

State of Hawaii
DEPARTMENT OF EDUCATION
SALARY SCHEDULE

Effective Date: 07/01/2027

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	37,644	39,132	40,788	42,408	44,088	45,804	47,688	49,560	51,516	53,592	55,680
	MON	3,137	3,261	3,399	3,534	3,674	3,817	3,974	4,130	4,293	4,466	4,640
	8HR	144.80	150.48	156.88	163.12	169.60	176.16	183.44	190.64	198.16	206.16	214.16
	HRLY	18.10	18.81	19.61	20.39	21.20	22.02	22.93	23.83	24.77	25.77	26.77
SR05	ANN	38,412	39,924	41,604	43,272	44,976	46,740	48,660	50,532	52,524	54,684	56,832
	MON	3,201	3,327	3,467	3,606	3,748	3,895	4,055	4,211	4,377	4,557	4,736
	8HR	147.76	153.52	160.00	166.40	172.96	179.76	187.12	194.32	202.00	210.32	218.56
	HRLY	18.47	19.19	20.00	20.80	21.62	22.47	23.39	24.29	25.25	26.29	27.32
SR06	ANN	39,204	40,728	42,456	44,136	45,876	47,664	49,644	51,576	53,604	55,776	57,972
	MON	3,267	3,394	3,538	3,678	3,823	3,972	4,137	4,298	4,467	4,648	4,831
	8HR	150.80	156.64	163.28	169.76	176.48	183.36	190.96	198.40	206.16	214.56	222.96
	HRLY	18.85	19.58	20.41	21.22	22.06	22.92	23.87	24.80	25.77	26.82	27.87
SR07	ANN	39,948	41,556	43,308	45,012	46,812	48,624	50,652	52,632	54,696	56,904	59,148
	MON	3,329	3,463	3,609	3,751	3,901	4,052	4,221	4,386	4,558	4,742	4,929
	8HR	153.68	159.84	166.56	173.12	180.08	187.04	194.80	202.40	210.40	218.88	227.52
	HRLY	19.21	19.98	20.82	21.64	22.51	23.38	24.35	25.30	26.30	27.36	28.44
SR08	ANN	40,764	42,396	44,184	45,924	47,748	49,608	51,660	53,700	55,800	58,044	60,324
	MON	3,397	3,533	3,682	3,827	3,979	4,134	4,305	4,475	4,650	4,837	5,027
	8HR	156.80	163.04	169.92	176.64	183.68	190.80	198.72	206.56	214.64	223.28	232.00
	HRLY	19.60	20.38	21.24	22.08	22.96	23.85	24.84	25.82	26.83	27.91	29.00
SR09	ANN	41,592	43,320	45,000	46,776	48,672	50,592	52,680	54,768	56,952	59,184	61,560
	MON	3,466	3,610	3,750	3,898	4,056	4,216	4,390	4,564	4,746	4,932	5,130
	8HR	160.00	166.64	173.04	179.92	187.20	194.56	202.64	210.64	219.04	227.60	236.80
	HRLY	20.00	20.83	21.63	22.49	23.40	24.32	25.33	26.33	27.38	28.45	29.60
SR10	ANN	43,320	45,000	46,776	48,672	50,592	52,680	54,768	56,952	59,184	61,560	64,056
	MON	3,610	3,750	3,898	4,056	4,216	4,390	4,564	4,746	4,932	5,130	5,338
	8HR	166.64	173.04	179.92	187.20	194.56	202.64	210.64	219.04	227.60	236.80	246.40
	HRLY	20.83	21.63	22.49	23.40	24.32	25.33	26.33	27.38	28.45	29.60	30.80

State of Hawaii
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SALARY SCHEDULE

