

State of Hawaii  
DEPARTMENT OF EDUCATION  
SALARY SCHEDULE

Effective Date: 07/01/2023

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	33,300	34,632	36,084	37,524	39,012	40,524	42,192	43,848	45,576	47,412	49,272
	MON	2,775	2,886	3,007	3,127	3,251	3,377	3,516	3,654	3,798	3,951	4,106
	8HR	128.08	133.20	138.80	144.32	150.08	155.84	162.24	168.64	175.28	182.32	189.52
	HRLY	16.01	16.65	17.35	18.04	18.76	19.48	20.28	21.08	21.91	22.79	23.69
SR05	ANN	33,984	35,328	36,816	38,280	39,792	41,352	43,056	44,712	46,476	48,384	50,280
	MON	2,832	2,944	3,068	3,190	3,316	3,446	3,588	3,726	3,873	4,032	4,190
	8HR	130.72	135.84	141.60	147.20	153.04	159.04	165.60	172.00	178.72	186.08	193.36
	HRLY	16.34	16.98	17.70	18.40	19.13	19.88	20.70	21.50	22.34	23.26	24.17
SR06	ANN	34,680	36,036	37,560	39,048	40,596	42,168	43,920	45,636	47,424	49,344	51,288
	MON	2,890	3,003	3,130	3,254	3,383	3,514	3,660	3,803	3,952	4,112	4,274
	8HR	133.36	138.64	144.48	150.16	156.16	162.16	168.96	175.52	182.40	189.76	197.28
	HRLY	16.67	17.33	18.06	18.77	19.52	20.27	21.12	21.94	22.80	23.72	24.66
SR07	ANN	35,352	36,768	38,316	39,828	41,412	43,020	44,820	46,560	48,396	50,352	52,332
	MON	2,946	3,064	3,193	3,319	3,451	3,585	3,735	3,880	4,033	4,196	4,361
	8HR	136.00	141.44	147.36	153.20	159.28	165.44	172.40	179.04	186.16	193.68	201.28
	HRLY	17.00	17.68	18.42	19.15	19.91	20.68	21.55	22.38	23.27	24.21	25.16
SR08	ANN	36,072	37,512	39,084	40,644	42,252	43,896	45,708	47,508	49,368	51,360	53,388
	MON	3,006	3,126	3,257	3,387	3,521	3,658	3,809	3,959	4,114	4,280	4,449
	8HR	138.72	144.24	150.32	156.32	162.48	168.80	175.84	182.72	189.84	197.52	205.36
	HRLY	17.34	18.03	18.79	19.54	20.31	21.10	21.98	22.84	23.73	24.69	25.67
SR09	ANN	36,804	38,328	39,816	41,388	43,068	44,760	46,608	48,456	50,388	52,368	54,468
	MON	3,067	3,194	3,318	3,449	3,589	3,730	3,884	4,038	4,199	4,364	4,539
	8HR	141.52	147.44	153.12	159.20	165.68	172.16	179.28	186.40	193.84	201.44	209.52
	HRLY	17.69	18.43	19.14	19.90	20.71	21.52	22.41	23.30	24.23	25.18	26.19
SR10	ANN	38,328	39,816	41,388	43,068	44,760	46,608	48,456	50,388	52,368	54,468	56,676
	MON	3,194	3,318	3,449	3,589	3,730	3,884	4,038	4,199	4,364	4,539	4,723
	8HR	147.44	153.12	159.20	165.68	172.16	179.28	186.40	193.84	201.44	209.52	218.00
	HRLY	18.43	19.14	19.90	20.71	21.52	22.41	23.30	24.23	25.18	26.19	27.25

