

State of Hawaii
DEPARTMENT OF EDUCATION
SALARY SCHEDULE

Effective Date: 07/01/2023
Bargaining Unit: 02 Blue Collar, Supervisor

Step A			Step A			Step A			Step A		
WF01	ANN	49,152	WF09	ANN	67,764	F101	ANN	52,320	F109	ANN	72,108
	MON	4,096		MON	5,647		MON	4,360		MON	6,009
	8HR	189.04		8HR	260.64		8HR	201.20		8HR	277.36
	HRLY	23.63		HRLY	32.58		HRLY	25.15		HRLY	34.67
WF02	ANN	51,144	WF10	ANN	70,500	F102	ANN	54,456	F110	ANN	75,036
	MON	4,262		MON	5,875		MON	4,538		MON	6,253
	8HR	196.72		8HR	271.12		8HR	209.44		8HR	288.64
	HRLY	24.59		HRLY	33.89		HRLY	26.18		HRLY	36.08
WF03	ANN	52,764	WF11	ANN	73,308	F103	ANN	56,208	F111	ANN	78,048
	MON	4,397		MON	6,109		MON	4,684		MON	6,504
	8HR	202.96		8HR	281.92		8HR	216.16		8HR	300.16
	HRLY	25.37		HRLY	35.24		HRLY	27.02		HRLY	37.52
WF04	ANN	54,888	WF12	ANN	76,152	F104	ANN	58,500	F112	ANN	81,168
	MON	4,574		MON	6,346		MON	4,875		MON	6,764
	8HR	211.12		8HR	292.88		8HR	225.04		8HR	312.16
	HRLY	26.39		HRLY	36.61		HRLY	28.13		HRLY	39.02
WF05	ANN	57,084	WF13	ANN	79,296	F105	ANN	61,584	F113	ANN	84,396
	MON	4,757		MON	6,608		MON	5,132		MON	7,033
	8HR	219.52		8HR	304.96		8HR	236.88		8HR	324.64
	HRLY	27.44		HRLY	38.12		HRLY	29.61		HRLY	40.58
WF06	ANN	59,388	WF14	ANN	82,404	F106	ANN	63,240	F114	ANN	87,744
	MON	4,949		MON	6,867		MON	5,270		MON	7,312
	8HR	228.40		8HR	316.96		8HR	243.20		8HR	337.44
	HRLY	28.55		HRLY	39.62		HRLY	30.40		HRLY	42.18
WF07	ANN	61,728	WF15	ANN	85,680	F107	ANN	65,712	F115	ANN	91,236
	MON	5,144		MON	7,140		MON	5,476		MON	7,603
	8HR	237.44		8HR	329.52		8HR	252.72		8HR	350.88
	HRLY	29.68		HRLY	41.19		HRLY	31.59		HRLY	43.86
WF08	ANN	64,164				F108	ANN	68,340			
	MON	5,347					MON	5,695			
	8HR	246.80					8HR	262.88			
	HRLY	30.85					HRLY	32.86			

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F201	ANN	55,728	F209	ANN	76,860	F301	ANN	59,352	F309	ANN	81,816
	MON	4,644		MON	6,405		MON	4,946		MON	6,818
	8HR	214.32		8HR	295.60		8HR	228.24		8HR	314.64
	HRLY	26.79		HRLY	36.95		HRLY	28.53		HRLY	39.33
F202	ANN	57,948	F210	ANN	79,848	F302	ANN	61,728	F310	ANN	85,020
	MON	4,829		MON	6,654		MON	5,144		MON	7,085
	8HR	222.88		8HR	307.12		8HR	237.44		8HR	327.04
	HRLY	27.86		HRLY	38.39		HRLY	29.68		HRLY	40.88
F203	ANN	59,832	F211	ANN	83,064	F303	ANN	63,780	F311	ANN	88,488
	MON	4,986		MON	6,922		MON	5,315		MON	7,374
	8HR	230.16		8HR	319.44		8HR	245.28		8HR	340.32
	HRLY	28.77		HRLY	39.93		HRLY	30.66		HRLY	42.54
F204	ANN	62,232	F212	ANN	86,436	F304	ANN	66,288	F312	ANN	92,076
	MON	5,186		MON	7,203		MON	5,524		MON	7,673
	8HR	239.36		8HR	332.48		8HR	254.96		8HR	354.16
	HRLY	29.92		HRLY	41.56		HRLY	31.87		HRLY	44.27
F205	ANN	64,752	F213	ANN	89,940	F305	ANN	69,000	F313	ANN	95,796
	MON	5,396		MON	7,495		MON	5,750		MON	7,983
	8HR	249.04		8HR	345.92		8HR	265.36		8HR	368.48
	HRLY	31.13		HRLY	43.24		HRLY	33.17		HRLY	46.06
F206	ANN	67,320	F214	ANN	93,480	F306	ANN	71,676	F314	ANN	99,516
	MON	5,610		MON	7,790		MON	5,973		MON	8,293
	8HR	258.96		8HR	359.52		8HR	275.68		8HR	382.72
	HRLY	32.37		HRLY	44.94		HRLY	34.46		HRLY	47.84
F207	ANN	70,044	F215	ANN	97,212	F307	ANN	74,544	F315	ANN	103,560
	MON	5,837		MON	8,101		MON	6,212		MON	8,630
	8HR	269.44		8HR	373.92		8HR	286.72		8HR	398.32
	HRLY	33.68		HRLY	46.74		HRLY	35.84		HRLY	49.79
F208	ANN	72,828				F308	ANN	77,508			
	MON	6,069					MON	6,459			
	8HR	280.08					8HR	298.08			
	HRLY	35.01					HRLY	37.26			

