

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VIRGINIA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE
SCHEDULE FOR OTHER COMPENSATION

1. RECESS PERIOD APPOINTMENTS

a. Summer School Teachers. The full daily rate for summer school is two-thirds of the daily rate that the educator was entitled to receive during the prior school year. The minimum increment earned and paid is one-half day, with a one-half-day increment equivalent to one-third of the educator's prior school year daily rate of pay.

b. Summer School Principals. The daily rate for a summer school principal, assistant principal, or management and education specialist is the full daily rate provided in the appropriate salary schedule for the type position. The minimum increment earned and paid is one-half day.

c. Summer School Substitute Teachers. The daily rate for a summer school substitute teacher is two-thirds of the regular school year substitute rate. The minimum increment earned and paid is one-half day (one-third of the regular school year rate).

Daily rate for a service increment of:

(1) One full day: \$58.50

DCPDS Table S002

(2) Less than one full day: \$29.25

d. Other Recess Period Appointments. The daily rate for an educator employed during recess period apart from the regularly established school year is the prior school year salary schedule for the appropriate occupation. The minimum rate earned and paid is one-half day.

2. ADDITIONAL COMPENSATION FOR EXTRA-DUTY ASSIGNMENTS

In addition to the basic rates of compensation included in the salary schedules, there shall be paid additional amounts of compensation for extra-duty assignments under the following circumstances:

a. Dormitory Counselors/Supervisory Dormitory Counselors

Scheduled Tour of Duty and Type of Dormitory	Additional Compensation Per School Year
5 Day, 40 Hour	\$1,590.00
7 Day, 40 Hour	\$3,210.00
5 Day, 45 Hour	\$8,295.00
7 Day, 45 Hour	\$9,915.00

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SCHEDULE FOR OTHER COMPENSATION

2. ADDITIONAL COMPENSATION FOR EXTRA-DUTY ASSIGNMENTS

b. Sports and Student-Related Activities Performed as Extra Duties in Schools

<u>Hourly Range of Assigned Duties in Excess of Regular School Duties</u>	<u>Additional Compensation</u>
1-19 Hours	\$235.00
20-39 Hours	\$705.00
40-79 Hours	\$1,410.00
80-119 Hours	\$2,355.00
120-159 Hours	\$3,295.00
160-199 Hours	\$4,235.00
200 Hours and Over	\$4,705.00

(1) The Director, Department of Defense Education Activity, will establish the hourly category above, determined to be appropriate for each type of authorized extra-duty activity.

(2) It is the policy of the Department of Defense that, to the extent practicable, extra-duty type activities be accomplished within normal workload requirements.

(3) Payments will be made separately from regular salary payments, but not until the extra duty activity is completed, except that payment made to an employee otherwise eligible who, for reasons acceptable to management, is prevented from completing his assigned activity.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

**DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VIRGINIA 22209-5144**

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE A

ELEMENTARY AND SECONDARY SUBSTITUTE TEACHER SCHEDULE

Modern DCPDS Pay Table ID is S000 for Grades AA

Daily rate for a service increment of:

- a. One full day: **\$87.50**
- b. Less than one full day: **\$43.75**

A service increment of less than one full day normally will be for one-half the total time that the regularly scheduled teacher would be in attendance for a full day at the school. This service increment approximates one-half of the regular full-time teacher's scheduled work day. This service increment includes up to 30 additional minutes to permit completion of a class period, as required. The minimum service increment for time and attendance payroll reporting is one-half day. Such service need not be continuous.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

**DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144**

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

**SCHEDULE C
COMPREHENSIVE SCHEDULE FOR EDUCATORS AND SPECIALISTS**

Pay Plan is TP

Modern DCPDS Pay Table ID is S100

DCPDS Grade	CB BACHELOR'S	CC BA+15	CL BA+30	CD MASTER'S	CM MA+15	CE MA+30	CG DOCTOR'S
Step							
1	33,375	34,480	35,585	36,690	37,795	38,900	40,005
2	34,570	35,770	36,970	38,170	39,370	40,570	41,770
3	35,765	37,060	38,355	39,650	40,945	42,240	43,535
4	36,960	38,350	39,740	41,130	42,520	43,910	45,300
5	38,155	39,640	41,125	42,610	44,095	45,580	47,065
6	39,350	40,930	42,510	44,090	45,670	47,250	48,830
7	40,545	42,220	43,895	45,570	47,245	48,920	50,595
8	41,740	43,510	45,280	47,050	48,820	50,590	52,360
9	42,935	44,800	46,665	48,530	50,395	52,260	54,125
10	44,130	46,090	48,050	50,010	51,970	53,930	55,890
11	45,325	47,380	49,435	51,490	53,545	55,600	57,655
12	46,520	48,670	50,820	52,970	55,120	57,270	59,420
13	47,715	49,960	52,205	54,450	56,695	58,940	61,185
14	48,910	51,250	53,590	55,930	58,270	60,610	62,950
15	49,955	52,345	54,735	57,125	59,515	61,905	64,295
16	51,000	53,440	55,880	58,320	60,760	63,200	65,640
17	52,045	54,535	57,025	59,515	62,005	64,495	66,985
18	53,090	55,630	58,170	60,710	63,250	65,790	68,330

1. Daily rate - All Teaching Positions. The daily rate (DCPDS **Table S101**) for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day.
2. Kindergarten Teachers - Half Day Sessions. The school year salary for kindergarten teachers regularly assigned to teach one kindergarten session (half-day) will be one-half of the basic school year salary authorized by this schedule. The minimum increment earned is one-half day.
3. Steps 15, 16, 17, and 18 are longevity steps payable upon completion of four years service in steps 14, 15, 16, and 17, respectively.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE C - DAILY RATES
COMPREHENSIVE SCHEDULE FOR EDUCATORS AND SPECIALISTS

Pay Plan is TP

Modern DCPDS Pay Table IDs are Noted Below:

