

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 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: \$99.00
- b. Less than one full day: \$49.50

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE C
COMPREHENSIVE SCHEDULE FOR EDUCATORS AND SPECIALISTS

Pay Plan is TP

Modern DCPDS Pay Table ID is S100

Grade	CB BACHELOR'S	CC BA+15	CL BA+30	CD MASTER'S	CM MA+15	CE MA+30	CG DOCTOR'S
Step							
1	39,160	40,445	41,730	43,015	44,300	45,585	46,870
2	40,505	41,900	43,300	44,695	46,090	47,485	48,880
3	41,850	43,355	44,870	46,375	47,880	49,385	50,890
4	43,195	44,810	46,440	48,055	49,670	51,285	52,900
5	44,540	46,265	48,010	49,735	51,460	53,185	54,910
6	45,885	47,720	49,580	51,415	53,250	55,085	56,920
7	47,230	49,175	51,150	53,095	55,040	56,985	58,930
8	48,575	50,630	52,720	54,775	56,830	58,885	60,940
9	49,920	52,085	54,290	56,455	58,620	60,785	62,950
10	51,265	53,540	55,860	58,135	60,410	62,685	64,960
11	52,610	54,995	57,430	59,815	62,200	64,585	66,970
12	53,955	56,450	59,000	61,495	63,990	66,485	68,980
13	55,300	57,905	60,570	63,175	65,780	68,385	70,990
14	56,645	59,360	62,140	64,855	67,570	70,285	73,000
15	57,855	60,640	63,490	66,275	69,060	71,845	74,630
16	59,065	61,920	64,840	67,695	70,550	73,405	76,260
17	60,275	63,200	66,190	69,115	72,040	74,965	77,890
18	61,485	64,480	67,540	70,535	73,530	76,525	79,520

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, 2008

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Chief
Wage and Salary Division

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ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 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	S100	S101	S102
	CB BACHELOR'S	Daily WrkShop	Summer School	CC BA+15	Daily WrkShop	Summer School	CL BA+30	Daily WrkShop	Summer School
Step									
1	\$39,160	\$206.11	\$137.41	\$40,445	\$212.87	\$141.91	\$41,730	\$219.63	\$146.42
2	\$40,505	\$213.18	\$142.12	\$41,900	\$220.53	\$147.02	\$43,300	\$227.89	\$151.93
3	\$41,850	\$220.26	\$146.84	\$43,355	\$228.18	\$152.12	\$44,870	\$236.16	\$157.44
4	\$43,195	\$227.34	\$151.56	\$44,810	\$235.84	\$157.23	\$46,440	\$244.42	\$162.95
5	\$44,540	\$234.42	\$156.28	\$46,265	\$243.50	\$162.33	\$48,010	\$252.68	\$168.45
6	\$45,885	\$241.50	\$161.00	\$47,720	\$251.16	\$167.44	\$49,580	\$260.95	\$173.97
7	\$47,230	\$248.58	\$165.72	\$49,175	\$258.82	\$172.55	\$51,150	\$269.21	\$179.47
8	\$48,575	\$255.66	\$170.44	\$50,630	\$266.47	\$177.65	\$52,720	\$277.47	\$184.98
9	\$49,920	\$262.74	\$175.16	\$52,085	\$274.13	\$182.75	\$54,290	\$285.74	\$190.49
10	\$51,265	\$269.82	\$179.88	\$53,540	\$281.79	\$187.86	\$55,860	\$294.00	\$196.00
11	\$52,610	\$276.89	\$184.59	\$54,995	\$289.45	\$192.97	\$57,430	\$302.26	\$201.51
12	\$53,955	\$283.97	\$189.31	\$56,450	\$297.11	\$198.07	\$59,000	\$310.53	\$207.02
13	\$55,300	\$291.05	\$194.03	\$57,905	\$304.76	\$203.17	\$60,570	\$318.79	\$212.53
14	\$56,645	\$298.13	\$198.75	\$59,360	\$312.42	\$208.28	\$62,140	\$327.05	\$218.03
15	\$57,855	\$304.50	\$203.00	\$60,640	\$319.16	\$212.77	\$63,490	\$334.16	\$222.77
16	\$59,065	\$310.87	\$207.25	\$61,920	\$325.89	\$217.26	\$64,840	\$341.26	\$227.51
17	\$60,275	\$317.24	\$211.49	\$63,200	\$332.63	\$221.75	\$66,190	\$348.37	\$232.25
18	\$61,485	\$323.61	\$215.74	\$64,480	\$339.37	\$226.25	\$67,540	\$355.47	\$236.98

