

State of Hawaii
DEPARTMENT OF EDUCATION
SALARY SCHEDULE

Effective Date: 07/01/2028

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	37,788	39,276	40,944	42,564	44,256	45,972	47,868	49,740	51,708	53,796	55,884
	MON	3,149	3,273	3,412	3,547	3,688	3,831	3,989	4,145	4,309	4,483	4,657
	8HR	145.36	151.04	157.44	163.68	170.24	176.80	184.08	191.28	198.88	206.88	214.96
	HRLY	18.17	18.88	19.68	20.46	21.28	22.10	23.01	23.91	24.86	25.86	26.87
SR05	ANN	38,556	40,068	41,760	43,428	45,144	46,908	48,840	50,724	52,716	54,888	57,048
	MON	3,213	3,339	3,480	3,619	3,762	3,909	4,070	4,227	4,393	4,574	4,754
	8HR	148.32	154.08	160.64	167.04	173.60	180.40	187.84	195.12	202.72	211.12	219.44
	HRLY	18.54	19.26	20.08	20.88	21.70	22.55	23.48	24.39	25.34	26.39	27.43
SR06	ANN	39,348	40,884	42,612	44,304	46,044	47,844	49,824	51,768	53,808	55,980	58,188
	MON	3,279	3,407	3,551	3,692	3,837	3,987	4,152	4,314	4,484	4,665	4,849
	8HR	151.36	157.28	163.92	170.40	177.12	184.00	191.60	199.12	206.96	215.28	223.84
	HRLY	18.92	19.66	20.49	21.30	22.14	23.00	23.95	24.89	25.87	26.91	27.98
SR07	ANN	40,092	41,712	43,464	45,180	46,980	48,804	50,844	52,824	54,900	57,120	59,364
	MON	3,341	3,476	3,622	3,765	3,915	4,067	4,237	4,402	4,575	4,760	4,947
	8HR	154.24	160.40	167.20	173.76	180.72	187.68	195.52	203.20	211.12	219.68	228.32
	HRLY	19.28	20.05	20.90	21.72	22.59	23.46	24.44	25.40	26.39	27.46	28.54
SR08	ANN	40,920	42,552	44,352	46,092	47,928	49,788	51,852	53,904	56,004	58,260	60,552
	MON	3,410	3,546	3,696	3,841	3,994	4,149	4,321	4,492	4,667	4,855	5,046
	8HR	157.36	163.68	170.56	177.28	184.32	191.52	199.44	207.36	215.44	224.08	232.88
	HRLY	19.67	20.46	21.32	22.16	23.04	23.94	24.93	25.92	26.93	28.01	29.11
SR09	ANN	41,748	43,476	45,168	46,944	48,852	50,784	52,872	54,972	57,168	59,400	61,788
	MON	3,479	3,623	3,764	3,912	4,071	4,232	4,406	4,581	4,764	4,950	5,149
	8HR	160.56	167.20	173.76	180.56	187.92	195.36	203.36	211.44	219.84	228.48	237.68
	HRLY	20.07	20.90	21.72	22.57	23.49	24.42	25.42	26.43	27.48	28.56	29.71
SR10	ANN	43,476	45,168	46,944	48,852	50,784	52,872	54,972	57,168	59,400	61,788	64,296
	MON	3,623	3,764	3,912	4,071	4,232	4,406	4,581	4,764	4,950	5,149	5,358
	8HR	167.20	173.76	180.56	187.92	195.36	203.36	211.44	219.84	228.48	237.68	247.28
	HRLY	20.90	21.72	22.57	23.49	24.42	25.42	26.43	27.48	28.56	29.71	30.91

