

State of Hawaii  
DEPARTMENT OF EDUCATION  
SALARY SCHEDULE

Effective Date: 10/01/2022

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  | 31,716 | 32,988 | 34,368 | 35,736 | 37,152 | 38,592 | 40,188 | 41,760 | 43,404 | 45,156 | 46,920 |
|      | MON  | 2,643  | 2,749  | 2,864  | 2,978  | 3,096  | 3,216  | 3,349  | 3,480  | 3,617  | 3,763  | 3,910  |
|      | 8HR  | 122.00 | 126.88 | 132.16 | 137.44 | 142.88 | 148.40 | 154.56 | 160.64 | 166.96 | 173.68 | 180.48 |
|      | HRLY | 15.25  | 15.86  | 16.52  | 17.18  | 17.86  | 18.55  | 19.32  | 20.08  | 20.87  | 21.71  | 22.56  |
| SR05 | ANN  | 32,364 | 33,648 | 35,064 | 36,456 | 37,896 | 39,384 | 41,004 | 42,588 | 44,268 | 46,080 | 47,880 |
|      | MON  | 2,697  | 2,804  | 2,922  | 3,038  | 3,158  | 3,282  | 3,417  | 3,549  | 3,689  | 3,840  | 3,990  |
|      | 8HR  | 124.48 | 129.44 | 134.88 | 140.24 | 145.76 | 151.44 | 157.68 | 163.84 | 170.24 | 177.20 | 184.16 |
|      | HRLY | 15.56  | 16.18  | 16.86  | 17.53  | 18.22  | 18.93  | 19.71  | 20.48  | 21.28  | 22.15  | 23.02  |
| SR06 | ANN  | 33,024 | 34,320 | 35,772 | 37,188 | 38,664 | 40,164 | 41,832 | 43,464 | 45,168 | 46,992 | 48,840 |
|      | MON  | 2,752  | 2,860  | 2,981  | 3,099  | 3,222  | 3,347  | 3,486  | 3,622  | 3,764  | 3,916  | 4,070  |
|      | 8HR  | 127.04 | 132.00 | 137.60 | 143.04 | 148.72 | 154.48 | 160.88 | 167.20 | 173.76 | 180.72 | 187.84 |
|      | HRLY | 15.88  | 16.50  | 17.20  | 17.88  | 18.59  | 19.31  | 20.11  | 20.90  | 21.72  | 22.59  | 23.48  |
| SR07 | ANN  | 33,672 | 35,016 | 36,492 | 37,932 | 39,444 | 40,968 | 42,684 | 44,340 | 46,092 | 47,952 | 49,836 |
|      | MON  | 2,806  | 2,918  | 3,041  | 3,161  | 3,287  | 3,414  | 3,557  | 3,695  | 3,841  | 3,996  | 4,153  |
|      | 8HR  | 129.52 | 134.64 | 140.32 | 145.92 | 151.68 | 157.60 | 164.16 | 170.56 | 177.28 | 184.40 | 191.68 |
|      | HRLY | 16.19  | 16.83  | 17.54  | 18.24  | 18.96  | 19.70  | 20.52  | 21.32  | 22.16  | 23.05  | 23.96  |
| SR08 | ANN  | 34,356 | 35,724 | 37,224 | 38,712 | 40,236 | 41,808 | 43,536 | 45,240 | 47,016 | 48,912 | 50,844 |
|      | MON  | 2,863  | 2,977  | 3,102  | 3,226  | 3,353  | 3,484  | 3,628  | 3,770  | 3,918  | 4,076  | 4,237  |
|      | 8HR  | 132.16 | 137.44 | 143.20 | 148.88 | 154.72 | 160.80 | 167.44 | 174.00 | 180.80 | 188.16 | 195.52 |
|      | HRLY | 16.52  | 17.18  | 17.90  | 18.61  | 19.34  | 20.10  | 20.93  | 21.75  | 22.60  | 23.52  | 24.44  |
| SR09 | ANN  | 35,052 | 36,504 | 37,920 | 39,420 | 41,016 | 42,624 | 44,388 | 46,152 | 47,988 | 49,872 | 51,876 |