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SR11	ANN	45,000	46,776	48,672	50,592	52,680	54,768	56,952	59,184	61,560	64,056	66,624
	MON	3,750	3,898	4,056	4,216	4,390	4,564	4,746	4,932	5,130	5,338	5,552
	8HR	173.04	179.92	187.20	194.56	202.64	210.64	219.04	227.60	236.80	246.40	256.24
	HRLY	21.63	22.49	23.40	24.32	25.33	26.33	27.38	28.45	29.60	30.80	32.03
SR12	ANN	46,776	48,672	50,592	52,680	54,768	56,952	59,184	61,560	64,056	66,624	69,324
	MON	3,898	4,056	4,216	4,390	4,564	4,746	4,932	5,130	5,338	5,552	5,777
	8HR	179.92	187.20	194.56	202.64	210.64	219.04	227.60	236.80	246.40	256.24	266.64
	HRLY	22.49	23.40	24.32	25.33	26.33	27.38	28.45	29.60	30.80	32.03	33.33
SR13	ANN	48,672	50,592	52,680	54,768	56,952	59,184	61,560	64,056	66,624	69,324	71,988
	MON	4,056	4,216	4,390	4,564	4,746	4,932	5,130	5,338	5,552	5,777	5,999
	8HR	187.20	194.56	202.64	210.64	219.04	227.60	236.80	246.40	256.24	266.64	276.88
	HRLY	23.40	24.32	25.33	26.33	27.38	28.45	29.60	30.80	32.03	33.33	34.61
SR14	ANN	50,592	52,680	54,768	56,952	59,184	61,560	64,056	66,624	69,324	71,988	74,916
	MON	4,216	4,390	4,564	4,746	4,932	5,130	5,338	5,552	5,777	5,999	6,243
	8HR	194.56	202.64	210.64	219.04	227.60	236.80	246.40	256.24	266.64	276.88	288.16
	HRLY	24.32	25.33	26.33	27.38	28.45	29.60	30.80	32.03	33.33	34.61	36.02
SR15	ANN	52,680	54,768	56,952	59,184	61,560	64,056	66,624	69,324	71,988	74,916	77,904
	MON	4,390	4,564	4,746	4,932	5,130	5,338	5,552	5,777	5,999	6,243	6,492
	8HR	202.64	210.64	219.04	227.60	236.80	246.40	256.24	266.64	276.88	288.16	299.60
	HRLY	25.33	26.33	27.38	28.45	29.60	30.80	32.03	33.33	34.61	36.02	37.45
SR16	ANN	54,768	56,952	59,184	61,560	64,056	66,624	69,324	71,988	74,916	77,904	81,000
	MON	4,564	4,746	4,932	5,130	5,338	5,552	5,777	5,999	6,243	6,492	6,750
	8HR	210.64	219.04	227.60	236.80	246.40	256.24	266.64	276.88	288.16	299.60	311.52
	HRLY	26.33	27.38	28.45	29.60	30.80	32.03	33.33	34.61	36.02	37.45	38.94
SR17	ANN	56,952	59,184	61,560	64,056	66,624	69,324	71,988	74,916	77,904	81,000	84,288
	MON	4,746	4,932	5,130	5,338	5,552	5,777	5,999	6,243	6,492	6,750	7,024
	8HR	219.04	227.60	236.80	246.40	256.24	266.64	276.88	288.16	299.60	311.52	324.16
	HRLY	27.38	28.45	29.60	30.80	32.03	33.33	34.61	36.02	37.45	38.94	40.52