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 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	S100	S101	S102
Grade	CD MASTER'S	Daily WrkShop	Summer School	CM MA+15	Daily WrkShop	Summer School	CE MA+30	Daily WrkShop	Summer School	CG DOCTOR'S	Daily WrkShop	Summer School
Step												
1	\$43,015	\$226.39	\$150.93	\$44,300	\$233.16	\$155.44	\$45,585	\$239.92	\$159.95	\$46,870	\$246.68	\$164.45
2	\$44,695	\$235.24	\$156.83	\$46,090	\$242.58	\$161.72	\$47,485	\$249.92	\$166.61	\$48,880	\$257.26	\$171.51
3	\$46,375	\$244.08	\$162.72	\$47,880	\$252.00	\$168.00	\$49,385	\$259.92	\$173.28	\$50,890	\$267.84	\$178.56
4	\$48,055	\$252.92	\$168.61	\$49,670	\$261.42	\$174.28	\$51,285	\$269.92	\$179.95	\$52,900	\$278.42	\$185.61
5	\$49,735	\$261.76	\$174.51	\$51,460	\$270.84	\$180.56	\$53,185	\$279.92	\$186.61	\$54,910	\$289.00	\$192.67
6	\$51,415	\$270.61	\$180.41	\$53,250	\$280.26	\$186.84	\$55,085	\$289.92	\$193.28	\$56,920	\$299.58	\$199.72
7	\$53,095	\$279.45	\$186.30	\$55,040	\$289.68	\$193.12	\$56,985	\$299.92	\$199.95	\$58,930	\$310.16	\$206.77
8	\$54,775	\$288.29	\$192.19	\$56,830	\$299.11	\$199.41	\$58,885	\$309.92	\$206.61	\$60,940	\$320.74	\$213.83
9	\$56,455	\$297.13	\$198.09	\$58,620	\$308.53	\$205.69	\$60,785	\$319.92	\$213.28	\$62,950	\$331.32	\$220.88
10	\$58,135	\$305.97	\$203.98	\$60,410	\$317.95	\$211.97	\$62,685	\$329.92	\$219.95	\$64,960	\$341.89	\$227.93
11	\$59,815	\$314.82	\$209.88	\$62,200	\$327.37	\$218.25	\$64,585	\$339.92	\$226.61	\$66,970	\$352.47	\$234.98
12	\$61,495	\$323.66	\$215.77	\$63,990	\$336.79	\$224.53	\$66,485	\$349.92	\$233.28	\$68,980	\$363.05	\$242.03
13	\$63,175	\$332.50	\$221.67	\$65,780	\$346.21	\$230.81	\$68,385	\$359.92	\$239.95	\$70,990	\$373.63	\$249.09
14	\$64,855	\$341.34	\$227.56	\$67,570	\$355.63	\$237.09	\$70,285	\$369.92	\$246.61	\$73,000	\$384.21	\$256.14
15	\$66,275	\$348.82	\$232.55	\$69,060	\$363.47	\$242.31	\$71,845	\$378.13	\$252.09	\$74,630	\$392.79	\$261.86
16	\$67,695	\$356.29	\$237.53	\$70,550	\$371.32	\$247.55	\$73,405	\$386.34	\$257.56	\$76,260	\$401.37	\$267.58
17	\$69,115	\$363.76	\$242.51	\$72,040	\$379.16	\$252.77	\$74,965	\$394.55	\$263.03	\$77,890	\$409.95	\$273.30
18	\$70,535	\$371.24	\$247.49	\$73,530	\$387.00	\$258.00	\$76,525	\$402.76	\$268.51	\$79,520	\$418.53	\$279.02

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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ARLINGTON, VA 22209-5144

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE D
SCHEDULE FOR SPEECH PATHOLOGISTS OR SOCIAL WORKERS

Pay Plan is TP

Modern DCPDS Pay Table ID is S200

Grade	DD MASTER'S	DM MA+15	DE MA+30	DG DOCTOR'S
Step				
1	44,295	45,795	47,295	48,795
2	46,085	47,650	49,215	50,785
3	47,875	49,505	51,135	52,775
4	49,665	51,360	53,055	54,765
5	51,455	53,215	54,975	56,755
6	53,245	55,070	56,895	58,745
7	55,035	56,925	58,815	60,735
8	56,825	58,780	60,735	62,725
9	58,615	60,635	62,655	64,715
10	60,405	62,490	64,575	66,705
11	62,195	64,345	66,495	68,695
12	63,985	66,200	68,415	70,685
13	65,775	68,055	70,335	72,675
14	67,565	69,910	72,255	74,665
15	69,005	71,385	73,765	76,210
16	70,445	72,860	75,275	77,755
17	71,885	74,335	76,785	79,300
18	73,325	75,810	78,295	80,845