|      | MON  | 2,921  | 3,042  | 3,160  | 3,285  | 3,418  | 3,552  | 3,699  | 3,846  | 3,999  | 4,156  | 4,323  |
|      | 8HR  | 134.80 | 140.40 | 145.84 | 151.60 | 157.76 | 163.92 | 170.72 | 177.52 | 184.56 | 191.84 | 199.52 |
|      | HRLY | 16.85  | 17.55  | 18.23  | 18.95  | 19.72  | 20.49  | 21.34  | 22.19  | 23.07  | 23.98  | 24.94  |
| SR10 | ANN  | 36,504 | 37,920 | 39,420 | 41,016 | 42,624 | 44,388 | 46,152 | 47,988 | 49,872 | 51,876 | 53,976 |
|      | MON  | 3,042  | 3,160  | 3,285  | 3,418  | 3,552  | 3,699  | 3,846  | 3,999  | 4,156  | 4,323  | 4,498  |
|      | 8HR  | 140.40 | 145.84 | 151.60 | 157.76 | 163.92 | 170.72 | 177.52 | 184.56 | 191.84 | 199.52 | 207.60 |
|      | HRLY | 17.55  | 18.23  | 18.95  | 19.72  | 20.49  | 21.34  | 22.19  | 23.07  | 23.98  | 24.94  | 25.95  |

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|------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| SR11 | ANN  | 37,920 | 39,420 | 41,016 | 42,624 | 44,388 | 46,152 | 47,988 | 49,872 | 51,876 | 53,976 | 56,124 |
|      | MON  | 3,160  | 3,285  | 3,418  | 3,552  | 3,699  | 3,846  | 3,999  | 4,156  | 4,323  | 4,498  | 4,677  |
|      | 8HR  | 145.84 | 151.60 | 157.76 | 163.92 | 170.72 | 177.52 | 184.56 | 191.84 | 199.52 | 207.60 | 215.84 |
|      | HRLY | 18.23  | 18.95  | 19.72  | 20.49  | 21.34  | 22.19  | 23.07  | 23.98  | 24.94  | 25.95  | 26.98  |
| SR12 | ANN  | 39,420 | 41,016 | 42,624 | 44,388 | 46,152 | 47,988 | 49,872 | 51,876 | 53,976 | 56,124 | 58,416 |
|      | MON  | 3,285  | 3,418  | 3,552  | 3,699  | 3,846  | 3,999  | 4,156  | 4,323  | 4,498  | 4,677  | 4,868  |
|      | 8HR  | 151.60 | 157.76 | 163.92 | 170.72 | 177.52 | 184.56 | 191.84 | 199.52 | 207.60 | 215.84 | 224.64 |
|      | HRLY | 18.95  | 19.72  | 20.49  | 21.34  | 22.19  | 23.07  | 23.98  | 24.94  | 25.95  | 26.98  | 28.08  |
| SR13 | ANN  | 41,016 | 42,624 | 44,388 | 46,152 | 47,988 | 49,872 | 51,876 | 53,976 | 56,124 | 58,416 | 60,660 |
|      | MON  | 3,418  | 3,552  | 3,699  | 3,846  | 3,999  | 4,156  | 4,323  | 4,498  | 4,677  | 4,868  | 5,055  |
|      | 8HR  | 157.76 | 163.92 | 170.72 | 177.52 | 184.56 | 191.84 | 199.52 | 207.60 | 215.84 | 224.64 | 233.28 |
|      | HRLY | 19.72  | 20.49  | 21.34  | 22.19  | 23.07  | 23.98  | 24.94  | 25.95  | 26.98  | 28.08  | 29.16  |
| SR14 | ANN  | 42,624 | 44,388 | 46,152 | 47,988 | 49,872 | 51,876 | 53,976 | 56,124 | 58,416 | 60,660 | 63,132 |
|      | MON  | 3,552  | 3,699  | 3,846  | 3,999  | 4,156  | 4,323  | 4,498  | 4,677  | 4,868  | 5,055  | 5,261  |
