

State of Hawaii
DEPARTMENT OF EDUCATION
SALARY SCHEDULE

Effective Date: 07/01/2026

Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR04	ANN	36,192	37,632	39,216	40,776	42,396	44,040	45,852	47,652	49,536	51,528	53,544
	MON	3,016	3,136	3,268	3,398	3,533	3,670	3,821	3,971	4,128	4,294	4,462
	8HR	139.20	144.72	150.80	156.80	163.04	169.36	176.32	183.28	190.56	198.16	205.92
	HRLY	17.40	18.09	18.85	19.60	20.38	21.17	22.04	22.91	23.82	24.77	25.74
SR05	ANN	36,936	38,388	40,008	41,604	43,248	44,940	46,788	48,588	50,508	52,584	54,648
	MON	3,078	3,199	3,334	3,467	3,604	3,745	3,899	4,049	4,209	4,382	4,554
	8HR	142.08	147.68	153.84	160.00	166.32	172.88	179.92	186.88	194.24	202.24	210.16
	HRLY	17.76	18.46	19.23	20.00	20.79	21.61	22.49	23.36	24.28	25.28	26.27
SR06	ANN	37,692	39,156	40,824	42,444	44,112	45,828	47,736	49,596	51,540	53,628	55,740
	MON	3,141	3,263	3,402	3,537	3,676	3,819	3,978	4,133	4,295	4,469	4,645
	8HR	144.96	150.64	157.04	163.28	169.68	176.24	183.60	190.72	198.24	206.24	214.40
	HRLY	18.12	18.83	19.63	20.41	21.21	22.03	22.95	23.84	24.78	25.78	26.80
SR07	ANN	38,412	39,960	41,640	43,284	45,012	46,752	48,708	50,604	52,596	54,720	56,868
	MON	3,201	3,330	3,470	3,607	3,751	3,896	4,059	4,217	4,383	4,560	4,739
	8HR	147.76	153.68	160.16	166.48	173.12	179.84	187.36	194.64	202.32	210.48	218.72
	HRLY	18.47	19.21	20.02	20.81	21.64	22.48	23.42	24.33	25.29	26.31	27.34
SR08	ANN	39,192	40,764	42,480	44,160	45,912	47,700	49,668	51,636	53,652	55,812	58,008
	MON	3,266	3,397	3,540	3,680	3,826	3,975	4,139	4,303	4,471	4,651	4,834
	8HR	150.72	156.80	163.36	169.84	176.56	183.44	191.04	198.64	206.32	214.64	223.12
	HRLY	18.84	19.60	20.42	21.23	22.07	22.93	23.88	24.83	25.79	26.83	27.89
SR09	ANN	39,996	41,652	43,272	44,976	46,800	48,648	50,652	52,656	54,756	56,904	59,196
	MON	3,333	3,471	3,606	3,748	3,900	4,054	4,221	4,388	4,563	4,742	4,933
	8HR	153.84	160.24	166.40	172.96	180.00	187.12	194.80	202.56	210.64	218.88	227.68
	HRLY	19.23	20.03	20.80	21.62	22.50	23.39	24.35	25.32	26.33	27.36	28.46
SR10	ANN	41,652	43,272	44,976	46,800	48,648	50,652	52,656	54,756	56,904	59,196	61,596
	MON	3,471	3,606	3,748	3,900	4,054	4,221	4,388	4,563	4,742	4,933	5,133
	8HR	160.24	166.40	172.96	180.00	187.12	194.80	202.56	210.64	218.88	227.68	236.88
	HRLY	20.03	20.80	21.62	22.50	23.39	24.35	25.32	26.33	27.36	28.46	29.61