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE D
 SCHEDULE FOR SPEECH PATHOLOGISTS OR SOCIAL WORKERS

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	44,295	233.13	155.42	45,795	241.03	160.69	47,295	248.92	165.95	48,795	256.82	171.21
2	46,085	242.55	161.70	47,650	250.79	167.19	49,215	259.03	172.69	50,785	267.29	178.19
3	47,875	251.97	167.98	49,505	260.55	173.70	51,135	269.13	179.42	52,775	277.76	185.17
4	49,665	261.39	174.26	51,360	270.32	180.21	53,055	279.24	186.16	54,765	288.24	192.16
5	51,455	270.82	180.55	53,215	280.08	186.72	54,975	289.34	192.89	56,755	298.71	199.14
6	53,245	280.24	186.83	55,070	289.84	193.23	56,895	299.45	199.63	58,745	309.18	206.12
7	55,035	289.66	193.11	56,925	299.61	199.74	58,815	309.55	206.37	60,735	319.66	213.11
8	56,825	299.08	199.39	58,780	309.37	206.25	60,735	319.66	213.11	62,725	330.13	220.09
9	58,615	308.50	205.67	60,635	319.13	212.75	62,655	329.76	219.84	64,715	340.61	227.07
10	60,405	317.92	211.95	62,490	328.89	219.26	64,575	339.87	226.58	66,705	351.08	234.05
11	62,195	327.34	218.23	64,345	338.66	225.77	66,495	349.97	233.31	68,695	361.55	241.03
12	63,985	336.76	224.51	66,200	348.42	232.28	68,415	360.08	240.05	70,685	372.03	248.02
13	65,775	346.18	230.79	68,055	358.18	238.79	70,335	370.18	246.79	72,675	382.50	255.00
14	67,565	355.61	237.07	69,910	367.95	245.30	72,255	380.29	253.53	74,665	392.97	261.98
15	69,005	363.18	242.12	71,385	375.71	250.47	73,765	388.24	258.83	76,210	401.11	267.41
16	70,445	370.76	247.17	72,860	383.47	255.65	75,275	396.18	264.12	77,755	409.24	272.83
17	71,885	378.34	252.23	74,335	391.24	260.83	76,785	404.13	269.42	79,300	417.37	278.25
18	73,325	385.92	257.28	75,810	399.00	266.00	78,295	412.08	274.72	80,845	425.50	283.67

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, 2008

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE E
SCHEDULE FOR GUIDANCE COUNSELORS

Pay Plan is TP

Modern DCPDS Pay Table ID is S300

Grade	ED MASTER'S	EM MA+15	EE MA+30	EG DOCTOR'S
Step				
1	45,465	46,890	48,315	49,740
2	47,285	48,780	50,275	51,770
3	49,105	50,670	52,235	53,800
4	50,925	52,560	54,195	55,830
5	52,745	54,450	56,155	57,860
6	54,565	56,340	58,115	59,890
7	56,385	58,230	60,075	61,920
8	58,205	60,120	62,035	63,950
9	60,025	62,010	63,995	65,980
10	61,845	63,900	65,955	68,010
11	63,665	65,790	67,915	70,040
12	65,485	67,680	69,875	72,070
13	67,305	69,570	71,835	74,100
14	69,125	71,460	73,795	76,130
15	70,500	72,900	75,300	77,700
16	71,875	74,340	76,805	79,270
17	73,250	75,780	78,310	80,840
18	74,625	77,220	79,815	82,410

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE E
SCHEDULE FOR GUIDANCE COUNSELORS