|      | 8HR  | 163.92 | 170.72 | 177.52 | 184.56 | 191.84 | 199.52 | 207.60 | 215.84 | 224.64 | 233.28 | 242.80 |
|      | HRLY | 20.49  | 21.34  | 22.19  | 23.07  | 23.98  | 24.94  | 25.95  | 26.98  | 28.08  | 29.16  | 30.35  |
| SR15 | ANN  | 44,388 | 46,152 | 47,988 | 49,872 | 51,876 | 53,976 | 56,124 | 58,416 | 60,660 | 63,132 | 65,640 |
|      | MON  | 3,699  | 3,846  | 3,999  | 4,156  | 4,323  | 4,498  | 4,677  | 4,868  | 5,055  | 5,261  | 5,470  |
|      | 8HR  | 170.72 | 177.52 | 184.56 | 191.84 | 199.52 | 207.60 | 215.84 | 224.64 | 233.28 | 242.80 | 252.48 |
|      | HRLY | 21.34  | 22.19  | 23.07  | 23.98  | 24.94  | 25.95  | 26.98  | 28.08  | 29.16  | 30.35  | 31.56  |
| SR16 | ANN  | 46,152 | 47,988 | 49,872 | 51,876 | 53,976 | 56,124 | 58,416 | 60,660 | 63,132 | 65,640 | 68,256 |
|      | MON  | 3,846  | 3,999  | 4,156  | 4,323  | 4,498  | 4,677  | 4,868  | 5,055  | 5,261  | 5,470  | 5,688  |
|      | 8HR  | 177.52 | 184.56 | 191.84 | 199.52 | 207.60 | 215.84 | 224.64 | 233.28 | 242.80 | 252.48 | 262.56 |
|      | HRLY | 22.19  | 23.07  | 23.98  | 24.94  | 25.95  | 26.98  | 28.08  | 29.16  | 30.35  | 31.56  | 32.82  |
| SR17 | ANN  | 47,988 | 49,872 | 51,876 | 53,976 | 56,124 | 58,416 | 60,660 | 63,132 | 65,640 | 68,256 | 71,028 |
|      | MON  | 3,999  | 4,156  | 4,323  | 4,498  | 4,677  | 4,868  | 5,055  | 5,261  | 5,470  | 5,688  | 5,919  |
|      | 8HR  | 184.56 | 191.84 | 199.52 | 207.60 | 215.84 | 224.64 | 233.28 | 242.80 | 252.48 | 262.56 | 273.20 |
|      | HRLY | 23.07  | 23.98  | 24.94  | 25.95  | 26.98  | 28.08  | 29.16  | 30.35  | 31.56  | 32.82  | 34.15  |

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|------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| SR18 | ANN  | 49,872 | 51,876 | 53,976 | 56,124 | 58,416 | 60,660 | 63,132 | 65,640 | 68,256 | 71,028 | 73,824 |
|      | MON  | 4,156  | 4,323  | 4,498  | 4,677  | 4,868  | 5,055  | 5,261  | 5,470  | 5,688  | 5,919  | 6,152  |
|      | 8HR  | 191.84 | 199.52 | 207.60 | 215.84 | 224.64 | 233.28 | 242.80 | 252.48 | 262.56 | 273.20 | 283.92 |
|      | HRLY | 23.98  | 24.94  | 25.95  | 26.98  | 28.08  | 29.16  | 30.35  | 31.56  | 32.82  | 34.15  | 35.49  |
| SR19 | ANN  | 51,876 | 53,976 | 56,124 | 58,416 | 60,660 | 63,132 | 65,640 | 68,256 | 71,028 | 73,824 | 76,824 |
|      | MON  | 4,323  | 4,498  | 4,677  | 4,868  | 5,055  | 5,261  | 5,470  | 5,688  | 5,919  | 6,152  | 6,402  |
|      | 8HR  | 199.52 | 207.60 | 215.84 | 224.64 | 233.28 | 242.80 | 252.48 | 262.56 | 273.20 | 283.92 | 295.44 |