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SR11	ANN	45,168	46,944	48,852	50,784	52,872	54,972	57,168	59,400	61,788	64,296	66,876
	MON	3,764	3,912	4,071	4,232	4,406	4,581	4,764	4,950	5,149	5,358	5,573
	8HR	173.76	180.56	187.92	195.36	203.36	211.44	219.84	228.48	237.68	247.28	257.20
	HRLY	21.72	22.57	23.49	24.42	25.42	26.43	27.48	28.56	29.71	30.91	32.15
SR12	ANN	46,944	48,852	50,784	52,872	54,972	57,168	59,400	61,788	64,296	66,876	69,576
	MON	3,912	4,071	4,232	4,406	4,581	4,764	4,950	5,149	5,358	5,573	5,798
	8HR	180.56	187.92	195.36	203.36	211.44	219.84	228.48	237.68	247.28	257.20	267.60
	HRLY	22.57	23.49	24.42	25.42	26.43	27.48	28.56	29.71	30.91	32.15	33.45
SR13	ANN	48,852	50,784	52,872	54,972	57,168	59,400	61,788	64,296	66,876	69,576	72,252
	MON	4,071	4,232	4,406	4,581	4,764	4,950	5,149	5,358	5,573	5,798	6,021
	8HR	187.92	195.36	203.36	211.44	219.84	228.48	237.68	247.28	257.20	267.60	277.92
	HRLY	23.49	24.42	25.42	26.43	27.48	28.56	29.71	30.91	32.15	33.45	34.74
SR14	ANN	50,784	52,872	54,972	57,168	59,400	61,788	64,296	66,876	69,576	72,252	75,192
	MON	4,232	4,406	4,581	4,764	4,950	5,149	5,358	5,573	5,798	6,021	6,266
	8HR	195.36	203.36	211.44	219.84	228.48	237.68	247.28	257.20	267.60	277.92	289.20
	HRLY	24.42	25.42	26.43	27.48	28.56	29.71	30.91	32.15	33.45	34.74	36.15
SR15	ANN	52,872	54,972	57,168	59,400	61,788	64,296	66,876	69,576	72,252	75,192	78,192
	MON	4,406	4,581	4,764	4,950	5,149	5,358	5,573	5,798	6,021	6,266	6,516
	8HR	203.36	211.44	219.84	228.48	237.68	247.28	257.20	267.60	277.92	289.20	300.72
	HRLY	25.42	26.43	27.48	28.56	29.71	30.91	32.15	33.45	34.74	36.15	37.59
SR16	ANN	54,972	57,168	59,400	61,788	64,296	66,876	69,576	72,252	75,192	78,192	81,300
	MON	4,581	4,764	4,950	5,149	5,358	5,573	5,798	6,021	6,266	6,516	6,775
	8HR	211.44	219.84	228.48	237.68	247.28	257.20	267.60	277.92	289.20	300.72	312.72
	HRLY	26.43	27.48	28.56	29.71	30.91	32.15	33.45	34.74	36.15	37.59	39.09
SR17	ANN	57,168	59,400	61,788	64,296	66,876	69,576	72,252	75,192	78,192	81,300	84,600
	MON	4,764	4,950	5,149	5,358	5,573	5,798	6,021	6,266	6,516	6,775	7,050
	8HR	219.84	228.48	237.68	247.28	257.20	267.60	277.92	289.20	300.72	312.72	325.36
	HRLY	27.48	28.56	29.71	30.91	32.15	33.45	34.74	36.15	37.59	39.09	40.67