Includes Schedules for Basic, Daily and Summer School Rates

Pay Plan is TP

Grade	S300			S301			S302			S300			S301			S302					
	ED MASTER'S	Daily WorkShop	Summer School	EM MA + 15	Daily WorkShop	Summer School	EE MA + 30	Daily WorkShop	Summer School	EG DOCTOR'S	Daily WorkShop	Summer School	EM MA + 15	Daily WorkShop	Summer School	EE MA + 30	Daily WorkShop	Summer School			
Step 1	45,465	239.29	159.53	46,890	246.79	164.53	48,315	254.29	169.53	49,740	261.79	174.53	46,890	246.79	164.53	48,315	254.29	169.53	49,740	261.79	174.53
2	47,285	248.87	165.91	48,780	256.74	171.16	50,275	264.61	176.41	51,770	272.47	181.65	48,780	256.74	171.16	50,275	264.61	176.41	51,770	272.47	181.65
3	49,105	258.45	172.30	50,670	266.68	177.79	52,235	274.92	183.28	53,800	283.16	188.77	50,670	266.68	177.79	52,235	274.92	183.28	53,800	283.16	188.77
4	50,925	268.03	178.69	52,560	276.63	184.42	54,195	285.24	190.16	55,830	293.84	195.89	52,560	276.63	184.42	54,195	285.24	190.16	55,830	293.84	195.89
5	52,745	277.61	185.07	54,450	286.58	191.05	56,155	295.55	197.03	57,860	304.53	203.02	54,450	286.58	191.05	56,155	295.55	197.03	57,860	304.53	203.02
6	54,565	287.18	191.45	56,340	296.53	197.69	58,115	305.87	203.91	59,890	315.21	210.14	56,340	296.53	197.69	58,115	305.87	203.91	59,890	315.21	210.14
7	56,385	296.76	197.84	58,230	306.47	204.31	60,075	316.18	210.79	61,920	325.89	217.26	58,230	306.47	204.31	60,075	316.18	210.79	61,920	325.89	217.26
8	58,205	306.34	204.23	60,120	316.42	210.95	62,035	326.50	217.67	63,950	336.58	224.39	60,120	316.42	210.95	62,035	326.50	217.67	63,950	336.58	224.39
9	60,025	315.92	210.61	62,010	326.37	217.58	63,995	336.82	224.55	65,980	347.26	231.51	62,010	326.37	217.58	63,995	336.82	224.55	65,980	347.26	231.51
10	61,845	325.50	217.00	63,900	336.32	224.21	65,955	347.13	231.42	68,010	357.95	238.63	63,900	336.32	224.21	65,955	347.13	231.42	68,010	357.95	238.63
11	63,665	335.08	223.39	65,790	346.26	230.84	67,915	357.45	238.30	70,040	368.63	245.75	65,790	346.26	230.84	67,915	357.45	238.30	70,040	368.63	245.75
12	65,485	344.66	229.77	67,680	356.21	237.47	69,875	367.76	245.17	72,070	379.32	252.88	67,680	356.21	237.47	69,875	367.76	245.17	72,070	379.32	252.88
13	67,305	354.24	236.16	69,570	366.16	244.11	71,835	378.08	252.05	74,100	390.00	260.00	69,570	366.16	244.11	71,835	378.08	252.05	74,100	390.00	260.00
14	69,125	363.82	242.55	71,460	376.11	250.74	73,795	388.39	258.93	76,130	400.68	267.12	71,460	376.11	250.74	73,795	388.39	258.93	76,130	400.68	267.12
15	70,500	371.05	247.37	72,900	383.68	255.79	75,300	396.32	264.21	77,700	408.95	272.63	72,900	383.68	255.79	75,300	396.32	264.21	77,700	408.95	272.63
16	71,875	378.29	252.19	74,340	391.26	260.84	76,805	404.24	269.49	79,270	417.21	278.14	74,340	391.26	260.84	76,805	404.24	269.49	79,270	417.21	278.14
17	73,250	385.53	257.02	75,780	398.84	265.89	78,310	412.16	274.77	80,840	425.47	283.65	75,780	398.84	265.89	78,310	412.16	274.77	80,840	425.47	283.65
18	74,625	392.76	261.84	77,220	406.42	270.95	79,815	420.08	280.05	82,410	433.74	289.16	77,220	406.42	270.95	79,815	420.08	280.05	82,410	433.74	289.16

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, 2008

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Wage and Salary Division

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OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE F
 SCHEDULE FOR SCHOOL PSYCHOLOGISTS