|      | HRLY | 24.94  | 25.95  | 26.98  | 28.08  | 29.16  | 30.35  | 31.56  | 32.82  | 34.15  | 35.49  | 36.93  |
| SR20 | ANN  | 53,976 | 56,124 | 58,416 | 60,660 | 63,132 | 65,640 | 68,256 | 71,028 | 73,824 | 76,824 | 79,956 |
|      | MON  | 4,498  | 4,677  | 4,868  | 5,055  | 5,261  | 5,470  | 5,688  | 5,919  | 6,152  | 6,402  | 6,663  |
|      | 8HR  | 207.60 | 215.84 | 224.64 | 233.28 | 242.80 | 252.48 | 262.56 | 273.20 | 283.92 | 295.44 | 307.52 |
|      | HRLY | 25.95  | 26.98  | 28.08  | 29.16  | 30.35  | 31.56  | 32.82  | 34.15  | 35.49  | 36.93  | 38.44  |
| SR21 | ANN  | 56,124 | 58,416 | 60,660 | 63,132 | 65,640 | 68,256 | 71,028 | 73,824 | 76,824 | 79,956 | 83,100 |
|      | MON  | 4,677  | 4,868  | 5,055  | 5,261  | 5,470  | 5,688  | 5,919  | 6,152  | 6,402  | 6,663  | 6,925  |
|      | 8HR  | 215.84 | 224.64 | 233.28 | 242.80 | 252.48 | 262.56 | 273.20 | 283.92 | 295.44 | 307.52 | 319.60 |
|      | HRLY | 26.98  | 28.08  | 29.16  | 30.35  | 31.56  | 32.82  | 34.15  | 35.49  | 36.93  | 38.44  | 39.95  |
| SR22 | ANN  | 58,416 | 60,660 | 63,132 | 65,640 | 68,256 | 71,028 | 73,824 | 76,824 | 79,956 | 83,100 | 86,424 |
|      | MON  | 4,868  | 5,055  | 5,261  | 5,470  | 5,688  | 5,919  | 6,152  | 6,402  | 6,663  | 6,925  | 7,202  |
|      | 8HR  | 224.64 | 233.28 | 242.80 | 252.48 | 262.56 | 273.20 | 283.92 | 295.44 | 307.52 | 319.60 | 332.40 |
|      | HRLY | 28.08  | 29.16  | 30.35  | 31.56  | 32.82  | 34.15  | 35.49  | 36.93  | 38.44  | 39.95  | 41.55  |
| SR23 | ANN  | 60,660 | 63,132 | 65,640 | 68,256 | 71,028 | 73,824 | 76,824 | 79,956 | 83,100 | 86,424 | 89,916 |
|      | MON  | 5,055  | 5,261  | 5,470  | 5,688  | 5,919  | 6,152  | 6,402  | 6,663  | 6,925  | 7,202  | 7,493  |
|      | 8HR  | 233.28 | 242.80 | 252.48 | 262.56 | 273.20 | 283.92 | 295.44 | 307.52 | 319.60 | 332.40 | 345.84 |
|      | HRLY | 29.16  | 30.35  | 31.56  | 32.82  | 34.15  | 35.49  | 36.93  | 38.44  | 39.95  | 41.55  | 43.23  |
| SR24 | ANN  | 63,132 | 65,640 | 68,256 | 71,028 | 73,824 | 76,824 | 79,956 | 83,100 | 86,424 | 89,916 | 93,528 |
|      | MON  | 5,261  | 5,470  | 5,688  | 5,919  | 6,152  | 6,402  | 6,663  | 6,925  | 7,202  | 7,493  | 7,794  |
|      | 8HR  | 242.80 | 252.48 | 262.56 | 273.20 | 283.92 | 295.44 | 307.52 | 319.60 | 332.40 | 345.84 | 359.76 |
|      | HRLY | 30.35  | 31.56  | 32.82  | 34.15  | 35.49  | 36.93  | 38.44  | 39.95  | 41.55  | 43.23  | 44.97  |

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|------|------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|