State of Hawaii
DEPARTMENT OF EDUCATION
SALARY SCHEDULE

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SR11	ANN	43,272	44,976	46,800	48,648	50,652	52,656	54,756	56,904	59,196	61,596	64,056
	MON	3,606	3,748	3,900	4,054	4,221	4,388	4,563	4,742	4,933	5,133	5,338
	8HR	166.40	172.96	180.00	187.12	194.80	202.56	210.64	218.88	227.68	236.88	246.40
	HRLY	20.80	21.62	22.50	23.39	24.35	25.32	26.33	27.36	28.46	29.61	30.80
SR12	ANN	44,976	46,800	48,648	50,652	52,656	54,756	56,904	59,196	61,596	64,056	66,660
	MON	3,748	3,900	4,054	4,221	4,388	4,563	4,742	4,933	5,133	5,338	5,555
	8HR	172.96	180.00	187.12	194.80	202.56	210.64	218.88	227.68	236.88	246.40	256.40
	HRLY	21.62	22.50	23.39	24.35	25.32	26.33	27.36	28.46	29.61	30.80	32.05
SR13	ANN	46,800	48,648	50,652	52,656	54,756	56,904	59,196	61,596	64,056	66,660	69,216
	MON	3,900	4,054	4,221	4,388	4,563	4,742	4,933	5,133	5,338	5,555	5,768
	8HR	180.00	187.12	194.80	202.56	210.64	218.88	227.68	236.88	246.40	256.40	266.24
	HRLY	22.50	23.39	24.35	25.32	26.33	27.36	28.46	29.61	30.80	32.05	33.28
SR14	ANN	48,648	50,652	52,656	54,756	56,904	59,196	61,596	64,056	66,660	69,216	72,036
	MON	4,054	4,221	4,388	4,563	4,742	4,933	5,133	5,338	5,555	5,768	6,003
	8HR	187.12	194.80	202.56	210.64	218.88	227.68	236.88	246.40	256.40	266.24	277.04
	HRLY	23.39	24.35	25.32	26.33	27.36	28.46	29.61	30.80	32.05	33.28	34.63
SR15	ANN	50,652	52,656	54,756	56,904	59,196	61,596	64,056	66,660	69,216	72,036	74,904
	MON	4,221	4,388	4,563	4,742	4,933	5,133	5,338	5,555	5,768	6,003	6,242
	8HR	194.80	202.56	210.64	218.88	227.68	236.88	246.40	256.40	266.24	277.04	288.08
	HRLY	24.35	25.32	26.33	27.36	28.46	29.61	30.80	32.05	33.28	34.63	36.01
SR16	ANN	52,656	54,756	56,904	59,196	61,596	64,056	66,660	69,216	72,036	74,904	77,880
	MON	4,388	4,563	4,742	4,933	5,133	5,338	5,555	5,768	6,003	6,242	6,490
	8HR	202.56	210.64	218.88	227.68	236.88	246.40	256.40	266.24	277.04	288.08	299.52
	HRLY	25.32	26.33	27.36	28.46	29.61	30.80	32.05	33.28	34.63	36.01	37.44
SR17	ANN	54,756	56,904	59,196	61,596	64,056	66,660	69,216	72,036	74,904	77,880	81,048
	MON	4,563	4,742	4,933	5,133	5,338	5,555	5,768	6,003	6,242	6,490	6,754
	8HR	210.64	218.88	227.68	236.88	246.40	256.40	266.24	277.04	288.08	299.52	311.76
	HRLY	26.33	27.36	28.46	29.61	30.80	32.05	33.28	34.63	36.01	37.44	38.97