Pay Plan is TP

Modern DCPDS Pay Table ID is S400

Grade	FD MASTER'S	FM MA+15	FE MA+30	FG DOCTOR'S
Step				
1	52,065	53,390	54,715	56,040
2	53,770	55,140	56,510	57,875
3	55,475	56,890	58,305	59,710
4	57,180	58,640	60,100	61,545
5	58,885	60,390	61,895	63,380
6	60,590	62,140	63,690	65,215
7	62,295	63,890	65,485	67,050
8	64,000	65,640	67,280	68,885
9	65,705	67,390	69,075	70,720
10	67,410	69,140	70,870	72,555
11	69,115	70,890	72,665	74,390
12	70,820	72,640	74,460	76,225
13	72,525	74,390	76,255	78,060
14	74,230	76,140	78,050	79,895
15	75,635	77,565	79,495	81,360
16	77,040	78,990	80,940	82,825
17	78,445	80,415	82,385	84,290
18	79,850	81,840	83,830	85,755

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, 2008

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE F
SCHEDULE FOR SCHOOL PSYCHOLOGIST

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
	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
Step												
1	52,065	274.03	182.69	53,390	281.00	187.33	54,715	287.97	191.98	56,040	294.95	196.63
2	53,770	283.00	188.67	55,140	290.21	193.47	56,510	297.42	198.28	57,875	304.61	203.07
3	55,475	291.97	194.65	56,890	299.42	199.61	58,305	306.87	204.58	59,710	314.26	209.51
4	57,180	300.95	200.63	58,640	308.63	205.75	60,100	316.32	210.88	61,545	323.92	215.95
5	58,885	309.92	206.61	60,390	317.84	211.89	61,895	325.76	217.17	63,380	333.58	222.39
6	60,590	318.89	212.59	62,140	327.05	218.03	63,690	335.21	223.47	65,215	343.24	228.83
7	62,295	327.87	218.58	63,890	336.26	224.17	65,485	344.66	229.77	67,050	352.89	235.26
8	64,000	336.84	224.56	65,640	345.47	230.31	67,280	354.11	236.07	68,885	362.55	241.70
9	65,705	345.82	230.55	67,390	354.68	236.45	69,075	363.55	242.37	70,720	372.21	248.14
10	67,410	354.79	236.53	69,140	363.89	242.59	70,870	373.00	248.67	72,555	381.87	254.58
11	69,115	363.76	242.51	70,890	373.11	248.74	72,665	382.45	254.97	74,390	391.53	261.02
12	70,820	372.74	248.49	72,640	382.32	254.88	74,460	391.89	261.26	76,225	401.18	267.45
13	72,525	381.71	254.47	74,390	391.53	261.02	76,255	401.34	267.56	78,060	410.84	273.89
14	74,230	390.68	260.45	76,140	400.74	267.16	78,050	410.79	273.86	79,895	420.50	280.33
15	75,935	399.65	266.43	77,990	410.15	273.29	79,995	420.64	279.93	81,840	430.21	286.86
16	77,640	408.62	272.41	79,940	419.56	278.82	81,945	430.78	285.96	83,790	440.33	293.39
17	79,345	417.59	278.39	81,890	428.97	284.75	84,045	440.91	291.09	85,940	450.45	299.92
18	81,050	426.56	284.37	83,840	438.18	290.73	86,145	451.04	296.81	88,090	460.57	306.45

- 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.
- 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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE M
 MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

Modern DCPDS Pay Table ID is S700

Grade	MB BACHELOR'S	MC BA+15	ML BA+30	MD MASTER'S	MM MA+15	ME MA+30	MG DOCTOR'S
Step 1	43,195	44,480	45,765	47,050	48,335	49,620	50,905
2	44,540	45,935	47,335	48,730	50,125	51,520	52,915
3	45,885	47,390	48,905	50,410	51,915	53,420	54,925
4	47,230	48,845	50,475	52,090	53,705	55,320	56,935
5	48,575	50,300	52,045	53,770	55,495	57,220	58,945
6	49,920	51,755	53,615	55,450	57,285	59,120	60,955
7	51,265	53,210	55,185	57,130	59,075	61,020	62,965
8	52,610	54,665	56,755	58,810	60,865	62,920	64,975
9	53,955	56,120	58,325	60,490	62,655	64,820	66,985
10	55,300	57,575	59,895	62,170	64,445	66,720	68,995
11	56,645	59,030	61,465	63,850	66,235	68,620	71,005
12	57,990	60,485	63,035	65,530	68,025	70,520	73,015
13	59,335	61,940	64,605	67,210	69,815	72,420	75,025
14	60,680	63,395	66,175	68,890	71,605	74,320	77,035
15	61,890	64,675	67,525	70,310	73,095	75,880	78,665
16	63,100	65,955	68,875	71,730	74,585	77,440	80,295
17	64,310	67,235	70,225	73,150	76,075	79,000	81,925
18	65,520	68,515	71,575	74,570	77,565	80,560	83,555