| SR25 | ANN  | 65,640 | 68,256 | 71,028 | 73,824 | 76,824 | 79,956  | 83,100  | 86,424  | 89,916  | 93,528  | 97,224  |
|      | MON  | 5,470  | 5,688  | 5,919  | 6,152  | 6,402  | 6,663   | 6,925   | 7,202   | 7,493   | 7,794   | 8,102   |
|      | 8HR  | 252.48 | 262.56 | 273.20 | 283.92 | 295.44 | 307.52  | 319.60  | 332.40  | 345.84  | 359.76  | 373.92  |
|      | HRLY | 31.56  | 32.82  | 34.15  | 35.49  | 36.93  | 38.44   | 39.95   | 41.55   | 43.23   | 44.97   | 46.74   |
| SR26 | ANN  | 68,256 | 71,028 | 73,824 | 76,824 | 79,956 | 83,100  | 86,424  | 89,916  | 93,528  | 97,224  | 101,088 |
|      | MON  | 5,688  | 5,919  | 6,152  | 6,402  | 6,663  | 6,925   | 7,202   | 7,493   | 7,794   | 8,102   | 8,424   |
|      | 8HR  | 262.56 | 273.20 | 283.92 | 295.44 | 307.52 | 319.60  | 332.40  | 345.84  | 359.76  | 373.92  | 388.80  |
|      | HRLY | 32.82  | 34.15  | 35.49  | 36.93  | 38.44  | 39.95   | 41.55   | 43.23   | 44.97   | 46.74   | 48.60   |
| SR27 | ANN  | 71,028 | 73,824 | 76,824 | 79,956 | 83,100 | 86,424  | 89,916  | 93,528  | 97,224  | 101,088 | 105,120 |
|      | MON  | 5,919  | 6,152  | 6,402  | 6,663  | 6,925  | 7,202   | 7,493   | 7,794   | 8,102   | 8,424   | 8,760   |
|      | 8HR  | 273.20 | 283.92 | 295.44 | 307.52 | 319.60 | 332.40  | 345.84  | 359.76  | 373.92  | 388.80  | 404.32  |
|      | HRLY | 34.15  | 35.49  | 36.93  | 38.44  | 39.95  | 41.55   | 43.23   | 44.97   | 46.74   | 48.60   | 50.54   |
| SR28 | ANN  | 73,824 | 76,824 | 79,956 | 83,100 | 86,424 | 89,916  | 93,528  | 97,224  | 101,088 | 105,120 | 109,416 |
|      | MON  | 6,152  | 6,402  | 6,663  | 6,925  | 7,202  | 7,493   | 7,794   | 8,102   | 8,424   | 8,760   | 9,118   |
|      | 8HR  | 283.92 | 295.44 | 307.52 | 319.60 | 332.40 | 345.84  | 359.76  | 373.92  | 388.80  | 404.32  | 420.80  |
|      | HRLY | 35.49  | 36.93  | 38.44  | 39.95  | 41.55  | 43.23   | 44.97   | 46.74   | 48.60   | 50.54   | 52.60   |
| SR29 | ANN  | 76,824 | 79,956 | 83,100 | 86,424 | 89,916 | 93,528  | 97,224  | 101,088 | 105,120 | 109,416 | 113,784 |
|      | MON  | 6,402  | 6,663  | 6,925  | 7,202  | 7,493  | 7,794   | 8,102   | 8,424   | 8,760   | 9,118   | 9,482   |
|      | 8HR  | 295.44 | 307.52 | 319.60 | 332.40 | 345.84 | 359.76  | 373.92  | 388.80  | 404.32  | 420.80  | 437.60  |
|      | HRLY | 36.93  | 38.44  | 39.95  | 41.55  | 43.23  | 44.97   | 46.74   | 48.60   | 50.54   | 52.60   | 54.70   |