Grade	S100			S101			S102			S100			S101			S102		
	CD	Daily	Summer	CM	Daily	Summer	CE	Daily	Summer	CG	Daily	Summer	DOCTOR'S	Daily	Summer	DOCTOR'S	Daily	Summer
Step	MASTER'S	WrkShop	School	MA+15	WrkShop	School	MA+30	WrkShop	School	DOCTOR'S	WrkShop	School	DOCTOR'S	WrkShop	School	DOCTOR'S	WrkShop	School
1	\$36,690	\$193.11	\$128.74	\$37,795	\$198.92	\$132.61	\$38,900	\$204.74	\$136.49	\$40,005	\$210.55	\$140.37	\$40,005	\$210.55	\$140.37	\$40,005	\$210.55	\$140.37
2	\$38,170	\$200.89	\$133.93	\$39,370	\$207.21	\$138.14	\$40,570	\$213.53	\$142.35	\$41,770	\$219.84	\$146.56	\$41,770	\$219.84	\$146.56	\$41,770	\$219.84	\$146.56
3	\$39,650	\$208.68	\$139.12	\$40,945	\$215.50	\$143.67	\$42,240	\$222.32	\$148.21	\$43,535	\$229.13	\$152.75	\$43,535	\$229.13	\$152.75	\$43,535	\$229.13	\$152.75
4	\$41,130	\$216.47	\$144.32	\$42,520	\$223.79	\$149.19	\$43,910	\$231.11	\$154.07	\$45,300	\$238.42	\$158.95	\$45,300	\$238.42	\$158.95	\$45,300	\$238.42	\$158.95
5	\$42,610	\$224.26	\$149.51	\$44,095	\$232.08	\$154.72	\$45,580	\$239.89	\$159.93	\$47,065	\$247.71	\$165.14	\$47,065	\$247.71	\$165.14	\$47,065	\$247.71	\$165.14
6	\$44,090	\$232.05	\$154.70	\$45,670	\$240.37	\$160.25	\$47,250	\$248.68	\$165.79	\$48,830	\$257.00	\$171.33	\$48,830	\$257.00	\$171.33	\$48,830	\$257.00	\$171.33
7	\$45,570	\$239.84	\$159.89	\$47,245	\$248.66	\$165.77	\$48,920	\$257.47	\$171.65	\$50,595	\$266.29	\$177.53	\$50,595	\$266.29	\$177.53	\$50,595	\$266.29	\$177.53
8	\$47,050	\$247.63	\$165.09	\$48,820	\$256.95	\$171.30	\$50,590	\$266.26	\$177.51	\$52,360	\$275.58	\$183.72	\$52,360	\$275.58	\$183.72	\$52,360	\$275.58	\$183.72
9	\$48,530	\$255.42	\$170.28	\$50,395	\$265.24	\$176.82	\$52,260	\$275.05	\$183.37	\$54,125	\$284.87	\$189.91	\$54,125	\$284.87	\$189.91	\$54,125	\$284.87	\$189.91
10	\$50,010	\$263.21	\$175.47	\$51,970	\$273.53	\$182.35	\$53,930	\$283.84	\$189.23	\$55,890	\$294.16	\$196.11	\$55,890	\$294.16	\$196.11	\$55,890	\$294.16	\$196.11
11	\$51,490	\$271.00	\$180.67	\$53,545	\$281.82	\$187.88	\$55,600	\$292.63	\$195.09	\$57,655	\$303.45	\$202.30	\$57,655	\$303.45	\$202.30	\$57,655	\$303.45	\$202.30
12	\$52,970	\$278.79	\$185.86	\$55,120	\$290.11	\$193.40	\$57,270	\$301.42	\$200.95	\$59,420	\$312.74	\$208.49	\$59,420	\$312.74	\$208.49	\$59,420	\$312.74	\$208.49
13	\$54,450	\$286.58	\$191.05	\$56,695	\$298.39	\$198.93	\$58,940	\$310.21	\$206.81	\$61,185	\$322.03	\$214.68	\$61,185	\$322.03	\$214.68	\$61,185	\$322.03	\$214.68
14	\$55,930	\$294.37	\$196.25	\$58,270	\$306.68	\$204.46	\$60,610	\$319.00	\$212.67	\$62,950	\$331.32	\$220.88	\$62,950	\$331.32	\$220.88	\$62,950	\$331.32	\$220.88
15	\$57,125	\$300.66	\$200.44	\$59,515	\$313.24	\$208.82	\$61,905	\$325.82	\$217.21	\$64,295	\$338.39	\$225.60	\$64,295	\$338.39	\$225.60	\$64,295	\$338.39	\$225.60
16	\$58,320	\$306.95	\$204.63	\$60,760	\$319.79	\$213.19	\$63,200	\$332.63	\$221.75	\$65,640	\$345.47	\$230.32	\$65,640	\$345.47	\$230.32	\$65,640	\$345.47	\$230.32
17	\$59,515	\$313.24	\$208.82	\$62,005	\$326.34	\$217.56	\$64,495	\$339.45	\$226.30	\$66,985	\$352.55	\$235.04	\$66,985	\$352.55	\$235.04	\$66,985	\$352.55	\$235.04
18	\$60,710	\$319.53	\$213.02	\$63,250	\$332.89	\$221.93	\$65,790	\$346.26	\$230.84	\$68,330	\$359.63	\$239.75	\$68,330	\$359.63	\$239.75	\$68,330	\$359.63	\$239.75

- Daily rate - All Teaching Positions. The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day. Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE C - DAILY RATES

COMPREHENSIVE SCHEDULE FOR EDUCATORS AND SPECIALISTS

Pay Plan is TP

Modern DCPDS Pay Table IDs are Noted Below:									
	S100	S101	S102	S100	S101	S102	S100	S101	S102
Grade	CB BACHELOR'S	Daily WrkShop	Summer School	CC BA+15	Daily WrkShop	Summer School	CL BA+30	Daily WrkShop	Summer School
Step									
1	\$33,375	\$175.66	\$117.11	\$34,480	\$181.47	\$120.98	\$35,585	\$187.29	\$124.86
2	\$34,570	\$181.95	\$121.30	\$35,770	\$188.26	\$125.51	\$36,970	\$194.58	\$129.72
3	\$35,765	\$188.24	\$125.49	\$37,060	\$195.05	\$130.04	\$38,355	\$201.87	\$134.58
4	\$36,960	\$194.53	\$129.68	\$38,350	\$201.84	\$134.56	\$39,740	\$209.16	\$139.44
5	\$38,155	\$200.82	\$133.88	\$39,640	\$208.63	\$139.09	\$41,125	\$216.45	\$144.30
6	\$39,350	\$207.11	\$138.07	\$40,930	\$215.42	\$143.61	\$42,510	\$223.74	\$149.16
7	\$40,545	\$213.39	\$142.26	\$42,220	\$222.21	\$148.14	\$43,895	\$231.03	\$154.02
8	\$41,740	\$219.68	\$146.46	\$43,510	\$229.00	\$152.67	\$45,280	\$238.32	\$158.88
9	\$42,935	\$225.97	\$150.65	\$44,800	\$235.79	\$157.19	\$46,665	\$245.61	\$163.74
10	\$44,130	\$232.26	\$154.84	\$46,090	\$242.58	\$161.72	\$48,050	\$252.89	\$168.60
11	\$45,325	\$238.55	\$159.04	\$47,380	\$249.37	\$166.25	\$49,435	\$260.18	\$173.46
12	\$46,520	\$244.84	\$163.23	\$48,670	\$256.16	\$170.77	\$50,820	\$267.47	\$178.32
13	\$47,715	\$251.13	\$167.42	\$49,960	\$262.95	\$175.30	\$52,205	\$274.76	\$183.18
14	\$48,910	\$257.42	\$171.61	\$51,250	\$269.74	\$179.82	\$53,590	\$282.05	\$188.04
15	\$49,955	\$262.92	\$175.28	\$52,345	\$275.50	\$183.67	\$54,735	\$288.08	\$192.05
16	\$51,000	\$268.42	\$178.95	\$53,440	\$281.26	\$187.51	\$55,880	\$294.11	\$196.07
17	\$52,045	\$273.92	\$182.61	\$54,535	\$287.03	\$191.35	\$57,025	\$300.13	\$200.09
18	\$53,090	\$279.42	\$186.28	\$55,630	\$292.79	\$195.19	\$58,170	\$306.16	\$204.11

1. Daily rate - All Teaching Positions. The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day. Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE D
SCHEDULE FOR SPEECH PATHOLOGISTS OR SOCIAL WORKERS

Pay Plan is TP

Modern DCPDS Pay Table ID is S200

DCPDS Grade	DD MASTER'S	DM MA+15	DE MA+30	DG DOCTOR'S
Step				
1	37,130	38,330	39,530	40,730
2	38,730	39,990	41,255	42,520
3	40,330	41,650	42,980	44,310
4	41,930	43,310	44,705	46,100
5	43,530	44,970	46,430	47,890
6	45,130	46,630	48,155	49,680
7	46,730	48,290	49,880	51,470
8	48,330	49,950	51,605	53,260
9	49,930	51,610	53,330	55,050
10	51,530	53,270	55,055	56,840
11	53,130	54,930	56,780	58,630
12	54,730	56,590	58,505	60,420
13	56,330	58,250	60,230	62,210
14	57,930	59,910	61,955	64,000
15	59,135	61,130	63,190	65,250
16	60,340	62,350	64,425	66,500
17	61,545	63,570	65,660	67,750
18	62,750	64,790	66,895	69,000

1. The daily rate (DCPDS **Table S201**) for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day.
2. Steps 15, 16, 17, and 18 are longevity steps payable upon completion of four years service in steps 14, 15, 16, and 17, respectively.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE D