State of Hawaii
DEPARTMENT OF EDUCATION
SALARY SCHEDULE

Effective Date: 07/01/2027

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SR18	ANN	59,184	61,560	64,056	66,624	69,324	71,988	74,916	77,904	81,000	84,288	87,612
	MON	4,932	5,130	5,338	5,552	5,777	5,999	6,243	6,492	6,750	7,024	7,301
	8HR	227.60	236.80	246.40	256.24	266.64	276.88	288.16	299.60	311.52	324.16	336.96
	HRLY	28.45	29.60	30.80	32.03	33.33	34.61	36.02	37.45	38.94	40.52	42.12
SR19	ANN	61,560	64,056	66,624	69,324	71,988	74,916	77,904	81,000	84,288	87,612	91,164
	MON	5,130	5,338	5,552	5,777	5,999	6,243	6,492	6,750	7,024	7,301	7,597
	8HR	236.80	246.40	256.24	266.64	276.88	288.16	299.60	311.52	324.16	336.96	350.64
	HRLY	29.60	30.80	32.03	33.33	34.61	36.02	37.45	38.94	40.52	42.12	43.83
SR20	ANN	64,056	66,624	69,324	71,988	74,916	77,904	81,000	84,288	87,612	91,164	94,884
	MON	5,338	5,552	5,777	5,999	6,243	6,492	6,750	7,024	7,301	7,597	7,907
	8HR	246.40	256.24	266.64	276.88	288.16	299.60	311.52	324.16	336.96	350.64	364.96
	HRLY	30.80	32.03	33.33	34.61	36.02	37.45	38.94	40.52	42.12	43.83	45.62
SR21	ANN	66,624	69,324	71,988	74,916	77,904	81,000	84,288	87,612	91,164	94,884	98,616
	MON	5,552	5,777	5,999	6,243	6,492	6,750	7,024	7,301	7,597	7,907	8,218
	8HR	256.24	266.64	276.88	288.16	299.60	311.52	324.16	336.96	350.64	364.96	379.28
	HRLY	32.03	33.33	34.61	36.02	37.45	38.94	40.52	42.12	43.83	45.62	47.41
SR22	ANN	69,324	71,988	74,916	77,904	81,000	84,288	87,612	91,164	94,884	98,616	102,564
	MON	5,777	5,999	6,243	6,492	6,750	7,024	7,301	7,597	7,907	8,218	8,547
	8HR	266.64	276.88	288.16	299.60	311.52	324.16	336.96	350.64	364.96	379.28	394.48
	HRLY	33.33	34.61	36.02	37.45	38.94	40.52	42.12	43.83	45.62	47.41	49.31
SR23	ANN	71,988	74,916	77,904	81,000	84,288	87,612	91,164	94,884	98,616	102,564	106,704
	MON	5,999	6,243	6,492	6,750	7,024	7,301	7,597	7,907	8,218	8,547	8,892
	8HR	276.88	288.16	299.60	311.52	324.16	336.96	350.64	364.96	379.28	394.48	410.40
	HRLY	34.61	36.02	37.45	38.94	40.52	42.12	43.83	45.62	47.41	49.31	51.30
SR24	ANN	74,916	77,904	81,000	84,288	87,612	91,164	94,884	98,616	102,564	106,704	111,000
	MON	6,243	6,492	6,750	7,024	7,301	7,597	7,907	8,218	8,547	8,892	9,250
	8HR	288.16	299.60	311.52	324.16	336.96	350.64	364.96	379.28	394.48	410.40	426.96
	HRLY	36.02	37.45	38.94	40.52	42.12	43.83	45.62	47.41	49.31	51.30	53.37