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, 2008

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE M

MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

Grade	Modern DCPDS Pay Table IDs Noted Below								
	S700	S701	S702	S700	S701	S702	S700	S701	S702
Step	MB BACHELOR'S	Daily WrkShop	Summer School	MC BA+15	Daily WrkShop	Summer School	ML BA+30	Daily WrkShop	Summer School
1	\$43,195	\$227.34	\$151.56	\$44,480	\$234.11	\$156.07	\$45,765	\$240.87	\$160.58
2	\$44,540	\$234.42	\$156.28	\$45,935	\$241.76	\$161.17	\$47,335	\$249.13	\$166.09
3	\$45,885	\$241.50	\$161.00	\$47,390	\$249.42	\$166.28	\$48,905	\$257.39	\$171.59
4	\$47,230	\$248.58	\$165.72	\$48,845	\$257.08	\$171.39	\$50,475	\$265.66	\$177.11
5	\$48,575	\$255.66	\$170.44	\$50,300	\$264.74	\$176.49	\$52,045	\$273.92	\$182.61
6	\$49,920	\$262.74	\$175.16	\$51,755	\$272.39	\$181.59	\$53,615	\$282.18	\$188.12
7	\$51,265	\$269.82	\$179.88	\$53,210	\$280.05	\$186.70	\$55,185	\$290.45	\$193.63
8	\$52,610	\$276.89	\$184.59	\$54,665	\$287.71	\$191.81	\$56,755	\$298.71	\$199.14
9	\$53,955	\$283.97	\$189.31	\$56,120	\$295.37	\$196.91	\$58,325	\$306.97	\$204.65
10	\$55,300	\$291.05	\$194.03	\$57,575	\$303.03	\$202.02	\$59,895	\$315.24	\$210.16
11	\$56,645	\$298.13	\$198.75	\$59,030	\$310.68	\$207.12	\$61,465	\$323.50	\$215.67
12	\$57,990	\$305.21	\$203.47	\$60,485	\$318.34	\$212.23	\$63,035	\$331.76	\$221.17
13	\$59,335	\$312.29	\$208.19	\$61,940	\$326.00	\$217.33	\$64,605	\$340.03	\$226.69
14	\$60,680	\$319.37	\$212.91	\$63,395	\$333.66	\$222.44	\$66,175	\$348.29	\$232.19
15	\$61,890	\$325.74	\$217.16	\$64,675	\$340.39	\$226.93	\$67,525	\$355.39	\$236.93
16	\$63,100	\$332.11	\$221.41	\$65,955	\$347.13	\$231.42	\$68,875	\$362.50	\$241.67
17	\$64,310	\$338.47	\$225.65	\$67,235	\$353.87	\$235.91	\$70,225	\$369.61	\$246.41
18	\$65,520	\$344.84	\$229.89	\$68,515	\$360.61	\$240.41	\$71,575	\$376.71	\$251.14

- 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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE M

MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

Grade	Modern DCPDS Pay Table IDs noted below											
	S700	S701	S702	S700	S701	S702	S700	S701	S702	S700	S701	S702
	MD MASTER'S	Daily WrkShop	Summer School	MM MA+15	Daily WrkShop	Summer School	ME MA+30	Daily WrkShop	Summer School	MG DOCTOR'S	Daily WrkShop	Summer School
Step												
1	\$47,050	\$247.63	\$165.09	\$48,335	\$254.39	\$169.59	\$49,620	\$261.16	\$174.11	\$50,905	\$267.92	\$178.61
2	\$48,730	\$256.47	\$170.98	\$50,125	\$263.82	\$175.88	\$51,520	\$271.16	\$180.77	\$52,915	\$278.50	\$185.67
3	\$50,410	\$265.32	\$176.88	\$51,915	\$273.24	\$182.16	\$53,420	\$281.16	\$187.44	\$54,925	\$289.08	\$192.72
4	\$52,090	\$274.16	\$182.77	\$53,705	\$282.66	\$188.44	\$55,320	\$291.16	\$194.11	\$56,935	\$299.66	\$199.77
5	\$53,770	\$283.00	\$188.67	\$55,495	\$292.08	\$194.72	\$57,220	\$301.16	\$200.77	\$58,945	\$310.24	\$206.83
6	\$55,450	\$291.84	\$194.56	\$57,285	\$301.50	\$201.00	\$59,120	\$311.16	\$207.44	\$60,955	\$320.82	\$213.88
7	\$57,130	\$300.68	\$200.45	\$59,075	\$310.92	\$207.28	\$61,020	\$321.16	\$214.11	\$62,965	\$331.39	\$220.93
8	\$58,810	\$309.53	\$206.35	\$60,865	\$320.34	\$213.56	\$62,920	\$331.16	\$220.77	\$64,975	\$341.97	\$227.98
9	\$60,490	\$318.37	\$212.25	\$62,655	\$329.76	\$219.84	\$64,820	\$341.16	\$227.44	\$66,985	\$352.55	\$235.03
10	\$62,170	\$327.21	\$218.14	\$64,445	\$339.18	\$226.12	\$66,720	\$351.16	\$234.11	\$68,995	\$363.13	\$242.09
11	\$63,850	\$336.05	\$224.03	\$66,235	\$348.61	\$232.41	\$68,620	\$361.16	\$240.77	\$71,005	\$373.71	\$249.14
12	\$65,530	\$344.89	\$229.93	\$68,025	\$358.03	\$238.69	\$70,520	\$371.16	\$247.44	\$73,015	\$384.29	\$256.19
13	\$67,210	\$353.74	\$235.83	\$69,815	\$367.45	\$244.97	\$72,420	\$381.16	\$254.11	\$75,025	\$394.87	\$263.25
14	\$68,890	\$362.58	\$241.72	\$71,605	\$376.87	\$251.25	\$74,320	\$391.16	\$260.77	\$77,035	\$405.45	\$270.30
15	\$70,570	\$371.43	\$247.61	\$73,495	\$386.29	\$257.53	\$76,320	\$401.16	\$267.44	\$79,045	\$416.03	\$277.35
16	\$72,250	\$380.27	\$253.50	\$75,385	\$395.71	\$263.81	\$78,420	\$411.16	\$273.77	\$81,055	\$426.61	\$284.40
17	\$73,930	\$389.11	\$259.39	\$77,275	\$405.13	\$269.99	\$80,520	\$421.16	\$280.11	\$83,065	\$437.19	\$291.45
18	\$75,610	\$397.95	\$265.28	\$79,165	\$414.55	\$276.27	\$82,620	\$431.16	\$286.44	\$85,075	\$447.77	\$298.50

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE N
 MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

Modern DCPDS Pay Table ID is S800

Grade	NB BACHELOR'S	NC BA+15	NL BA+30	ND MASTER'S	NM MA+15	NE MA+30	NG DOCTOR'S
Step							
1	47,645	48,930	50,215	51,500	52,785	54,070	55,355
2	48,990	50,385	51,785	53,180	54,575	55,970	57,365
3	50,335	51,840	53,355	54,860	56,365	57,870	59,375
4	51,680	53,295	54,925	56,540	58,155	59,770	61,385
5	53,025	54,750	56,495	58,220	59,945	61,670	63,395
6	54,370	56,205	58,065	59,900	61,735	63,570	65,405
7	55,715	57,660	59,635	61,580	63,525	65,470	67,415
8	57,060	59,115	61,205	63,260	65,315	67,370	69,425
9	58,405	60,570	62,775	64,940	67,105	69,270	71,435
10	59,750	62,025	64,345	66,620	68,895	71,170	73,445
11	61,095	63,480	65,915	68,300	70,685	73,070	75,455
12	62,440	64,935	67,485	69,980	72,475	74,970	77,465
13	63,785	66,390	69,055	71,660	74,265	76,870	79,475
14	65,130	67,845	70,625	73,340	76,055	78,770	81,485
15	66,340	69,125	71,975	74,760	77,545	80,330	83,115
16	67,550	70,405	73,325	76,180	79,035	81,890	84,745
17	68,760	71,685	74,675	77,600	80,525	83,450	86,375
18	69,970	72,965	76,025	79,020	82,015	85,010	88,005