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SR11	ANN	39,816	41,388	43,068	44,760	46,608	48,456	50,388	52,368	54,468	56,676	58,932
	MON	3,318	3,449	3,589	3,730	3,884	4,038	4,199	4,364	4,539	4,723	4,911
	8HR	153.12	159.20	165.68	172.16	179.28	186.40	193.84	201.44	209.52	218.00	226.64
	HRLY	19.14	19.90	20.71	21.52	22.41	23.30	24.23	25.18	26.19	27.25	28.33
SR12	ANN	41,388	43,068	44,760	46,608	48,456	50,388	52,368	54,468	56,676	58,932	61,332
	MON	3,449	3,589	3,730	3,884	4,038	4,199	4,364	4,539	4,723	4,911	5,111
	8HR	159.20	165.68	172.16	179.28	186.40	193.84	201.44	209.52	218.00	226.64	235.92
	HRLY	19.90	20.71	21.52	22.41	23.30	24.23	25.18	26.19	27.25	28.33	29.49
SR13	ANN	43,068	44,760	46,608	48,456	50,388	52,368	54,468	56,676	58,932	61,332	63,696
	MON	3,589	3,730	3,884	4,038	4,199	4,364	4,539	4,723	4,911	5,111	5,308
	8HR	165.68	172.16	179.28	186.40	193.84	201.44	209.52	218.00	226.64	235.92	244.96
	HRLY	20.71	21.52	22.41	23.30	24.23	25.18	26.19	27.25	28.33	29.49	30.62
SR14	ANN	44,760	46,608	48,456	50,388	52,368	54,468	56,676	58,932	61,332	63,696	66,288
	MON	3,730	3,884	4,038	4,199	4,364	4,539	4,723	4,911	5,111	5,308	5,524
	8HR	172.16	179.28	186.40	193.84	201.44	209.52	218.00	226.64	235.92	244.96	254.96
	HRLY	21.52	22.41	23.30	24.23	25.18	26.19	27.25	28.33	29.49	30.62	31.87
SR15	ANN	46,608	48,456	50,388	52,368	54,468	56,676	58,932	61,332	63,696	66,288	68,928
	MON	3,884	4,038	4,199	4,364	4,539	4,723	4,911	5,111	5,308	5,524	5,744
	8HR	179.28	186.40	193.84	201.44	209.52	218.00	226.64	235.92	244.96	254.96	265.12
	HRLY	22.41	23.30	24.23	25.18	26.19	27.25	28.33	29.49	30.62	31.87	33.14
SR16	ANN	48,456	50,388	52,368	54,468	56,676	58,932	61,332	63,696	66,288	68,928	71,664
	MON	4,038	4,199	4,364	4,539	4,723	4,911	5,111	5,308	5,524	5,744	5,972
	8HR	186.40	193.84	201.44	209.52	218.00	226.64	235.92	244.96	254.96	265.12	275.60
	HRLY	23.30	24.23	25.18	26.19	27.25	28.33	29.49	30.62	31.87	33.14	34.45
SR17	ANN	50,388	52,368	54,468	56,676	58,932	61,332	63,696	66,288	68,928	71,664	74,580
	MON	4,199	4,364	4,539	4,723	4,911	5,111	5,308	5,524	5,744	5,972	6,215
	8HR	193.84	201.44	209.52	218.00	226.64	235.92	244.96	254.96	265.12	275.60	286.88
	HRLY	24.23	25.18	26.19	27.25	28.33	29.49	30.62	31.87	33.14	34.45	35.86