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SR25	ANN	77,904	81,000	84,288	87,612	91,164	94,884	98,616	102,564	106,704	111,000	115,380
	MON	6,492	6,750	7,024	7,301	7,597	7,907	8,218	8,547	8,892	9,250	9,615
	8HR	299.60	311.52	324.16	336.96	350.64	364.96	379.28	394.48	410.40	426.96	443.76
	HRLY	37.45	38.94	40.52	42.12	43.83	45.62	47.41	49.31	51.30	53.37	55.47
SR26	ANN	81,000	84,288	87,612	91,164	94,884	98,616	102,564	106,704	111,000	115,380	119,952
	MON	6,750	7,024	7,301	7,597	7,907	8,218	8,547	8,892	9,250	9,615	9,996
	8HR	311.52	324.16	336.96	350.64	364.96	379.28	394.48	410.40	426.96	443.76	461.36
	HRLY	38.94	40.52	42.12	43.83	45.62	47.41	49.31	51.30	53.37	55.47	57.67
SR27	ANN	84,288	87,612	91,164	94,884	98,616	102,564	106,704	111,000	115,380	119,952	124,752
	MON	7,024	7,301	7,597	7,907	8,218	8,547	8,892	9,250	9,615	9,996	10,396
	8HR	324.16	336.96	350.64	364.96	379.28	394.48	410.40	426.96	443.76	461.36	479.84
	HRLY	40.52	42.12	43.83	45.62	47.41	49.31	51.30	53.37	55.47	57.67	59.98
SR28	ANN	87,612	91,164	94,884	98,616	102,564	106,704	111,000	115,380	119,952	124,752	129,852
	MON	7,301	7,597	7,907	8,218	8,547	8,892	9,250	9,615	9,996	10,396	10,821
	8HR	336.96	350.64	364.96	379.28	394.48	410.40	426.96	443.76	461.36	479.84	499.44
	HRLY	42.12	43.83	45.62	47.41	49.31	51.30	53.37	55.47	57.67	59.98	62.43
SR29	ANN	91,164	94,884	98,616	102,564	106,704	111,000	115,380	119,952	124,752	129,852	135,036
	MON	7,597	7,907	8,218	8,547	8,892	9,250	9,615	9,996	10,396	10,821	11,253
	8HR	350.64	364.96	379.28	394.48	410.40	426.96	443.76	461.36	479.84	499.44	519.36
	HRLY	43.83	45.62	47.41	49.31	51.30	53.37	55.47	57.67	59.98	62.43	64.92
SR30	ANN	94,884	98,616	102,564	106,704	111,000	115,380	119,952	124,752	129,852	135,036	140,304
	MON	7,907	8,218	8,547	8,892	9,250	9,615	9,996	10,396	10,821	11,253	11,692
	8HR	364.96	379.28	394.48	410.40	426.96	443.76	461.36	479.84	499.44	519.36	539.60
	HRLY	45.62	47.41	49.31	51.30	53.37	55.47	57.67	59.98	62.43	64.92	67.45
SR31	ANN	98,616	102,564	106,704	111,000	115,380	119,952	124,752	129,852	135,036	140,304	145,944
	MON	8,218	8,547	8,892	9,250	9,615	9,996	10,396	10,821	11,253	11,692	12,162
	8HR	379.28	394.48	410.40	426.96	443.76	461.36	479.84	499.44	519.36	539.60	561.36
	HRLY	47.41	49.31	51.30	53.37	55.47	57.67	59.98	62.43	64.92	67.45	70.17

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SC01	ANN	102,564	106,704	111,000	115,380	119,952	124,752	129,852	135,036	140,304	145,944	151,812
	MON	8,547	8,892	9,250	9,615	9,996	10,396	10,821	11,253	11,692	12,162	12,651
	8HR	394.48	410.40	426.96	443.76	461.36	479.84	499.44	519.36	539.60	561.36	583.92
	HRLY	49.31	51.30	53.37	55.47	57.67	59.98	62.43	64.92	67.45	70.17	72.99
SC02	ANN	106,704	111,000	115,380	119,952	124,752	129,852	135,036	140,304	145,944	151,812	157,944
	MON	8,892	9,250	9,615	9,996	10,396	10,821	11,253	11,692	12,162	12,651	13,162
	8HR	410.40	426.96	443.76	461.36	479.84	499.44	519.36	539.60	561.36	583.92	607.44
	HRLY	51.30	53.37	55.47	57.67	59.98	62.43	64.92	67.45	70.17	72.99	75.93
SC03	ANN	111,000	115,380	119,952	124,752	129,852	135,036	140,304	145,944	151,812	157,944	164,256
	MON	9,250	9,615	9,996	10,396	10,821	11,253	11,692	12,162	12,651	13,162	13,688
	8HR	426.96	443.76	461.36	479.84	499.44	519.36	539.60	561.36	583.92	607.44	631.76
	HRLY	53.37	55.47	57.67	59.98	62.43	64.92	67.45	70.17	72.99	75.93	78.97