Includes Schedules for Basic, Daily and Summer School Rates

Pay Plan is TP

Modern DCPDS Pay Table IDs are Noted Below												
	S200	S201	S202	S200	S201	S202	S200	S201	S202	S200	S201	S202
Grade	DD MASTER'S	Daily WorkShop	Summer School	DM MA + 15	Daily WorkShop	Summer School	DE MA + 30	Daily WorkShop	Summer School	DG DOCTOR'S	Daily WorkShop	Summer School
Step												
1	37,130	195.42	130.28	38,330	201.74	134.49	39,530	208.05	138.70	40,730	214.37	142.91
2	38,730	203.84	135.89	39,990	210.47	140.32	41,255	217.13	144.75	42,520	223.79	149.19
3	40,330	212.26	141.51	41,650	219.21	146.14	42,980	226.21	150.81	44,310	233.21	155.47
4	41,930	220.68	147.12	43,310	227.95	151.96	44,705	235.29	156.86	46,100	242.63	161.75
5	43,530	229.11	152.74	44,970	236.68	157.79	46,430	244.37	162.91	47,890	252.05	168.04
6	45,130	237.53	158.35	46,630	245.42	163.61	48,155	253.45	168.96	49,680	261.47	174.32
7	46,730	245.95	163.96	48,290	254.16	169.44	49,880	262.53	175.02	51,470	270.89	180.60
8	48,330	254.37	169.58	49,950	262.89	175.26	51,605	271.61	181.07	53,260	280.32	186.88
9	49,930	262.79	175.19	51,610	271.63	181.09	53,330	280.68	187.12	55,050	289.74	193.16
10	51,530	271.21	180.81	53,270	280.37	186.91	55,055	289.76	193.18	56,840	299.16	199.44
11	53,130	279.63	186.42	54,930	289.11	192.74	56,780	298.84	199.23	58,630	308.58	205.72
12	54,730	288.05	192.04	56,590	297.84	198.56	58,505	307.92	205.28	60,420	318.00	212.00
13	56,330	296.47	197.65	58,250	306.58	204.39	60,230	317.00	211.33	62,210	327.42	218.28
14	57,930	304.89	203.26	59,910	315.32	210.21	61,955	326.08	217.39	64,000	336.84	224.56
15	59,135	311.24	207.49	61,130	321.74	214.49	63,190	332.58	221.72	65,250	343.42	228.95
16	60,340	317.58	211.72	62,350	328.16	218.77	64,425	339.08	226.05	66,500	350.00	233.33
17	61,545	323.92	215.95	63,570	334.58	223.05	65,660	345.58	230.39	67,750	356.58	237.72
18	62,750	330.26	220.18	64,790	341.00	227.33	66,895	352.08	234.72	69,000	363.16	242.11

- The daily rate (DCPDS Table S201) for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day.
- Steps 15, 16, 17, and 18 are longevity steps payable upon completion of four years service in steps 14, 15, 16, and 17, respectively.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE E
SCHEDULE FOR GUIDANCE COUNSELORS

Pay Plan is TP

Modern DCPDS Pay Table ID is S300

DCPDS Grade	ED MASTER'S	EM MA+15	EE MA+30	EG DOCTOR'S
Step				
1	38,425	39,715	41,005	42,295
2	40,020	41,370	42,715	44,060
3	41,615	43,025	44,425	45,825
4	43,210	44,680	46,135	47,590
5	44,805	46,335	47,845	49,355
6	46,400	47,990	49,555	51,120
7	47,995	49,645	51,265	52,885
8	49,590	51,300	52,975	54,650
9	51,185	52,955	54,685	56,415
10	52,780	54,610	56,395	58,180
11	54,375	56,265	58,105	59,945
12	55,970	57,920	59,815	61,710
13	57,565	59,575	61,525	63,475
14	59,160	61,230	63,235	65,240
15	60,350	62,460	64,505	66,550
16	61,540	63,690	65,775	67,860
17	62,730	64,920	67,045	69,170
18	63,920	66,150	68,315	70,480

1. The daily rate (DCPDS **Table S301**) for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day.
2. Steps 15, 16, 17, and 18 are longevity steps payable upon completion of four years service in steps 14, 15, 16, and 17, respectively.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE E
SCHEDULE FOR GUIDANCE COUNSELORS

Includes Schedules for Basic, Daily and Summer School Rates

Pay Plan is TP

Modern DCPDS Pay Table IDs are Noted Below.

Grade	S300			S301			S302			S300			S301			S302		
	ED	Daily	Summer	EM	Daily	Summer	EE	Daily	Summer	EG	Daily	Summer	DOCTOR'S	Daily	Summer	MA + 15	WorkShop	School
Step	MASTER'S	WorkShop	School	MA + 15	WorkShop	School	MA + 30	WorkShop	School	DOCTOR'S	WorkShop	School	DOCTOR'S	WorkShop	School	MA + 15	WorkShop	School
1	38,425	202.24	134.82	39,715	209.03	139.35	41,005	215.82	143.88	42,295	222.61	148.40	42,295	222.61	148.40	39,715	209.03	139.35
2	40,020	210.63	140.42	41,370	217.74	145.16	42,715	224.82	149.88	44,060	231.89	154.60	44,060	231.89	154.60	41,370	217.74	145.16
3	41,615	219.03	146.02	43,025	226.45	150.96	44,425	233.82	155.88	45,825	241.18	160.79	45,825	241.18	160.79	43,025	226.45	150.96
4	43,210	227.42	151.61	44,680	235.16	156.77	46,135	242.82	161.88	47,590	250.47	166.98	47,590	250.47	166.98	44,680	235.16	156.77
5	44,805	235.82	157.21	46,335	243.87	162.58	47,845	251.82	167.88	49,355	259.76	173.18	49,355	259.76	173.18	46,335	243.87	162.58
6	46,400	244.21	162.81	47,990	252.58	168.39	49,555	260.82	173.88	51,120	269.05	179.37	51,120	269.05	179.37	47,990	252.58	168.39
7	47,995	252.61	168.40	49,645	261.29	174.19	51,265	269.82	179.88	52,885	278.34	185.56	52,885	278.34	185.56	49,645	261.29	174.19
8	49,590	261.00	174.00	51,300	270.00	180.00	52,975	278.82	185.88	54,650	287.63	191.75	54,650	287.63	191.75	51,300	270.00	180.00
9	51,185	269.39	179.60	52,955	278.71	185.81	54,685	287.82	191.88	56,415	296.92	197.95	56,415	296.92	197.95	52,955	278.71	185.81
10	52,780	277.79	185.19	54,610	287.42	191.61	56,395	296.82	197.88	58,180	306.21	204.14	58,180	306.21	204.14	54,610	287.42	191.61
11	54,375	286.18	190.79	56,265	296.13	197.42	58,105	305.82	203.88	59,945	315.50	210.33	59,945	315.50	210.33	56,265	296.13	197.42
12	55,970	294.58	196.39	57,920	304.84	203.23	59,815	314.82	209.88	61,710	324.79	216.53	61,710	324.79	216.53	57,920	304.84	203.23
13	57,565	302.97	201.98	59,575	313.55	209.04	61,525	323.82	215.88	63,475	334.08	222.72	63,475	334.08	222.72	59,575	313.55	209.04
14	59,160	311.37	207.58	61,230	322.26	214.84	63,235	332.82	221.88	65,240	343.37	228.91	65,240	343.37	228.91	61,230	322.26	214.84
15	60,350	317.63	211.75	62,460	328.74	219.16	64,505	339.50	226.33	66,550	350.26	233.51	66,550	350.26	233.51	62,460	328.74	219.16
16	61,540	323.89	215.93	63,690	335.21	223.47	65,775	346.18	230.79	67,860	357.16	238.11	67,860	357.16	238.11	63,690	335.21	223.47
17	62,730	330.16	220.11	64,920	341.68	227.79	67,045	352.87	235.25	69,170	364.05	242.70	69,170	364.05	242.70	64,920	341.68	227.79
18	63,920	336.42	224.28	66,150	348.16	232.11	68,315	359.55	239.70	70,480	370.95	247.30	70,480	370.95	247.30	66,150	348.16	232.11

- The daily rate (DCPDS Table S301) for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day.
- Steps 15, 16, 17, and 18 are longevity steps payable upon completion of four years service in steps 14, 15, 16, and 17, respectively.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE F
SCHEDULE FOR SCHOOL PSYCHOLOGISTS

Pay Plan is TP

Modern DCPDS Pay Table ID is S400

DCPDS Grade	FD MASTER'S	FM MA+15	FE MA+30	FG DOCTOR'S
Step				
1	45,480	46,540	47,600	48,660
2	47,005	48,095	49,190	50,285
3	48,530	49,650	50,780	51,910
4	50,055	51,205	52,370	53,535
5	51,580	52,760	53,960	55,160
6	53,105	54,315	55,550	56,785
7	54,630	55,870	57,140	58,410
8	56,155	57,425	58,730	60,035
9	57,680	58,980	60,320	61,660
10	59,205	60,535	61,910	63,285
11	60,730	62,090	63,500	64,910
12	62,255	63,645	65,090	66,535
13	63,780	65,200	66,680	68,160
14	65,305	66,755	68,270	69,785
15	66,490	67,955	69,485	71,015
16	67,675	69,155	70,700	72,245
17	68,860	70,355	71,915	73,475
18	70,045	71,555	73,130	74,705

1. The daily rate (DCPDS **Table S401**) for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day.
2. Steps 15, 16, 17, and 18 are longevity steps payable upon completion of four years service in steps 14, 15, 16, and 17, respectively.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE F
SCHEDULE FOR SCHOOL PSYCHOLOGISTS