State of Hawaii
DEPARTMENT OF EDUCATION
SALARY SCHEDULE

Effective Date: 07/01/2026

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SR18	ANN	56,904	59,196	61,596	64,056	66,660	69,216	72,036	74,904	77,880	81,048	84,240
	MON	4,742	4,933	5,133	5,338	5,555	5,768	6,003	6,242	6,490	6,754	7,020
	8HR	218.88	227.68	236.88	246.40	256.40	266.24	277.04	288.08	299.52	311.76	324.00
	HRLY	27.36	28.46	29.61	30.80	32.05	33.28	34.63	36.01	37.44	38.97	40.50
SR19	ANN	59,196	61,596	64,056	66,660	69,216	72,036	74,904	77,880	81,048	84,240	87,660
	MON	4,933	5,133	5,338	5,555	5,768	6,003	6,242	6,490	6,754	7,020	7,305
	8HR	227.68	236.88	246.40	256.40	266.24	277.04	288.08	299.52	311.76	324.00	337.12
	HRLY	28.46	29.61	30.80	32.05	33.28	34.63	36.01	37.44	38.97	40.50	42.14
SR20	ANN	61,596	64,056	66,660	69,216	72,036	74,904	77,880	81,048	84,240	87,660	91,236
	MON	5,133	5,338	5,555	5,768	6,003	6,242	6,490	6,754	7,020	7,305	7,603
	8HR	236.88	246.40	256.40	266.24	277.04	288.08	299.52	311.76	324.00	337.12	350.88
	HRLY	29.61	30.80	32.05	33.28	34.63	36.01	37.44	38.97	40.50	42.14	43.86
SR21	ANN	64,056	66,660	69,216	72,036	74,904	77,880	81,048	84,240	87,660	91,236	94,824
	MON	5,338	5,555	5,768	6,003	6,242	6,490	6,754	7,020	7,305	7,603	7,902
	8HR	246.40	256.40	266.24	277.04	288.08	299.52	311.76	324.00	337.12	350.88	364.72
	HRLY	30.80	32.05	33.28	34.63	36.01	37.44	38.97	40.50	42.14	43.86	45.59
SR22	ANN	66,660	69,216	72,036	74,904	77,880	81,048	84,240	87,660	91,236	94,824	98,616
	MON	5,555	5,768	6,003	6,242	6,490	6,754	7,020	7,305	7,603	7,902	8,218
	8HR	256.40	266.24	277.04	288.08	299.52	311.76	324.00	337.12	350.88	364.72	379.28
	HRLY	32.05	33.28	34.63	36.01	37.44	38.97	40.50	42.14	43.86	45.59	47.41
SR23	ANN	69,216	72,036	74,904	77,880	81,048	84,240	87,660	91,236	94,824	98,616	102,600
	MON	5,768	6,003	6,242	6,490	6,754	7,020	7,305	7,603	7,902	8,218	8,550
	8HR	266.24	277.04	288.08	299.52	311.76	324.00	337.12	350.88	364.72	379.28	394.64
	HRLY	33.28	34.63	36.01	37.44	38.97	40.50	42.14	43.86	45.59	47.41	49.33
SR24	ANN	72,036	74,904	77,880	81,048	84,240	87,660	91,236	94,824	98,616	102,600	106,728
	MON	6,003	6,242	6,490	6,754	7,020	7,305	7,603	7,902	8,218	8,550	8,894
	8HR	277.04	288.08	299.52	311.76	324.00	337.12	350.88	364.72	379.28	394.64	410.48
	HRLY	34.63	36.01	37.44	38.97	40.50	42.14	43.86	45.59	47.41	49.33	51.31

