968	469.12	58.64
GF13	10,574	126,888	488.00	61.00
GF14	10,990	131,880	507.20	63.40
GF15	11,434	137,208	527.76	65.97

Effective Date: 07/01/2028

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	5,199	62,388	239.92	29.99
WF02	5,409	64,908	249.68	31.21
WF03	5,582	66,984	257.60	32.20
WF04	5,807	69,684	268.00	33.50
WF05	6,039	72,468	278.72	34.84
WF06	6,281	75,372	289.92	36.24
WF07	6,529	78,348	301.36	37.67
WF08	6,786	81,432	313.20	39.15
WF09	7,169	86,028	330.88	41.36
WF10	7,459	89,508	344.24	43.03
WF11	7,754	93,048	357.84	44.73
WF12	8,056	96,672	371.84	46.48
WF13	8,387	100,644	387.12	48.39
WF14	8,715	104,580	402.24	50.28
WF15	9,063	108,756	418.32	52.29
F101	5,535	66,420	255.44	31.93
F102	5,760	69,120	265.84	33.23
F103	5,946	71,352	274.40	34.30
F104	6,188	74,256	285.60	35.70
F105	6,514	78,168	300.64	37.58
F106	6,689	80,268	308.72	38.59
F107	6,950	83,400	320.80	40.10
F108	7,228	86,736	333.60	41.70
F109	7,629	91,548	352.08	44.01
F110	7,937	95,244	366.32	45.79
F111	8,254	99,048	380.96	47.62
F112	8,586	103,032	396.24	49.53
F113	8,926	107,112	412.00	51.50
F114	9,280	111,360	428.32	53.54
F115	9,651	115,812	445.44	55.68
F201	5,895	70,740	272.08	34.01
F202	6,130	73,560	282.96	35.37
F203	6,330	75,960	292.16	36.52
F204	6,582	78,984	303.76	37.97
F205	6,848	82,176	316.08	39.51
F206	7,121	85,452	328.64	41.08
F207	7,408	88,896	341.92	42.74
F208	7,705	92,460	355.60	44.45
F209	8,130	97,560	375.20	46.90
F210	8,445	101,340	389.76	48.72
F211	8,787	105,444	405.52	50.69
F212	9,144	109,728	422.00	52.75
F213	9,512	114,144	439.04	54.88
F214	9,887	118,644	456.32	57.04
F215	10,281	123,372	474.48	59.31

Effective Date: 07/01/2028

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

Grade	Monthly	Annual	8 Hour	Hourly
F301	6,277	75,324	289.68	36.21
F302	6,529	78,348	301.36	37.67
F303	6,744	80,928	311.28	38.91
F304	7,012	84,144	323.60	40.45
F305	7,298	87,576	336.80	42.10
F306	7,582	90,984	349.92	43.74
F307	7,885	94,620	363.92	45.49
F308	8,198	98,376	378.40	47.30
F309	8,654	103,848	399.44	49.93
F310	8,995	107,940	415.12	51.89
F311	9,361	112,332	432.08	54.01
F312	9,739	116,868	449.52	56.19
F313	10,133	121,596	467.68	58.46
F314	10,526	126,312	485.84	60.73
F315	10,954	131,448	505.60	63.20
GF01	6,686	80,232	308.56	38.57
GF02	6,950	83,400	320.80	40.10
GF03	7,178	86,136	331.28	41.41
GF04	7,466	89,592	344.56	43.07
GF05	7,768	93,216	358.56	44.82
GF06	8,076	96,912	372.72	46.59
GF07	8,401	100,812	387.76	48.47
GF08	8,740	104,880	403.36	50.42
GF09	9,222	110,664	425.60	53.20
GF10	9,580	114,960	442.16	55.27
GF11	9,961	119,532	459.76	57.47
GF12	10,367	124,404	478.48	59.81
GF13	10,786	129,432	497.84	62.23
GF14	11,210	134,520	517.36	64.67
GF15	11,658	139,896	538.08	67.26