Includes Schedules for Basic, Daily and Summer School Rates

Pay Plan is TP

Grade	Modern DCPDS Pay Table IDs Noted Below											
	S400	S401	S402	S400	S401	S402	S400	S401	S402	S400	S401	S402
Step	FD MASTER'S	Daily WorkShop	Summer School	FM MA + 15	Daily WorkShop	Summer School	FE MA + 30	Daily WorkShop	Summer School	FG DOCTOR'S	Daily WorkShop	Summer School
1	45,480	239.37	159.58	46,540	244.95	163.30	47,600	250.53	167.02	48,660	256.11	170.74
2	47,005	247.39	164.93	48,095	253.13	168.75	49,190	258.89	172.60	50,285	264.66	176.44
3	48,530	255.42	170.28	49,650	261.32	174.21	50,780	267.26	178.18	51,910	273.21	182.14
4	50,055	263.45	175.63	51,205	269.50	179.67	52,370	275.63	183.75	53,535	281.76	187.84
5	51,580	271.47	180.98	52,760	277.68	185.12	53,960	284.00	189.33	55,160	290.32	193.54
6	53,105	279.50	186.33	54,315	285.87	190.58	55,550	292.37	194.91	56,785	298.87	199.25
7	54,630	287.53	191.68	55,870	294.05	196.04	57,140	300.74	200.49	58,410	307.42	204.95
8	56,155	295.55	197.04	57,425	302.24	201.49	58,730	309.11	206.07	60,035	315.97	210.65
9	57,680	303.58	202.39	58,980	310.42	206.95	60,320	317.47	211.65	61,660	324.53	216.35
10	59,205	311.61	207.74	60,535	318.61	212.40	61,910	325.84	217.23	63,285	333.08	222.05
11	60,730	319.63	213.09	62,090	326.79	217.86	63,500	334.21	222.81	64,910	341.63	227.75
12	62,255	327.66	218.44	63,645	334.97	223.32	65,090	342.58	228.39	66,535	350.18	233.46
13	63,780	335.68	223.79	65,200	343.16	228.77	66,680	350.95	233.96	68,160	358.74	239.16
14	65,305	343.71	229.14	66,755	351.34	234.23	68,270	359.32	239.54	69,785	367.29	244.86
15	66,490	349.95	233.30	67,955	357.66	238.44	69,485	365.71	243.81	71,015	373.76	249.18
16	67,675	356.18	237.46	69,155	363.97	242.65	70,700	372.11	248.07	72,245	380.24	253.49
17	68,860	362.42	241.61	70,355	370.29	246.86	71,915	378.50	252.33	73,475	386.71	257.81
18	70,045	368.66	245.77	71,555	376.61	251.07	73,130	384.89	256.60	74,705	393.18	262.12

1. The daily rate (DCPDS Table S401) for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day.

2. Steps 15, 16, 17, and 18 are longevity steps payable upon completion of four years service in steps 14, 15, 16, and 17, respectively.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE M
MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

Modern DCPDS Pay Table ID is S700

DCPDS Grade	MB BACHELOR'S	MC BA+15	ML BA+30	MD MASTER'S	MM MA+15	ME MA+30	MG DOCTOR'S
Step							
1	36,815	37,920	39,025	40,130	41,235	42,340	43,445
2	38,010	39,210	40,410	41,610	42,810	44,010	45,210
3	39,205	40,500	41,795	43,090	44,385	45,680	46,975
4	40,400	41,790	43,180	44,570	45,960	47,350	48,740
5	41,595	43,080	44,565	46,050	47,535	49,020	50,505
6	42,790	44,370	45,950	47,530	49,110	50,690	52,270
7	43,985	45,660	47,335	49,010	50,685	52,360	54,035
8	45,180	46,950	48,720	50,490	52,260	54,030	55,800
9	46,375	48,240	50,105	51,970	53,835	55,700	57,565
10	47,570	49,530	51,490	53,450	55,410	57,370	59,330
11	48,765	50,820	52,875	54,930	56,985	59,040	61,095
12	49,960	52,110	54,260	56,410	58,560	60,710	62,860
13	51,155	53,400	55,645	57,890	60,135	62,380	64,625
14	52,350	54,690	57,030	59,370	61,710	64,050	66,390
15	53,395	55,785	58,175	60,565	62,955	65,345	67,735
16	54,440	56,880	59,320	61,760	64,200	66,640	69,080
17	55,485	57,975	60,465	62,955	65,445	67,935	70,425
18	56,530	59,070	61,610	64,150	66,690	69,230	71,770

1. The daily rate (DCPDS **Table S701**) for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day.
2. Steps 15, 16, 17, and 18 are longevity steps payable upon completion of four years service in steps 14, 15, 16, and 17, respectively.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE M

MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

Grade	Modern DCPDS Pay Table IDs Noted Below					
	S700	S701	S700	S701	S700	S701
Step	MB BACHELOR'S	Daily WrkShop	MC BA+15	Daily WrkShop	ML BA+30	Daily WrkShop
1	\$36,815	\$193.76	\$37,920	\$199.58	\$39,025	\$205.39
2	\$38,010	\$200.05	\$39,210	\$206.37	\$40,410	\$212.68
3	\$39,205	\$206.34	\$40,500	\$213.16	\$41,795	\$219.97
4	\$40,400	\$212.63	\$41,790	\$219.95	\$43,180	\$227.26
5	\$41,595	\$218.92	\$43,080	\$226.74	\$44,565	\$234.55
6	\$42,790	\$225.21	\$44,370	\$233.53	\$45,950	\$241.84
7	\$43,985	\$231.50	\$45,660	\$240.32	\$47,335	\$249.13
8	\$45,180	\$237.79	\$46,950	\$247.11	\$48,720	\$256.42
9	\$46,375	\$244.08	\$48,240	\$253.89	\$50,105	\$263.71
10	\$47,570	\$250.37	\$49,530	\$260.68	\$51,490	\$271.00
11	\$48,765	\$256.66	\$50,820	\$267.47	\$52,875	\$278.29
12	\$49,960	\$262.95	\$52,110	\$274.26	\$54,260	\$285.58
13	\$51,155	\$269.24	\$53,400	\$281.05	\$55,645	\$292.87
14	\$52,350	\$275.53	\$54,690	\$287.84	\$57,030	\$300.16
15	\$53,395	\$281.03	\$55,785	\$293.61	\$58,175	\$306.18
16	\$54,440	\$286.53	\$56,880	\$299.37	\$59,320	\$312.21
17	\$55,485	\$292.03	\$57,975	\$305.13	\$60,465	\$318.24
18	\$56,530	\$297.53	\$59,070	\$310.89	\$61,610	\$324.26

1. Daily rate - All Teaching Positions. The daily rate for positions paid from this schedule shall be 1/190th of the school year salary.
The minimum increment earned is one-hr Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE M

MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

Grade	Modern DCPDS Pay Table IDs noted below							
	S700		S701		S700		S701	
	MD MASTER'S	Daily WrkShop	MM MA+15	Daily WrkShop	ME MA+30	Daily WrkShop	MG DOCTOR'S	Daily WrkShop
Step 1	\$40,130	\$211.21	\$41,235	\$217.03	\$42,340	\$222.84	\$43,445	\$228.66
2	\$41,610	\$219.00	\$42,810	\$225.32	\$44,010	\$231.63	\$45,210	\$237.95
3	\$43,090	\$226.79	\$44,385	\$233.61	\$45,680	\$240.42	\$46,975	\$247.24
4	\$44,570	\$234.58	\$45,960	\$241.89	\$47,350	\$249.21	\$48,740	\$256.53
5	\$46,050	\$242.37	\$47,535	\$250.18	\$49,020	\$258.00	\$50,505	\$265.82
6	\$47,530	\$250.16	\$49,110	\$258.47	\$50,690	\$266.79	\$52,270	\$275.11
7	\$49,010	\$257.95	\$50,685	\$266.76	\$52,360	\$275.58	\$54,035	\$284.39
8	\$50,490	\$265.74	\$52,260	\$275.05	\$54,030	\$284.37	\$55,800	\$293.68
9	\$51,970	\$273.53	\$53,835	\$283.34	\$55,700	\$293.16	\$57,565	\$302.97
10	\$53,450	\$281.32	\$55,410	\$291.63	\$57,370	\$301.95	\$59,330	\$312.26
11	\$54,930	\$289.11	\$56,985	\$299.92	\$59,040	\$310.74	\$61,095	\$321.55
12	\$56,410	\$296.89	\$58,560	\$308.21	\$60,710	\$319.53	\$62,860	\$330.84
13	\$57,890	\$304.68	\$60,135	\$316.50	\$62,380	\$328.32	\$64,625	\$340.13
14	\$59,370	\$312.47	\$61,710	\$324.79	\$64,050	\$337.11	\$66,390	\$349.42
15	\$60,850	\$318.76	\$62,955	\$331.34	\$65,345	\$343.92	\$67,735	\$356.50
16	\$61,760	\$325.05	\$64,200	\$337.89	\$66,640	\$350.74	\$69,080	\$363.58
17	\$62,955	\$331.34	\$65,445	\$344.45	\$67,935	\$357.55	\$70,425	\$370.66
18	\$64,150	\$337.63	\$66,690	\$351.00	\$69,230	\$364.37	\$71,770	\$377.74