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SR25	ANN	74,904	77,880	81,048	84,240	87,660	91,236	94,824	98,616	102,600	106,728	110,940
	MON	6,242	6,490	6,754	7,020	7,305	7,603	7,902	8,218	8,550	8,894	9,245
	8HR	288.08	299.52	311.76	324.00	337.12	350.88	364.72	379.28	394.64	410.48	426.72
	HRLY	36.01	37.44	38.97	40.50	42.14	43.86	45.59	47.41	49.33	51.31	53.34
SR26	ANN	77,880	81,048	84,240	87,660	91,236	94,824	98,616	102,600	106,728	110,940	115,344
	MON	6,490	6,754	7,020	7,305	7,603	7,902	8,218	8,550	8,894	9,245	9,612
	8HR	299.52	311.76	324.00	337.12	350.88	364.72	379.28	394.64	410.48	426.72	443.60
	HRLY	37.44	38.97	40.50	42.14	43.86	45.59	47.41	49.33	51.31	53.34	55.45
SR27	ANN	81,048	84,240	87,660	91,236	94,824	98,616	102,600	106,728	110,940	115,344	119,952
	MON	6,754	7,020	7,305	7,603	7,902	8,218	8,550	8,894	9,245	9,612	9,996
	8HR	311.76	324.00	337.12	350.88	364.72	379.28	394.64	410.48	426.72	443.60	461.36
	HRLY	38.97	40.50	42.14	43.86	45.59	47.41	49.33	51.31	53.34	55.45	57.67
SR28	ANN	84,240	87,660	91,236	94,824	98,616	102,600	106,728	110,940	115,344	119,952	124,860
	MON	7,020	7,305	7,603	7,902	8,218	8,550	8,894	9,245	9,612	9,996	10,405
	8HR	324.00	337.12	350.88	364.72	379.28	394.64	410.48	426.72	443.60	461.36	480.24
	HRLY	40.50	42.14	43.86	45.59	47.41	49.33	51.31	53.34	55.45	57.67	60.03
SR29	ANN	87,660	91,236	94,824	98,616	102,600	106,728	110,940	115,344	119,952	124,860	129,840
	MON	7,305	7,603	7,902	8,218	8,550	8,894	9,245	9,612	9,996	10,405	10,820
	8HR	337.12	350.88	364.72	379.28	394.64	410.48	426.72	443.60	461.36	480.24	499.36
	HRLY	42.14	43.86	45.59	47.41	49.33	51.31	53.34	55.45	57.67	60.03	62.42
SR30	ANN	91,236	94,824	98,616	102,600	106,728	110,940	115,344	119,952	124,860	129,840	134,904
	MON	7,603	7,902	8,218	8,550	8,894	9,245	9,612	9,996	10,405	10,820	11,242
	8HR	350.88	364.72	379.28	394.64	410.48	426.72	443.60	461.36	480.24	499.36	518.88
	HRLY	43.86	45.59	47.41	49.33	51.31	53.34	55.45	57.67	60.03	62.42	64.86
SR31	ANN	94,824	98,616	102,600	106,728	110,940	115,344	119,952	124,860	129,840	134,904	140,328
	MON	7,902	8,218	8,550	8,894	9,245	9,612	9,996	10,405	10,820	11,242	11,694
	8HR	364.72	379.28	394.64	410.48	426.72	443.60	461.36	480.24	499.36	518.88	539.76
	HRLY	45.59	47.41	49.33	51.31	53.34	55.45	57.67	60.03	62.42	64.86	67.47

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SC01	ANN	98,616	102,600	106,728	110,940	115,344	119,952	124,860	129,840	134,904	140,328	145,968
	MON	8,218	8,550	8,894	9,245	9,612	9,996	10,405	10,820	11,242	11,694	12,164
	8HR	379.28	394.64	410.48	426.72	443.60	461.36	480.24	499.36	518.88	539.76	561.44
	HRLY	47.41	49.33	51.31	53.34	55.45	57.67	60.03	62.42	64.86	67.47	70.18
SC02	ANN	102,600	106,728	110,940	115,344	119,952	124,860	129,840	134,904	140,328	145,968	151,872
	MON	8,550	8,894	9,245	9,612	9,996	10,405	10,820	11,242	11,694	12,164	12,656
	8HR	394.64	410.48	426.72	443.60	461.36	480.24	499.36	518.88	539.76	561.44	584.16
	HRLY	49.33	51.31	53.34	55.45	57.67	60.03	62.42	64.86	67.47	70.18	73.02
SC03	ANN	106,728	110,940	115,344	119,952	124,860	129,840	134,904	140,328	145,968	151,872	157,944
	MON	8,894	9,245	9,612	9,996	10,405	10,820	11,242	11,694	12,164	12,656	13,162
	8HR	410.48	426.72	443.60	461.36	480.24	499.36	518.88	539.76	561.44	584.16	607.44
	HRLY	51.31	53.34	55.45	57.67	60.03	62.42	64.86	67.47	70.18	73.02	75.93