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GF01	ANN	63,216	GF09	ANN	87,180
	MON	5,268		MON	7,265
	8HR	243.12		8HR	335.28
	HRLY	30.39		HRLY	41.91
GF02	ANN	65,712	GF10	ANN	90,564
	MON	5,476		MON	7,547
	8HR	252.72		8HR	348.32
	HRLY	31.59		HRLY	43.54
GF03	ANN	67,884	GF11	ANN	94,176
	MON	5,657		MON	7,848
	8HR	261.12		8HR	362.24
	HRLY	32.64		HRLY	45.28
GF04	ANN	70,584	GF12	ANN	98,016
	MON	5,882		MON	8,168
	8HR	271.44		8HR	376.96
	HRLY	33.93		HRLY	47.12
GF05	ANN	73,464	GF13	ANN	101,976
	MON	6,122		MON	8,498
	8HR	282.56		8HR	392.24
	HRLY	35.32		HRLY	49.03
GF06	ANN	76,332	GF14	ANN	105,984
	MON	6,361		MON	8,832
	8HR	293.60		8HR	407.60
	HRLY	36.70		HRLY	50.95
GF07	ANN	79,416	GF15	ANN	110,220
	MON	6,618		MON	9,185
	8HR	305.44		8HR	423.92
	HRLY	38.18		HRLY	52.99
GF08	ANN	82,632			
	MON	6,886			
	8HR	317.84			
	HRLY	39.73			

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Pay Rates of Employees Who Were on Step L5 on July 1, 2015 (X)

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,343	52,116	200.48	25.06
WF02	4,524	54,288	208.80	26.10
WF03	4,667	56,004	215.44	26.93
WF04	4,855	58,260	224.08	28.01
WF05	5,047	60,564	232.96	29.12
WF06	5,252	63,024	242.40	30.30
WF07	5,458	65,496	251.92	31.49
WF08	5,675	68,100	261.92	32.74
WF09	5,990	71,880	276.48	34.56
WF10	6,236	74,832	287.84	35.98
WF11	6,481	77,772	299.12	37.39
WF12	6,737	80,844	310.96	38.87
WF13	7,013	84,156	323.68	40.46
WF14	7,286	87,432	336.24	42.03
WF15	7,574	90,888	349.60	43.70
F101	4,627	55,524	213.52	26.69
F102	4,818	57,816	222.40	27.80
F103	4,971	59,652	229.44	28.68
F104	5,172	62,064	238.72	29.84
F105	5,445	65,340	251.28	31.41
F106	5,592	67,104	258.08	32.26
F107	5,812	69,744	268.24	33.53
F108	6,044	72,528	278.96	34.87
F109	6,379	76,548	294.40	36.80
F110	6,638	79,656	306.40	38.30
F111	6,901	82,812	318.48	39.81
F112	7,176	86,112	331.20	41.40
F113	7,464	89,568	344.48	43.06
F114	7,756	93,072	358.00	44.75
F115	8,068	96,816	372.40	46.55
F201	4,929	59,148	227.52	28.44
F202	5,127	61,524	236.64	29.58
F203	5,292	63,504	244.24	30.53
F204	5,504	66,048	254.00	31.75
F205	5,727	68,724	264.32	33.04
F206	5,954	71,448	274.80	34.35
F207	6,193	74,316	285.84	35.73
F208	6,444	77,328	297.44	37.18
F209	6,794	81,528	313.60	39.20
F210	7,061	84,732	325.92	40.74
F211	7,348	88,176	339.12	42.39
F212	7,641	91,692	352.64	44.08
F213	7,955	95,460	367.12	45.89
F214	8,266	99,192	381.52	47.69
F215	8,598	103,176	396.80	49.60