1. Daily rate - All Teaching Positions. The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-hr Effective Date: August 1, 2003

**DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144**

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

**ADMINISTRATIVE SCHEDULE N
MANAGEMENT AND EDUCATION SPECIALIST POSITIONS**

Pay Plan is TP

Modern DCPDS Pay Table ID is S800

DCPDS Grade	NB	NC	NL	ND	NM	NE	NG
	BACHELOR'S	BA+15	BA+30	MASTER'S	MA+15	MA+30	DOCTOR'S
Step							
1	40,605	41,710	42,815	43,920	45,025	46,130	47,235
2	41,800	43,000	44,200	45,400	46,600	47,800	49,000
3	42,995	44,290	45,585	46,880	48,175	49,470	50,765
4	44,190	45,580	46,970	48,360	49,750	51,140	52,530
5	45,385	46,870	48,355	49,840	51,325	52,810	54,295
6	46,580	48,160	49,740	51,320	52,900	54,480	56,060
7	47,775	49,450	51,125	52,800	54,475	56,150	57,825
8	48,970	50,740	52,510	54,280	56,050	57,820	59,590
9	50,165	52,030	53,895	55,760	57,625	59,490	61,355
10	51,360	53,320	55,280	57,240	59,200	61,160	63,120
11	52,555	54,610	56,665	58,720	60,775	62,830	64,885
12	53,750	55,900	58,050	60,200	62,350	64,500	66,650
13	54,945	57,190	59,435	61,680	63,925	66,170	68,415
14	56,140	58,480	60,820	63,160	65,500	67,840	70,180
15	57,185	59,575	61,965	64,355	66,745	69,135	71,525
16	58,230	60,670	63,110	65,550	67,990	70,430	72,870
17	59,275	61,765	64,255	66,745	69,235	71,725	74,215
18	60,320	62,860	65,400	67,940	70,480	73,020	75,560

1. The daily rate (DCPDS **Table S801**) for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day.
2. Steps 15, 16, 17, and 18 are longevity steps payable upon completion of four years service in steps 14, 15, 16, and 17, respectively.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE N

MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

Grade	Modern DCPDS Pay Table IDs Noted Below					
	S800	S801	S800	S801	S800	S801
Step	NB BACHELOR'S	Daily WrkShop	NC BA+15	Daily WrkShop	NL BA+30	Daily WrkShop
1	\$40,605	\$213.71	\$41,710	\$219.53	\$42,815	\$225.34
2	\$41,800	\$220.00	\$43,000	\$226.32	\$44,200	\$232.63
3	\$42,995	\$226.29	\$44,290	\$233.11	\$45,585	\$239.92
4	\$44,190	\$232.58	\$45,580	\$239.89	\$46,970	\$247.21
5	\$45,385	\$238.87	\$46,870	\$246.68	\$48,355	\$254.50
6	\$46,580	\$245.16	\$48,160	\$253.47	\$49,740	\$261.79
7	\$47,775	\$251.45	\$49,450	\$260.26	\$51,125	\$269.08
8	\$48,970	\$257.74	\$50,740	\$267.05	\$52,510	\$276.37
9	\$50,165	\$264.03	\$52,030	\$273.84	\$53,895	\$283.66
10	\$51,360	\$270.32	\$53,320	\$280.63	\$55,280	\$290.95
11	\$52,555	\$276.61	\$54,610	\$287.42	\$56,665	\$298.24
12	\$53,750	\$282.89	\$55,900	\$294.21	\$58,050	\$305.53
13	\$54,945	\$289.18	\$57,190	\$301.00	\$59,435	\$312.82
14	\$56,140	\$295.47	\$58,480	\$307.79	\$60,820	\$320.11
15	\$57,185	\$300.97	\$59,575	\$313.55	\$61,965	\$326.13
16	\$58,230	\$306.47	\$60,670	\$319.32	\$63,110	\$332.16
17	\$59,275	\$311.97	\$61,765	\$325.08	\$64,255	\$338.18
18	\$60,320	\$317.47	\$62,860	\$330.84	\$65,400	\$344.21

1. Daily rate - All Teaching Positions. The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-ha Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE N

MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

Modern DCPDS Pay Table IDs noted below

Grade	S800		S801		S800		S801		S800		S801	
	ND MASTER'S	Daily WrkShop	NM MA+15	Daily WrkShop	NE MA+30	Daily WrkShop	NG DOCTOR'S	Daily WrkShop	NG DOCTOR'S	Daily WrkShop	NG DOCTOR'S	Daily WrkShop
Step 1	\$43,920	\$231.16	\$45,025	\$236.97	\$46,130	\$242.79	\$47,235	\$248.61	\$47,235	\$248.61	\$47,235	\$248.61
2	\$45,400	\$238.95	\$46,600	\$245.26	\$47,800	\$251.58	\$49,000	\$257.89	\$49,000	\$257.89	\$49,000	\$257.89
3	\$46,880	\$246.74	\$48,175	\$253.55	\$49,470	\$260.37	\$50,765	\$267.18	\$50,765	\$267.18	\$50,765	\$267.18
4	\$48,360	\$254.53	\$49,750	\$261.84	\$51,140	\$269.16	\$52,530	\$276.47	\$52,530	\$276.47	\$52,530	\$276.47
5	\$49,840	\$262.32	\$51,325	\$270.13	\$52,810	\$277.95	\$54,295	\$285.76	\$54,295	\$285.76	\$54,295	\$285.76
6	\$51,320	\$270.11	\$52,900	\$278.42	\$54,480	\$286.74	\$56,060	\$295.05	\$56,060	\$295.05	\$56,060	\$295.05
7	\$52,800	\$277.89	\$54,475	\$286.71	\$56,150	\$295.53	\$57,825	\$304.34	\$57,825	\$304.34	\$57,825	\$304.34
8	\$54,280	\$285.68	\$56,050	\$295.00	\$57,820	\$304.32	\$59,590	\$313.63	\$59,590	\$313.63	\$59,590	\$313.63
9	\$55,760	\$293.47	\$57,625	\$303.29	\$59,490	\$313.11	\$61,355	\$322.92	\$61,355	\$322.92	\$61,355	\$322.92
10	\$57,240	\$301.26	\$59,200	\$311.58	\$61,160	\$321.89	\$63,120	\$332.21	\$63,120	\$332.21	\$63,120	\$332.21
11	\$58,720	\$309.05	\$60,775	\$319.87	\$62,830	\$330.68	\$64,885	\$341.50	\$64,885	\$341.50	\$64,885	\$341.50
12	\$60,200	\$316.84	\$62,350	\$328.16	\$64,500	\$339.47	\$66,650	\$350.79	\$66,650	\$350.79	\$66,650	\$350.79
13	\$61,680	\$324.63	\$63,925	\$336.45	\$66,170	\$348.26	\$68,415	\$360.08	\$68,415	\$360.08	\$68,415	\$360.08
14	\$63,160	\$332.42	\$65,500	\$344.74	\$67,840	\$357.05	\$70,180	\$369.37	\$70,180	\$369.37	\$70,180	\$369.37
15	\$64,640	\$340.21	\$67,075	\$353.03	\$69,410	\$365.84	\$72,520	\$380.68	\$72,520	\$380.68	\$72,520	\$380.68
16	\$66,120	\$348.00	\$68,650	\$361.32	\$71,030	\$374.62	\$74,860	\$392.99	\$74,860	\$392.99	\$74,860	\$392.99
17	\$67,600	\$355.79	\$70,225	\$369.61	\$72,640	\$383.51	\$76,790	\$405.30	\$76,790	\$405.30	\$76,790	\$405.30
18	\$69,080	\$363.58	\$71,825	\$377.90	\$74,250	\$392.45	\$78,940	\$417.61	\$78,940	\$417.61	\$78,940	\$417.61