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SR18	ANN	52,368	54,468	56,676	58,932	61,332	63,696	66,288	68,928	71,664	74,580	77,520
	MON	4,364	4,539	4,723	4,911	5,111	5,308	5,524	5,744	5,972	6,215	6,460
	8HR	201.44	209.52	218.00	226.64	235.92	244.96	254.96	265.12	275.60	286.88	298.16
	HRLY	25.18	26.19	27.25	28.33	29.49	30.62	31.87	33.14	34.45	35.86	37.27
SR19	ANN	54,468	56,676	58,932	61,332	63,696	66,288	68,928	71,664	74,580	77,520	80,664
	MON	4,539	4,723	4,911	5,111	5,308	5,524	5,744	5,972	6,215	6,460	6,722
	8HR	209.52	218.00	226.64	235.92	244.96	254.96	265.12	275.60	286.88	298.16	310.24
	HRLY	26.19	27.25	28.33	29.49	30.62	31.87	33.14	34.45	35.86	37.27	38.78
SR20	ANN	56,676	58,932	61,332	63,696	66,288	68,928	71,664	74,580	77,520	80,664	83,952
	MON	4,723	4,911	5,111	5,308	5,524	5,744	5,972	6,215	6,460	6,722	6,996
	8HR	218.00	226.64	235.92	244.96	254.96	265.12	275.60	286.88	298.16	310.24	322.88
	HRLY	27.25	28.33	29.49	30.62	31.87	33.14	34.45	35.86	37.27	38.78	40.36
SR21	ANN	58,932	61,332	63,696	66,288	68,928	71,664	74,580	77,520	80,664	83,952	87,252
	MON	4,911	5,111	5,308	5,524	5,744	5,972	6,215	6,460	6,722	6,996	7,271
	8HR	226.64	235.92	244.96	254.96	265.12	275.60	286.88	298.16	310.24	322.88	335.60
	HRLY	28.33	29.49	30.62	31.87	33.14	34.45	35.86	37.27	38.78	40.36	41.95
SR22	ANN	61,332	63,696	66,288	68,928	71,664	74,580	77,520	80,664	83,952	87,252	90,744
	MON	5,111	5,308	5,524	5,744	5,972	6,215	6,460	6,722	6,996	7,271	7,562
	8HR	235.92	244.96	254.96	265.12	275.60	286.88	298.16	310.24	322.88	335.60	349.04
	HRLY	29.49	30.62	31.87	33.14	34.45	35.86	37.27	38.78	40.36	41.95	43.63
SR23	ANN	63,696	66,288	68,928	71,664	74,580	77,520	80,664	83,952	87,252	90,744	94,416
	MON	5,308	5,524	5,744	5,972	6,215	6,460	6,722	6,996	7,271	7,562	7,868
	8HR	244.96	254.96	265.12	275.60	286.88	298.16	310.24	322.88	335.60	349.04	363.12
	HRLY	30.62	31.87	33.14	34.45	35.86	37.27	38.78	40.36	41.95	43.63	45.39
SR24	ANN	66,288	68,928	71,664	74,580	77,520	80,664	83,952	87,252	90,744	94,416	98,208
	MON	5,524	5,744	5,972	6,215	6,460	6,722	6,996	7,271	7,562	7,868	8,184
	8HR	254.96	265.12	275.60	286.88	298.16	310.24	322.88	335.60	349.04	363.12	377.76
	HRLY	31.87	33.14	34.45	35.86	37.27	38.78	40.36	41.95	43.63	45.39	47.22