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Pay Rates of Employees Who Were on Step L5 on July 1, 2015 (X)

F301	5,247	62,964	242.16	30.27
F302	5,458	65,496	251.92	31.49
F303	5,640	67,680	260.32	32.54
F304	5,860	70,320	270.48	33.81
F305	6,101	73,212	281.60	35.20
F306	6,341	76,092	292.64	36.58
F307	6,594	79,128	304.32	38.04
F308	6,857	82,284	316.48	39.56
F309	7,237	86,844	334.00	41.75
F310	7,521	90,252	347.12	43.39
F311	7,825	93,900	361.12	45.14
F312	8,141	97,692	375.76	46.97
F313	8,469	101,628	390.88	48.86
F314	8,802	105,624	406.24	50.78
F315	9,156	109,872	422.56	52.82
GF01	5,589	67,068	257.92	32.24
GF02	5,812	69,744	268.24	33.53
GF03	5,999	71,988	276.88	34.61
GF04	6,243	74,916	288.16	36.02
GF05	6,496	77,952	299.84	37.48
GF06	6,754	81,048	311.76	38.97
GF07	7,023	84,276	324.16	40.52
GF08	7,310	87,720	337.36	42.17
GF09	7,707	92,484	355.68	44.46
GF10	8,009	96,108	369.68	46.21
GF11	8,328	99,936	384.40	48.05
GF12	8,667	104,004	400.00	50.00
GF13	9,017	108,204	416.16	52.02
GF14	9,374	112,488	432.64	54.08
GF15	9,748	116,976	449.92	56.24

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,176	50,112	192.72	24.09
WF02	4,345	52,140	200.56	25.07
WF03	4,487	53,844	207.12	25.89
WF04	4,666	55,992	215.36	26.92
WF05	4,853	58,236	224.00	28.00
WF06	5,048	60,576	232.96	29.12
WF07	5,246	62,952	242.16	30.27
WF08	5,453	65,436	251.68	31.46
WF09	5,760	69,120	265.84	33.23
WF10	5,989	71,868	276.40	34.55
WF11	6,231	74,772	287.60	35.95
WF12	6,471	77,652	298.64	37.33
WF13	6,739	80,868	311.04	38.88
WF14	7,005	84,060	323.28	40.41
WF15	7,282	87,384	336.08	42.01
F101	4,448	53,376	205.28	25.66
F102	4,629	55,548	213.68	26.71
F103	4,780	57,360	220.64	27.58
F104	4,972	59,664	229.44	28.68
F105	5,234	62,808	241.60	30.20
F106	5,377	64,524	248.16	31.02
F107	5,584	67,008	257.76	32.22
F108	5,808	69,696	268.08	33.51
F109	6,130	73,560	282.96	35.37
F110	6,379	76,548	294.40	36.80
F111	6,635	79,620	306.24	38.28
F112	6,896	82,752	318.24	39.78
F113	7,173	86,076	331.04	41.38
F114	7,458	89,496	344.24	43.03
F115	7,753	93,036	357.84	44.73
F201	4,740	56,880	218.80	27.35
F202	4,928	59,136	227.44	28.43
F203	5,085	61,020	234.72	29.34
F204	5,292	63,504	244.24	30.53
F205	5,503	66,036	254.00	31.75
F206	5,720	68,640	264.00	33.00
F207	5,954	71,448	274.80	34.35
F208	6,191	74,292	285.76	35.72
F209	6,530	78,360	301.36	37.67
F210	6,786	81,432	313.20	39.15
F211	7,061	84,732	325.92	40.74
F212	7,348	88,176	339.12	42.39
F213	7,642	91,704	352.72	44.09
F214	7,945	95,340	366.72	45.84
F215	8,264	99,168	381.44	47.68