1. Daily rate - All Teaching Positions. The daily rate for positions paid from this schedule shall be 1/190th of the school year salary.
The minimum increment earned is one-half percent. Effective Date: August 1, 2003

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (1A)
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S510

ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

A. ELEMENTARY SCHOOL PRINCIPALS

DCPDS Grade Step	KD MASTER'S	KE MA+30	KG DOCTOR'S
1	65,035	65,960	66,880
2	66,920	67,855	68,785
3	68,805	69,750	70,690
4	70,690	71,645	72,595
5	72,575	73,540	74,500
6	74,460	75,435	76,405
7	76,345	77,330	78,310
8	78,230	79,225	80,215
9	80,115	81,120	82,120
10	82,000	83,015	84,025

1. The daily rate (DCPDS Table **S513**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.
2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (1A)
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP
ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

A. ELEMENTARY SCHOOL PRINCIPALS

Modern DCPDS Pay Table IDs Noted Below

	S510	S513	S510	S513	S510	S513
Grade	KD	Daily	KE	Daily	KG	Daily
	MASTER'S	WrkShop	MA + 30	WrkShop	DOCTOR'S	WrkShop
Step						
1	\$65,035	\$292.95	\$65,960	\$297.12	\$66,880	\$301.26
2	\$66,920	\$301.44	\$67,855	\$305.65	\$68,785	\$309.84
3	\$68,805	\$309.93	\$69,750	\$314.19	\$70,690	\$318.42
4	\$70,690	\$318.42	\$71,645	\$322.73	\$72,595	\$327.00
5	\$72,575	\$326.91	\$73,540	\$331.26	\$74,500	\$335.59
6	\$74,460	\$335.41	\$75,435	\$339.80	\$76,405	\$344.17
7	\$76,345	\$343.90	\$77,330	\$348.33	\$78,310	\$352.75
8	\$78,230	\$352.39	\$79,225	\$356.87	\$80,215	\$361.33
9	\$80,115	\$360.88	\$81,120	\$365.41	\$82,120	\$369.91
10	\$82,000	\$369.37	\$83,015	\$373.94	\$84,025	\$378.49

1. The daily rate (DCPDS Table S513) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.
2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (1B)
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S520

ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

B. JUNIOR HIGH SCHOOL PRINCIPALS

DCPDS Grade Step	KD MASTER'S	KE MA+30	KG DOCTOR'S
1	66,935	67,840	68,745
2	68,925	69,835	70,750
3	70,915	71,830	72,755
4	72,905	73,825	74,760
5	74,895	75,820	76,765
6	76,885	77,815	78,770
7	78,875	79,810	80,775
8	80,865	81,805	82,780
9	82,855	83,800	84,785
10	84,845	85,795	86,790

1. The daily rate (DCPDS **Table S523**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.
2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (1B)
 COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP
 ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

B. JUNIOR HIGH SCHOOL PRINCIPALS

Modern DCPDS Pay Table IDs Noted Below

	S520	S523	S520	S523	S520	S523
Grade	KD MASTER'S	Daily WrkShop	KE MA + 30	Daily WrkShop	KG DOCTOR'S	Daily WrkShop
Step						
1	\$66,935	\$301.51	\$67,840	\$305.59	\$68,745	\$309.66
2	\$68,925	\$310.47	\$69,835	\$314.57	\$70,750	\$318.69
3	\$70,915	\$319.44	\$71,830	\$323.56	\$72,755	\$327.73
4	\$72,905	\$328.40	\$73,825	\$332.55	\$74,760	\$336.76
5	\$74,895	\$337.36	\$75,820	\$341.53	\$76,765	\$345.79
6	\$76,885	\$346.33	\$77,815	\$350.52	\$78,770	\$354.82
7	\$78,875	\$355.29	\$79,810	\$359.50	\$80,775	\$363.85
8	\$80,865	\$364.26	\$81,805	\$368.49	\$82,780	\$372.88
9	\$82,855	\$373.22	\$83,800	\$377.48	\$84,785	\$381.91
10	\$84,845	\$382.18	\$85,795	\$386.46	\$86,790	\$390.95

1. The daily rate (DCPDS Table S523) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (1C)
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID ise S530

ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

C. SENIOR HIGH SCHOOL PRINCIPALS

DCPDS Grade Step	KD MASTER'S	KE MA+30	KG DOCTOR'S
1	71,610	72,440	73,275
2	73,620	74,455	75,295
3	75,630	76,470	77,315
4	77,640	78,485	79,335
5	79,650	80,500	81,355
6	81,660	82,515	83,375
7	83,670	84,530	85,395
8	85,680	86,545	87,415
9	87,690	88,560	89,435
10	89,700	90,575	91,455

1. The daily rate (DCPDS **Table S533**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (1C)
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP
ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

C. SENIOR HIGH SCHOOL PRINCIPALS

Modern DCPDS Pay Table IDs Noted Below

	S530	S533	S530	S533	S530	S533
Grade	KD	Daily	KE	Daily	KG	Daily
Step	MASTER'S	WrkShop	MA + 30	WrkShop	DOCTOR'S	WrkShop
1	\$71,610	\$322.57	\$72,440	\$326.31	\$73,275	\$330.07
2	\$73,620	\$331.62	\$74,455	\$335.38	\$75,295	\$339.17
3	\$75,630	\$340.68	\$76,470	\$344.46	\$77,315	\$348.27
4	\$77,640	\$349.73	\$78,485	\$353.54	\$79,335	\$357.36
5	\$79,650	\$358.78	\$80,500	\$362.61	\$81,355	\$366.46
6	\$81,660	\$367.84	\$82,515	\$371.69	\$83,375	\$375.56
7	\$83,670	\$376.89	\$84,530	\$380.77	\$85,395	\$384.66
8	\$85,680	\$385.95	\$86,545	\$389.84	\$87,415	\$393.76
9	\$87,690	\$395.00	\$88,560	\$398.92	\$89,435	\$402.86
10	\$89,700	\$404.05	\$90,575	\$408.00	\$91,455	\$411.96

1. The daily rate (DCPDS Table S533) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (2A)
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S540

ENROLLMENT BAND 2: 150 OR MORE STUDENTS

A. ELEMENTARY SCHOOL PRINCIPALS

DCPDS Grade Step	KD MASTER'S	KE MA+30	KG DOCTOR'S
1	68,460	69,430	70,400
2	70,445	71,425	72,405
3	72,430	73,420	74,410
4	74,415	75,415	76,415
5	76,400	77,410	78,420
6	78,385	79,405	80,425
7	80,370	81,400	82,430
8	82,355	83,395	84,435
9	84,340	85,390	86,440
10	86,325	87,385	88,445

1. The daily rate (DCPDS **Table S543**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (2A)
 COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP
 ENROLLMENT BAND 2: 150 OR MORE STUDENTS

A. ELEMENTARY SCHOOL PRINCIPALS

		Modern DCPDS Pay Table IDs Noted Below					
		S540	S543	S540	S543	S540	S543
Grade		KD	Daily	KE	Daily	KG	Daily
	Step	MASTER'S	WrkShop	MA + 30	WrkShop	DOCTOR'S	WrkShop
	1	\$68,460	\$308.38	\$69,430	\$312.75	\$70,400	\$317.12
	2	\$70,445	\$317.32	\$71,425	\$321.73	\$72,405	\$326.15
	3	\$72,430	\$326.26	\$73,420	\$330.72	\$74,410	\$335.18
	4	\$74,415	\$335.20	\$75,415	\$339.71	\$76,415	\$344.21
	5	\$76,400	\$344.14	\$77,410	\$348.69	\$78,420	\$353.24
	6	\$78,385	\$353.09	\$79,405	\$357.68	\$80,425	\$362.27
	7	\$80,370	\$362.03	\$81,400	\$366.67	\$82,430	\$371.31
	8	\$82,355	\$370.97	\$83,395	\$375.65	\$84,435	\$380.34
	9	\$84,340	\$379.91	\$85,390	\$384.64	\$86,440	\$389.37
	10	\$86,325	\$388.85	\$87,385	\$393.63	\$88,445	\$398.40

1. The daily rate (DCPDS Table S543) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (2B)
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S550