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SR18	ANN	59,400	61,788	64,296	66,876	69,576	72,252	75,192	78,192	81,300	84,600	87,936
	MON	4,950	5,149	5,358	5,573	5,798	6,021	6,266	6,516	6,775	7,050	7,328
	8HR	228.48	237.68	247.28	257.20	267.60	277.92	289.20	300.72	312.72	325.36	338.24
	HRLY	28.56	29.71	30.91	32.15	33.45	34.74	36.15	37.59	39.09	40.67	42.28
SR19	ANN	61,788	64,296	66,876	69,576	72,252	75,192	78,192	81,300	84,600	87,936	91,500
	MON	5,149	5,358	5,573	5,798	6,021	6,266	6,516	6,775	7,050	7,328	7,625
	8HR	237.68	247.28	257.20	267.60	277.92	289.20	300.72	312.72	325.36	338.24	351.92
	HRLY	29.71	30.91	32.15	33.45	34.74	36.15	37.59	39.09	40.67	42.28	43.99
SR20	ANN	64,296	66,876	69,576	72,252	75,192	78,192	81,300	84,600	87,936	91,500	95,232
	MON	5,358	5,573	5,798	6,021	6,266	6,516	6,775	7,050	7,328	7,625	7,936
	8HR	247.28	257.20	267.60	277.92	289.20	300.72	312.72	325.36	338.24	351.92	366.24
	HRLY	30.91	32.15	33.45	34.74	36.15	37.59	39.09	40.67	42.28	43.99	45.78
SR21	ANN	66,876	69,576	72,252	75,192	78,192	81,300	84,600	87,936	91,500	95,232	98,976
	MON	5,573	5,798	6,021	6,266	6,516	6,775	7,050	7,328	7,625	7,936	8,248
	8HR	257.20	267.60	277.92	289.20	300.72	312.72	325.36	338.24	351.92	366.24	380.64
	HRLY	32.15	33.45	34.74	36.15	37.59	39.09	40.67	42.28	43.99	45.78	47.58
SR22	ANN	69,576	72,252	75,192	78,192	81,300	84,600	87,936	91,500	95,232	98,976	102,948
	MON	5,798	6,021	6,266	6,516	6,775	7,050	7,328	7,625	7,936	8,248	8,579
	8HR	267.60	277.92	289.20	300.72	312.72	325.36	338.24	351.92	366.24	380.64	395.92
	HRLY	33.45	34.74	36.15	37.59	39.09	40.67	42.28	43.99	45.78	47.58	49.49
SR23	ANN	72,252	75,192	78,192	81,300	84,600	87,936	91,500	95,232	98,976	102,948	107,100
	MON	6,021	6,266	6,516	6,775	7,050	7,328	7,625	7,936	8,248	8,579	8,925
	8HR	277.92	289.20	300.72	312.72	325.36	338.24	351.92	366.24	380.64	395.92	411.92
	HRLY	34.74	36.15	37.59	39.09	40.67	42.28	43.99	45.78	47.58	49.49	51.49
SR24	ANN	75,192	78,192	81,300	84,600	87,936	91,500	95,232	98,976	102,948	107,100	111,408
	MON	6,266	6,516	6,775	7,050	7,328	7,625	7,936	8,248	8,579	8,925	9,284
	8HR	289.20	300.72	312.72	325.36	338.24	351.92	366.24	380.64	395.92	411.92	428.48
	HRLY	36.15	37.59	39.09	40.67	42.28	43.99	45.78	47.58	49.49	51.49	53.56