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

Grade	Monthly	Annual	8 Hour	Hourly
F301	5,045	60,540	232.88	29.11
F302	5,246	62,952	242.16	30.27
F303	5,420	65,040	250.16	31.27
F304	5,634	67,608	260.00	32.50
F305	5,863	70,356	270.64	33.83
F306	6,094	73,128	281.28	35.16
F307	6,340	76,080	292.64	36.58
F308	6,589	79,068	304.08	38.01
F309	6,956	83,472	321.04	40.13
F310	7,229	86,748	333.68	41.71
F311	7,523	90,276	347.20	43.40
F312	7,825	93,900	361.12	45.14
F313	8,140	97,680	375.68	46.96
F314	8,461	101,532	390.48	48.81
F315	8,800	105,600	406.16	50.77
GF01	5,375	64,500	248.08	31.01
GF02	5,584	67,008	257.76	32.22
GF03	5,769	69,228	266.24	33.28
GF04	5,997	71,964	276.80	34.60
GF05	6,244	74,928	288.16	36.02
GF06	6,492	77,904	299.60	37.45
GF07	6,754	81,048	311.76	38.97
GF08	7,023	84,276	324.16	40.52
GF09	7,411	88,932	342.08	42.76
GF10	7,698	92,376	355.28	44.41
GF11	8,005	96,060	369.44	46.18
GF12	8,331	99,972	384.48	48.06
GF13	8,667	104,004	400.00	50.00
GF14	9,009	108,108	415.84	51.98
GF15	9,372	112,464	432.56	54.07

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

Grade	Monthly	Annual	8 Hour	Hourly
WF01	4,261	51,132	196.64	24.58
WF02	4,433	53,196	204.64	25.58
WF03	4,576	54,912	211.20	26.40
WF04	4,760	57,120	219.68	27.46
WF05	4,950	59,400	228.48	28.56
WF06	5,149	61,788	237.68	29.71
WF07	5,352	64,224	247.04	30.88
WF08	5,563	66,756	256.72	32.09
WF09	5,876	70,512	271.20	33.90
WF10	6,113	73,356	282.16	35.27
WF11	6,355	76,260	293.28	36.66
WF12	6,603	79,236	304.72	38.09
WF13	6,874	82,488	317.28	39.66
WF14	7,144	85,728	329.76	41.22
WF15	7,429	89,148	342.88	42.86
F101	4,536	54,432	209.36	26.17
F102	4,721	56,652	217.92	27.24
F103	4,873	58,476	224.88	28.11
F104	5,072	60,864	234.08	29.26
F105	5,339	64,068	246.40	30.80
F106	5,483	65,796	253.04	31.63
F107	5,697	68,364	262.96	32.87
F108	5,925	71,100	273.44	34.18
F109	6,253	75,036	288.64	36.08
F110	6,506	78,072	300.24	37.53
F111	6,766	81,192	312.24	39.03
F112	7,037	84,444	324.80	40.60
F113	7,317	87,804	337.68	42.21
F114	7,607	91,284	351.12	43.89
F115	7,910	94,920	365.04	45.63
F201	4,831	57,972	222.96	27.87
F202	5,024	60,288	231.84	28.98
F203	5,189	62,268	239.52	29.94
F204	5,396	64,752	249.04	31.13
F205	5,614	67,368	259.12	32.39
F206	5,837	70,044	269.44	33.68
F207	6,072	72,864	280.24	35.03
F208	6,316	75,792	291.52	36.44
F209	6,664	79,968	307.60	38.45
F210	6,923	83,076	319.52	39.94
F211	7,202	86,424	332.40	41.55
F212	7,495	89,940	345.92	43.24
F213	7,796	93,552	359.84	44.98
F214	8,104	97,248	374.00	46.75
F215	8,428	101,136	388.96	48.62

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

Grade	Monthly	Annual	8 Hour	Hourly
F301	5,146	61,752	237.52	29.69
F302	5,352	64,224	247.04	30.88
F303	5,529	66,348	255.20	31.90
F304	5,748	68,976	265.28	33.16
F305	5,982	71,784	276.08	34.51
F306	6,215	74,580	286.88	35.86
F307	6,463	77,556	298.32	37.29
F308	6,720	80,640	310.16	38.77
F309	7,093	85,116	327.36	40.92
F310	7,372	88,464	340.24	42.53
F311	7,673	92,076	354.16	44.27
F312	7,983	95,796	368.48	46.06
F313	8,306	99,672	383.36	47.92
F314	8,629	103,548	398.24	49.78
F315	8,979	107,748	414.40	51.80
GF01	5,481	65,772	252.96	31.62
GF02	5,697	68,364	262.96	32.87
GF03	5,885	70,620	271.60	33.95
GF04	6,120	73,440	282.48	35.31
GF05	6,368	76,416	293.92	36.74
GF06	6,619	79,428	305.52	38.19
GF07	6,886	82,632	317.84	39.73
GF08	7,165	85,980	330.72	41.34
GF09	7,559	90,708	348.88	43.61
GF10	7,853	94,236	362.48	45.31
GF11	8,166	97,992	376.88	47.11
GF12	8,498	101,976	392.24	49.03
GF13	8,841	106,092	408.08	51.01
GF14	9,189	110,268	424.08	53.01
GF15	9,556	114,672	441.04	55.13