ENROLLMENT BAND 2: 150 OR MORE STUDENTS

B. JUNIOR HIGH SCHOOL PRINCIPALS

DCPDS Grade Step	KD MASTER'S	KE MA+30	KG DOCTOR'S
1	70,455	71,410	72,365
2	72,550	73,510	74,475
3	74,645	75,610	76,585
4	76,740	77,710	78,695
5	78,835	79,810	80,805
6	80,930	81,910	82,915
7	83,025	84,010	85,025
8	85,120	86,110	87,135
9	87,215	88,210	89,245
10	89,310	90,310	91,355

1. The daily rate (DCPDS **Table S553**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.
2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (2B)
 COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP
 ENROLLMENT BAND 2: 150 OR MORE STUDENTS

B. JUNIOR HIGH SCHOOL PRINCIPALS

Modern DCPDS Pay Table IDs Noted Below

Grade	S550	S553	S550	S553	S550	S553
	KD MASTER'S	Daily WrkShop	KE MA + 30	Daily WrkShop	KG DOCTOR'S	Daily WrkShop
Step 1	\$70,455	\$317.36	\$71,410	\$321.67	\$72,365	\$325.97
Step 2	\$72,550	\$326.80	\$73,510	\$331.13	\$74,475	\$335.47
Step 3	\$74,645	\$336.24	\$75,610	\$340.59	\$76,585	\$344.98
Step 4	\$76,740	\$345.68	\$77,710	\$350.05	\$78,695	\$354.48
Step 5	\$78,835	\$355.11	\$79,810	\$359.50	\$80,805	\$363.99
Step 6	\$80,930	\$364.55	\$81,910	\$368.96	\$82,915	\$373.49
Step 7	\$83,025	\$373.99	\$84,010	\$378.42	\$85,025	\$383.00
Step 8	\$85,120	\$383.42	\$86,110	\$387.88	\$87,135	\$392.50
Step 9	\$87,215	\$392.86	\$88,210	\$397.34	\$89,245	\$402.00
Step 10	\$89,310	\$402.30	\$90,310	\$406.80	\$91,355	\$411.51

1. The daily rate (DCPDS Table S553) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (2C)
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S560

ENROLLMENT BAND 2: 150 OR MORE STUDENTS

C. SENIOR HIGH SCHOOL PRINCIPALS

DCPDS Grade Step	KD MASTER'S	KE MA+30	KG DOCTOR'S
1	75,380	76,255	77,130
2	77,495	78,375	79,260
3	79,610	80,495	81,390
4	81,725	82,615	83,520
5	83,840	84,735	85,650
6	85,955	86,855	87,780
7	88,070	88,975	89,910
8	90,185	91,095	92,040
9	92,300	93,215	94,170
10	94,415	95,335	96,300

1. The daily rate (DCPDS **Table S563**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.
2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE K (2C)
 COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP
 ENROLLMENT BAND 2: 150 OR MORE STUDENTS

C. SENIOR HIGH SCHOOL PRINCIPALS

Modern DCPDS Pay Table IDs Noted Below

Grade	S560	S563	S560	S563	S560	S563
	KD MASTER'S	Daily WrkShop	KE MA + 30	Daily WrkShop	KG DOCTOR'S	Daily WrkShop
Step 1	\$75,380	\$339.55	\$76,255	\$343.49	\$77,130	\$347.43
2	\$77,495	\$349.08	\$78,375	\$353.04	\$79,260	\$357.03
3	\$79,610	\$358.60	\$80,495	\$362.59	\$81,390	\$366.62
4	\$81,725	\$368.13	\$82,615	\$372.14	\$83,520	\$376.22
5	\$83,840	\$377.66	\$84,735	\$381.69	\$85,650	\$385.81
6	\$85,955	\$387.18	\$86,855	\$391.24	\$87,780	\$395.41
7	\$88,070	\$396.71	\$88,975	\$400.79	\$89,910	\$405.00
8	\$90,185	\$406.24	\$91,095	\$410.34	\$92,040	\$414.59
9	\$92,300	\$415.77	\$93,215	\$419.89	\$94,170	\$424.19
10	\$94,415	\$425.29	\$95,335	\$429.44	\$96,300	\$433.78

1. The daily rate (DCPDS Table S563) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (1A)
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S610

ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

A. ELEMENTARY SCHOOL ASSISTANT PRINCIPALS

DCPDS Grade Step	LD MASTER'S	LE MA+30	LG DOCTOR'S
1	58,825	59,685	60,540
2	60,530	61,395	62,260
3	62,235	63,105	63,980
4	63,940	64,815	65,700
5	65,645	66,525	67,420
6	67,350	68,235	69,140
7	69,055	69,945	70,860
8	70,760	71,655	72,580
9	72,465	73,365	74,300
10	74,170	75,075	76,020

1. The daily rate (DCPDS **Table S613**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.
2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (1A)
 COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP
 ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

A. ELEMENTARY SCHOOL ASSISTANT PRINCIPALS

Modern DCPDS Pay Table IDs Noted Below

Grade	S610	S613	S610	S613	S610	S613
	LD MASTER'S	Daily WrkShop	LE MA + 30	Daily WrkShop	LG DOCTOR'S	Daily WrkShop
Step						
1	\$58,825	\$264.98	\$59,685	\$268.85	\$60,540	\$272.70
2	\$60,530	\$272.66	\$61,395	\$276.55	\$62,260	\$280.45
3	\$62,235	\$280.34	\$63,105	\$284.26	\$63,980	\$288.20
4	\$63,940	\$288.02	\$64,815	\$291.96	\$65,700	\$295.95
5	\$65,645	\$295.70	\$66,525	\$299.66	\$67,420	\$303.69
6	\$67,350	\$303.38	\$68,235	\$307.36	\$69,140	\$311.44
7	\$69,055	\$311.06	\$69,945	\$315.07	\$70,860	\$319.19
8	\$70,760	\$318.74	\$71,655	\$322.77	\$72,580	\$326.94
9	\$72,465	\$326.42	\$73,365	\$330.47	\$74,300	\$334.68
10	\$74,170	\$334.10	\$75,075	\$338.18	\$76,020	\$342.43

1. The daily rate (DCPDS Table S613) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (1B)
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S620

ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

B. JUNIOR HIGH SCHOOL ASSISTANT PRINCIPALS

DCPDS Grade Step	LD MASTER'S	LE MA+30	LG DOCTOR'S
1	61,195	62,025	62,855
2	62,900	63,735	64,575
3	64,605	65,445	66,295
4	66,310	67,155	68,015
5	68,015	68,865	69,735
6	69,720	70,575	71,455
7	71,425	72,285	73,175
8	73,130	73,995	74,895
9	74,835	75,705	76,615
10	76,540	77,415	78,335

1. The daily rate (DCPDS **Table S623**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (1B)
 COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP
 ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

B. JUNIOR HIGH SCHOOL ASSISTANT PRINCIPALS

Modern DCPDS Pay Table IDs Noted Below

Grade	S620		S623		S620		S623	
	LD MASTER'S	Daily WrkShop	LE MA + 30	Daily WrkShop	LG DOCTOR'S	Daily WrkShop		
Step								
1	\$61,195	\$275.65	\$62,025	\$279.39	\$62,855	\$283.13		
2	\$62,900	\$283.33	\$63,735	\$287.09	\$64,575	\$290.88		
3	\$64,605	\$291.01	\$65,445	\$294.80	\$66,295	\$298.63		
4	\$66,310	\$298.69	\$67,155	\$302.50	\$68,015	\$306.37		
5	\$68,015	\$306.37	\$68,865	\$310.20	\$69,735	\$314.12		
6	\$69,720	\$314.05	\$70,575	\$317.91	\$71,455	\$321.87		
7	\$71,425	\$321.73	\$72,285	\$325.61	\$73,175	\$329.62		
8	\$73,130	\$329.41	\$73,995	\$333.31	\$74,895	\$337.36		
9	\$74,835	\$337.09	\$75,705	\$341.01	\$76,615	\$345.11		
10	\$76,540	\$344.77	\$77,415	\$348.72	\$78,335	\$352.86		

1. The daily rate (DCPDS Table S623) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (1C)
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S630

ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

C. SENIOR HIGH SCHOOL ASSISTANT PRINCIPALS

DCPDS Grade Step	LD MASTER'S	LE MA+30	LG DOCTOR'S
1	63,875	64,680	65,485
2	65,600	66,415	67,230
3	67,325	68,150	68,975
4	69,050	69,885	70,720
5	70,775	71,620	72,465
6	72,500	73,355	74,210
7	74,225	75,090	75,955
8	75,950	76,825	77,700
9	77,675	78,560	79,445
10	79,400	80,295	81,190