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SR25	ANN	68,928	71,664	74,580	77,520	80,664	83,952	87,252	90,744	94,416	98,208	102,084
	MON	5,744	5,972	6,215	6,460	6,722	6,996	7,271	7,562	7,868	8,184	8,507
	8HR	265.12	275.60	286.88	298.16	310.24	322.88	335.60	349.04	363.12	377.76	392.64
	HRLY	33.14	34.45	35.86	37.27	38.78	40.36	41.95	43.63	45.39	47.22	49.08
SR26	ANN	71,664	74,580	77,520	80,664	83,952	87,252	90,744	94,416	98,208	102,084	106,140
	MON	5,972	6,215	6,460	6,722	6,996	7,271	7,562	7,868	8,184	8,507	8,845
	8HR	275.60	286.88	298.16	310.24	322.88	335.60	349.04	363.12	377.76	392.64	408.24
	HRLY	34.45	35.86	37.27	38.78	40.36	41.95	43.63	45.39	47.22	49.08	51.03
SR27	ANN	74,580	77,520	80,664	83,952	87,252	90,744	94,416	98,208	102,084	106,140	110,376
	MON	6,215	6,460	6,722	6,996	7,271	7,562	7,868	8,184	8,507	8,845	9,198
	8HR	286.88	298.16	310.24	322.88	335.60	349.04	363.12	377.76	392.64	408.24	424.56
	HRLY	35.86	37.27	38.78	40.36	41.95	43.63	45.39	47.22	49.08	51.03	53.07
SR28	ANN	77,520	80,664	83,952	87,252	90,744	94,416	98,208	102,084	106,140	110,376	114,888
	MON	6,460	6,722	6,996	7,271	7,562	7,868	8,184	8,507	8,845	9,198	9,574
	8HR	298.16	310.24	322.88	335.60	349.04	363.12	377.76	392.64	408.24	424.56	441.84
	HRLY	37.27	38.78	40.36	41.95	43.63	45.39	47.22	49.08	51.03	53.07	55.23
SR29	ANN	80,664	83,952	87,252	90,744	94,416	98,208	102,084	106,140	110,376	114,888	119,472
	MON	6,722	6,996	7,271	7,562	7,868	8,184	8,507	8,845	9,198	9,574	9,956
	8HR	310.24	322.88	335.60	349.04	363.12	377.76	392.64	408.24	424.56	441.84	459.52
	HRLY	38.78	40.36	41.95	43.63	45.39	47.22	49.08	51.03	53.07	55.23	57.44
SR30	ANN	83,952	87,252	90,744	94,416	98,208	102,084	106,140	110,376	114,888	119,472	124,140
	MON	6,996	7,271	7,562	7,868	8,184	8,507	8,845	9,198	9,574	9,956	10,345
	8HR	322.88	335.60	349.04	363.12	377.76	392.64	408.24	424.56	441.84	459.52	477.44
	HRLY	40.36	41.95	43.63	45.39	47.22	49.08	51.03	53.07	55.23	57.44	59.68
SR31	ANN	87,252	90,744	94,416	98,208	102,084	106,140	110,376	114,888	119,472	124,140	129,132
	MON	7,271	7,562	7,868	8,184	8,507	8,845	9,198	9,574	9,956	10,345	10,761
	8HR	335.60	349.04	363.12	377.76	392.64	408.24	424.56	441.84	459.52	477.44	496.64
	HRLY	41.95	43.63	45.39	47.22	49.08	51.03	53.07	55.23	57.44	59.68	62.08

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SC01	ANN	90,744	94,416	98,208	102,084	106,140	110,376	114,888	119,472	124,140	129,132	134,316
	MON	7,562	7,868	8,184	8,507	8,845	9,198	9,574	9,956	10,345	10,761	11,193
	8HR	349.04	363.12	377.76	392.64	408.24	424.56	441.84	459.52	477.44	496.64	516.64
	HRLY	43.63	45.39	47.22	49.08	51.03	53.07	55.23	57.44	59.68	62.08	64.58
SC02	ANN	94,416	98,208	102,084	106,140	110,376	114,888	119,472	124,140	129,132	134,316	139,752
	MON	7,868	8,184	8,507	8,845	9,198	9,574	9,956	10,345	10,761	11,193	11,646
	8HR	363.12	377.76	392.64	408.24	424.56	441.84	459.52	477.44	496.64	516.64	537.52
	HRLY	45.39	47.22	49.08	51.03	53.07	55.23	57.44	59.68	62.08	64.58	67.19
SC03	ANN	98,208	102,084	106,140	110,376	114,888	119,472	124,140	129,132	134,316	139,752	145,332
	MON	8,184	8,507	8,845	9,198	9,574	9,956	10,345	10,761	11,193	11,646	12,111
	8HR	377.76	392.64	408.24	424.56	441.84	459.52	477.44	496.64	516.64	537.52	558.96
	HRLY	47.22	49.08	51.03	53.07	55.23	57.44	59.68	62.08	64.58	67.19	69.87