

State of Hawaii  
DEPARTMENT OF EDUCATION

Effective Date: 07/01/2023  
Bargaining Unit: 35 Excluded Managerial

		Min	Max	WIRP		Min	Max	WIRP	
EM01	Annual	87,108	139,368		EM05	Annual	105,900	169,416	
	Monthly	7,259	11,614	168		Monthly	8,825	14,118	204
	8 hour	335.04	536.00			8 hour	407.28	651.60	
	Hourly	41.88	67.00			Hourly	50.91	81.45	
EM02	Annual	91,404	146,376		EM06	Annual	111,144	176,628	
	Monthly	7,617	12,198	176		Monthly	9,262	14,719	210
	8 hour	351.52	562.96			8 hour	427.44	679.36	
	Hourly	43.94	70.37			Hourly	53.43	84.92	
EM03	Annual	96,024	153,672		EM07	Annual	116,712	186,780	
	Monthly	8,002	12,806	185		Monthly	9,726	15,565	225
	8 hour	369.36	591.04			8 hour	448.88	718.40	
	Hourly	46.17	73.88			Hourly	56.11	89.80	
EM04	Annual	100,824	161,328		EM08	Annual	122,532	196,152	
	Monthly	8,402	13,444	194		Monthly	10,211	16,346	236
	8 hour	387.76	620.48			8 hour	471.28	754.40	
	Hourly	48.47	77.56			Hourly	58.91	94.30	