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SR25	ANN	78,192	81,300	84,600	87,936	91,500	95,232	98,976	102,948	107,100	111,408	115,812
	MON	6,516	6,775	7,050	7,328	7,625	7,936	8,248	8,579	8,925	9,284	9,651
	8HR	300.72	312.72	325.36	338.24	351.92	366.24	380.64	395.92	411.92	428.48	445.44
	HRLY	37.59	39.09	40.67	42.28	43.99	45.78	47.58	49.49	51.49	53.56	55.68
SR26	ANN	81,300	84,600	87,936	91,500	95,232	98,976	102,948	107,100	111,408	115,812	120,396
	MON	6,775	7,050	7,328	7,625	7,936	8,248	8,579	8,925	9,284	9,651	10,033
	8HR	312.72	325.36	338.24	351.92	366.24	380.64	395.92	411.92	428.48	445.44	463.04
	HRLY	39.09	40.67	42.28	43.99	45.78	47.58	49.49	51.49	53.56	55.68	57.88
SR27	ANN	84,600	87,936	91,500	95,232	98,976	102,948	107,100	111,408	115,812	120,396	125,208
	MON	7,050	7,328	7,625	7,936	8,248	8,579	8,925	9,284	9,651	10,033	10,434
	8HR	325.36	338.24	351.92	366.24	380.64	395.92	411.92	428.48	445.44	463.04	481.60
	HRLY	40.67	42.28	43.99	45.78	47.58	49.49	51.49	53.56	55.68	57.88	60.20
SR28	ANN	87,936	91,500	95,232	98,976	102,948	107,100	111,408	115,812	120,396	125,208	130,332
	MON	7,328	7,625	7,936	8,248	8,579	8,925	9,284	9,651	10,033	10,434	10,861
	8HR	338.24	351.92	366.24	380.64	395.92	411.92	428.48	445.44	463.04	481.60	501.28
	HRLY	42.28	43.99	45.78	47.58	49.49	51.49	53.56	55.68	57.88	60.20	62.66
SR29	ANN	91,500	95,232	98,976	102,948	107,100	111,408	115,812	120,396	125,208	130,332	135,540
	MON	7,625	7,936	8,248	8,579	8,925	9,284	9,651	10,033	10,434	10,861	11,295
	8HR	351.92	366.24	380.64	395.92	411.92	428.48	445.44	463.04	481.60	501.28	521.28
	HRLY	43.99	45.78	47.58	49.49	51.49	53.56	55.68	57.88	60.20	62.66	65.16
SR30	ANN	95,232	98,976	102,948	107,100	111,408	115,812	120,396	125,208	130,332	135,540	140,820
	MON	7,936	8,248	8,579	8,925	9,284	9,651	10,033	10,434	10,861	11,295	11,735
	8HR	366.24	380.64	395.92	411.92	428.48	445.44	463.04	481.60	501.28	521.28	541.60
	HRLY	45.78	47.58	49.49	51.49	53.56	55.68	57.88	60.20	62.66	65.16	67.70
SR31	ANN	98,976	102,948	107,100	111,408	115,812	120,396	125,208	130,332	135,540	140,820	146,484
	MON	8,248	8,579	8,925	9,284	9,651	10,033	10,434	10,861	11,295	11,735	12,207
	8HR	380.64	395.92	411.92	428.48	445.44	463.04	481.60	501.28	521.28	541.60	563.44
	HRLY	47.58	49.49	51.49	53.56	55.68	57.88	60.20	62.66	65.16	67.70	70.43

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SC01	ANN	102,948	107,100	111,408	115,812	120,396	125,208	130,332	135,540	140,820	146,484	152,376
	MON	8,579	8,925	9,284	9,651	10,033	10,434	10,861	11,295	11,735	12,207	12,698
	8HR	395.92	411.92	428.48	445.44	463.04	481.60	501.28	521.28	541.60	563.44	586.08
	HRLY	49.49	51.49	53.56	55.68	57.88	60.20	62.66	65.16	67.70	70.43	73.26
SC02	ANN	107,100	111,408	115,812	120,396	125,208	130,332	135,540	140,820	146,484	152,376	158,532
	MON	8,925	9,284	9,651	10,033	10,434	10,861	11,295	11,735	12,207	12,698	13,211
	8HR	411.92	428.48	445.44	463.04	481.60	501.28	521.28	541.60	563.44	586.08	609.76
	HRLY	51.49	53.56	55.68	57.88	60.20	62.66	65.16	67.70	70.43	73.26	76.22
SC03	ANN	111,408	115,812	120,396	125,208	130,332	135,540	140,820	146,484	152,376	158,532	164,868
	MON	9,284	9,651	10,033	10,434	10,861	11,295	11,735	12,207	12,698	13,211	13,739
	8HR	428.48	445.44	463.04	481.60	501.28	521.28	541.60	563.44	586.08	609.76	634.08
	HRLY	53.56	55.68	57.88	60.20	62.66	65.16	67.70	70.43	73.26	76.22	79.26