| SR30 | ANN  | 79,956 | 83,100 | 86,424 | 89,916 | 93,528 | 97,224  | 101,088 | 105,120 | 109,416 | 113,784 | 118,224 |
|      | MON  | 6,663  | 6,925  | 7,202  | 7,493  | 7,794  | 8,102   | 8,424   | 8,760   | 9,118   | 9,482   | 9,852   |
|      | 8HR  | 307.52 | 319.60 | 332.40 | 345.84 | 359.76 | 373.92  | 388.80  | 404.32  | 420.80  | 437.60  | 454.72  |
|      | HRLY | 38.44  | 39.95  | 41.55  | 43.23  | 44.97  | 46.74   | 48.60   | 50.54   | 52.60   | 54.70   | 56.84   |
| SR31 | ANN  | 83,100 | 86,424 | 89,916 | 93,528 | 97,224 | 101,088 | 105,120 | 109,416 | 113,784 | 118,224 | 122,988 |
|      | MON  | 6,925  | 7,202  | 7,493  | 7,794  | 8,102  | 8,424   | 8,760   | 9,118   | 9,482   | 9,852   | 10,249  |
|      | 8HR  | 319.60 | 332.40 | 345.84 | 359.76 | 373.92 | 388.80  | 404.32  | 420.80  | 437.60  | 454.72  | 473.04  |
|      | HRLY | 39.95  | 41.55  | 43.23  | 44.97  | 46.74  | 48.60   | 50.54   | 52.60   | 54.70   | 56.84   | 59.13   |

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|------|------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| SC01 | ANN  | 86,424 | 89,916 | 93,528  | 97,224  | 101,088 | 105,120 | 109,416 | 113,784 | 118,224 | 122,988 | 127,920 |
|      | MON  | 7,202  | 7,493  | 7,794   | 8,102   | 8,424   | 8,760   | 9,118   | 9,482   | 9,852   | 10,249  | 10,660  |
|      | 8HR  | 332.40 | 345.84 | 359.76  | 373.92  | 388.80  | 404.32  | 420.80  | 437.60  | 454.72  | 473.04  | 492.00  |
|      | HRLY | 41.55  | 43.23  | 44.97   | 46.74   | 48.60   | 50.54   | 52.60   | 54.70   | 56.84   | 59.13   | 61.50   |
| SC02 | ANN  | 89,916 | 93,528 | 97,224  | 101,088 | 105,120 | 109,416 | 113,784 | 118,224 | 122,988 | 127,920 | 133,092 |
|      | MON  | 7,493  | 7,794  | 8,102   | 8,424   | 8,760   | 9,118   | 9,482   | 9,852   | 10,249  | 10,660  | 11,091  |
|      | 8HR  | 345.84 | 359.76 | 373.92  | 388.80  | 404.32  | 420.80  | 437.60  | 454.72  | 473.04  | 492.00  | 511.92  |
|      | HRLY | 43.23  | 44.97  | 46.74   | 48.60   | 50.54   | 52.60   | 54.70   | 56.84   | 59.13   | 61.50   | 63.99   |
| SC03 | ANN  | 93,528 | 97,224 | 101,088 | 105,120 | 109,416 | 113,784 | 118,224 | 122,988 | 127,920 | 133,092 | 138,408 |
|      | MON  | 7,794  | 8,102  | 8,424   | 8,760   | 9,118   | 9,482   | 9,852   | 10,249  | 10,660  | 11,091  | 11,534  |
|      | 8HR  | 359.76 | 373.92 | 388.80  | 404.32  | 420.80  | 437.60  | 454.72  | 473.04  | 492.00  | 511.92  | 532.32  |
|      | HRLY | 44.97  | 46.74  | 48.60   | 50.54   | 52.60   | 54.70   | 56.84   | 59.13   | 61.50   | 63.99   | 66.54   |