1. The daily rate (DCPDS **Table S633**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (1C)
 COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP
 ENROLLMENT BAND 1: LESS THAN 150 STUDENTS

C. SENIOR HIGH SCHOOL ASSISTANT PRINCIPALS

		Modern DCPDS Pay Table IDs Noted Below					
		S630	S633	S630	S633	S630	S633
Grade		LD	Daily	LE	Daily	LG	Daily
Step		MASTER'S	WrkShop	MA + 30	WrkShop	DOCTOR'S	WrkShop
1		\$63,875	\$287.73	\$64,680	\$291.35	\$65,485	\$294.98
2		\$65,600	\$295.50	\$66,415	\$299.17	\$67,230	\$302.84
3		\$67,325	\$303.27	\$68,150	\$306.98	\$68,975	\$310.70
4		\$69,050	\$311.04	\$69,885	\$314.80	\$70,720	\$318.56
5		\$70,775	\$318.81	\$71,620	\$322.61	\$72,465	\$326.42
6		\$72,500	\$326.58	\$73,355	\$330.43	\$74,210	\$334.28
7		\$74,225	\$334.35	\$75,090	\$338.24	\$75,955	\$342.14
8		\$75,950	\$342.12	\$76,825	\$346.06	\$77,700	\$350.00
9		\$77,675	\$349.89	\$78,560	\$353.87	\$79,445	\$357.86
10		\$79,400	\$357.66	\$80,295	\$361.69	\$81,190	\$365.72

1. The daily rate (DCPDS Table S623) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (2A)
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S640

ENROLLMENT BAND 2: 150 OR MORE STUDENTS

A. ELEMENTARY SCHOOL ASSISTANT PRINCIPALS

DCPDS Grade Step	LD MASTER'S	LE MA+30	LG DOCTOR'S
1	61,920	62,825	63,725
2	63,710	64,625	65,535
3	65,500	66,425	67,345
4	67,290	68,225	69,155
5	69,080	70,025	70,965
6	70,870	71,825	72,775
7	72,660	73,625	74,585
8	74,450	75,425	76,395
9	76,240	77,225	78,205
10	78,030	79,025	80,015

1. The daily rate (DCPDS **Table S643**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.
2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (2A)
 COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP
 ENROLLMENT BAND 2: 150 OR MORE STUDENTS

A. ELEMENTARY SCHOOL ASSISTANT PRINCIPALS

Modern DCPDS Pay Table IDs Noted Below

Grade	S640		S643		S640		S643	
	LD	Daily	LE	Daily	LG	Daily		
Step	MASTER'S	WrkShop	MA + 30	WrkShop	DOCTOR'S	WrkShop		
1	\$61,920	\$278.92	\$62,825	\$283.00	\$63,725	\$287.05		
2	\$63,710	\$286.98	\$64,625	\$291.10	\$65,535	\$295.20		
3	\$65,500	\$295.05	\$66,425	\$299.21	\$67,345	\$303.36		
4	\$67,290	\$303.11	\$68,225	\$307.32	\$69,155	\$311.51		
5	\$69,080	\$311.17	\$70,025	\$315.43	\$70,965	\$319.66		
6	\$70,870	\$319.23	\$71,825	\$323.54	\$72,775	\$327.82		
7	\$72,660	\$327.30	\$73,625	\$331.64	\$74,585	\$335.97		
8	\$74,450	\$335.36	\$75,425	\$339.75	\$76,395	\$344.12		
9	\$76,240	\$343.42	\$77,225	\$347.86	\$78,205	\$352.27		
10	\$78,030	\$351.49	\$79,025	\$355.97	\$80,015	\$360.43		

1. The daily rate (DCPDS Table S643) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (2B)
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S650

ENROLLMENT BAND 2: 150 OR MORE STUDENTS

A. JUNIOR HIGH SCHOOL ASSISTANT PRINCIPALS

DCPDS Grade Step	LD MASTER'S	LE MA+30	LG DOCTOR'S
1	64,415	65,290	66,160
2	66,205	67,090	67,970
3	67,995	68,890	69,780
4	69,785	70,690	71,590
5	71,575	72,490	73,400
6	73,365	74,290	75,210
7	75,155	76,090	77,020
8	76,945	77,890	78,830
9	78,735	79,690	80,640
10	80,525	81,490	82,450

1. The daily rate (DCPDS **Table S653**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.
2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (2B)
 COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP
 ENROLLMENT BAND 2: 150 OR MORE STUDENTS

B. JUNIOR HIGH SCHOOL ASSISTANT PRINCIPALS

Modern DCPDS Pay Table IDs will be as below in July 2001 (Tentative):

	S650	S653	S650	S653	S650	S653
Grade	LD MASTER'S	Daily WrkShop	LE MA + 30	Daily WrkShop	LG DOCTOR'S	Daily WrkShop
Step						
1	\$64,415	\$290.16	\$65,290	\$294.10	\$66,160	\$298.02
2	\$66,205	\$298.22	\$67,090	\$302.21	\$67,970	\$306.17
3	\$67,995	\$306.28	\$68,890	\$310.32	\$69,780	\$314.32
4	\$69,785	\$314.35	\$70,690	\$318.42	\$71,590	\$322.48
5	\$71,575	\$322.41	\$72,490	\$326.53	\$73,400	\$330.63
6	\$73,365	\$330.47	\$74,290	\$334.64	\$75,210	\$338.78
7	\$75,155	\$338.54	\$76,090	\$342.75	\$77,020	\$346.94
8	\$76,945	\$346.60	\$77,890	\$350.86	\$78,830	\$355.09
9	\$78,735	\$354.66	\$79,690	\$358.96	\$80,640	\$363.24
10	\$80,525	\$362.73	\$81,490	\$367.07	\$82,450	\$371.40

1. The daily rate (DCPDS Table S653) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (2C)
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S660

ENROLLMENT BAND 2: 150 OR MORE STUDENTS

B. SENIOR HIGH SCHOOL ASSISTANT PRINCIPALS

DCPDS Grade Step	LD MASTER'S	LE MA+30	LG DOCTOR'S
1	67,235	68,080	68,930
2	69,050	69,905	70,765
3	70,865	71,730	72,600
4	72,680	73,555	74,435
5	74,495	75,380	76,270
6	76,310	77,205	78,105
7	78,125	79,030	79,940
8	79,940	80,855	81,775
9	81,755	82,680	83,610
10	83,570	84,505	85,445

1. The daily rate (DCPDS **Table S663**) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.
2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
Chief
Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2003-2004 SALARY SCHEDULE

SCHEDULE L (2C)
 COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP
 ENROLLMENT BAND 2: 150 OR MORE STUDENTS

C. SENIOR HIGH SCHOOL ASSISTANT PRINCIPALS

Modern DCPDS Pay Table IDs Noted Below

Grade	S660	S663	S660	S663	S660	S663
	LD MASTER'S	Daily WrkShop	LE MA + 30	Daily WrkShop	LG DOCTOR'S	Daily WrkShop
Step						
1	\$67,235	\$302.86	\$68,080	\$306.67	\$68,930	\$310.50
2	\$69,050	\$311.04	\$69,905	\$314.89	\$70,765	\$318.76
3	\$70,865	\$319.21	\$71,730	\$323.11	\$72,600	\$327.03
4	\$72,680	\$327.39	\$73,555	\$331.33	\$74,435	\$335.29
5	\$74,495	\$335.56	\$75,380	\$339.55	\$76,270	\$343.56
6	\$76,310	\$343.74	\$77,205	\$347.77	\$78,105	\$351.82
7	\$78,125	\$351.91	\$79,030	\$355.99	\$79,940	\$360.09
8	\$79,940	\$360.09	\$80,855	\$364.21	\$81,775	\$368.36
9	\$81,755	\$368.27	\$82,680	\$372.43	\$83,610	\$376.62
10	\$83,570	\$376.44	\$84,505	\$380.65	\$85,445	\$384.89

1. The daily rate (DCPDS Table S663) for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.

2. Steps 1 through 10 are annual step increases payable upon completion of one year satisfactory service in the prior step.

Effective Date: August 1, 2003

R. CRAIG JERABEK
 Chief
 Wage and Salary Division