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, 2008

R. CRAIG JERABEK
 Chief

Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE N

MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

		Modern DCPDS Pay Table IDs Noted Below								
		S800	S801	S802	S800	S801	S802	S800	S801	S802
Grade	NB BACHELOR'S	Daily WrkShop	Summer School	NC BA+15	Daily WrkShop	Summer School	NL BA+30	Daily WrkShop	Summer School	
Step										
1	\$47,645	\$250.76	\$167.17	\$48,930	\$257.53	\$171.69	\$50,215	\$264.29	\$176.19	
2	\$48,990	\$257.84	\$171.89	\$50,385	\$265.18	\$176.79	\$51,785	\$272.55	\$181.70	
3	\$50,335	\$264.92	\$176.61	\$51,840	\$272.84	\$181.89	\$53,355	\$280.82	\$187.21	
4	\$51,680	\$272.00	\$181.33	\$53,295	\$280.50	\$187.00	\$54,925	\$289.08	\$192.72	
5	\$53,025	\$279.08	\$186.05	\$54,750	\$288.16	\$192.11	\$56,495	\$297.34	\$198.23	
6	\$54,370	\$286.16	\$190.77	\$56,205	\$295.82	\$197.21	\$58,065	\$305.61	\$203.74	
7	\$55,715	\$293.24	\$195.49	\$57,660	\$303.47	\$202.31	\$59,635	\$313.87	\$209.25	
8	\$57,060	\$300.32	\$200.21	\$59,115	\$311.13	\$207.42	\$61,205	\$322.13	\$214.75	
9	\$58,405	\$307.39	\$204.93	\$60,570	\$318.79	\$212.53	\$62,775	\$330.39	\$220.26	
10	\$59,750	\$314.47	\$209.65	\$62,025	\$326.45	\$217.63	\$64,345	\$338.66	\$225.77	
11	\$61,095	\$321.55	\$214.37	\$63,480	\$334.11	\$222.74	\$65,915	\$346.92	\$231.28	
12	\$62,440	\$328.63	\$219.09	\$64,935	\$341.76	\$227.84	\$67,485	\$355.18	\$236.79	
13	\$63,785	\$335.71	\$223.81	\$66,390	\$349.42	\$232.95	\$69,055	\$363.45	\$242.30	
14	\$65,130	\$342.79	\$228.53	\$67,845	\$357.08	\$238.05	\$70,625	\$371.71	\$247.81	
15	\$66,340	\$349.16	\$232.77	\$69,125	\$363.82	\$242.55	\$71,975	\$378.82	\$252.55	
16	\$67,550	\$355.53	\$237.02	\$70,405	\$370.55	\$247.03	\$73,325	\$385.92	\$257.28	
17	\$68,760	\$361.89	\$241.26	\$71,685	\$377.29	\$251.53	\$74,675	\$393.03	\$262.02	
18	\$69,970	\$368.26	\$245.51	\$72,965	\$384.03	\$256.02	\$76,025	\$400.13	\$266.75	

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE N

MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

		Modern DCPDS Pay Table IDs noted below											
		S800	S801	S802	S800	S801	S802	S800	S801	S802	S800	S801	S802
Grade	ND MASTER'S	Daily WrkShop	Summer School	NM MA+15	Daily WrkShop	Summer School	NE MA+30	Daily WrkShop	Summer School	NG DOCTOR'S	Daily WrkShop	Summer School	
Step 1	\$51,500	\$271.05	\$180.70	\$52,785	\$277.82	\$185.21	\$54,070	\$284.58	\$189.72	\$55,355	\$291.34	\$194.23	
2	\$53,180	\$279.89	\$186.59	\$54,575	\$287.24	\$191.49	\$55,970	\$294.58	\$196.39	\$57,365	\$301.92	\$201.28	
3	\$54,860	\$288.74	\$192.49	\$56,365	\$296.66	\$197.77	\$57,870	\$304.58	\$203.05	\$59,375	\$312.50	\$208.33	
4	\$56,540	\$297.58	\$198.39	\$58,155	\$306.08	\$204.05	\$59,770	\$314.58	\$209.72	\$61,385	\$323.08	\$215.39	
5	\$58,220	\$306.42	\$204.28	\$59,945	\$315.50	\$210.33	\$61,670	\$324.58	\$216.39	\$63,395	\$333.66	\$222.44	
6	\$59,900	\$315.26	\$210.17	\$61,735	\$324.92	\$216.61	\$63,570	\$334.58	\$223.05	\$65,405	\$344.24	\$229.49	
7	\$61,580	\$324.11	\$216.07	\$63,525	\$334.34	\$222.89	\$65,470	\$344.58	\$229.72	\$67,415	\$354.82	\$236.55	
8	\$63,260	\$332.95	\$221.97	\$65,315	\$343.76	\$229.17	\$67,370	\$354.58	\$236.39	\$69,425	\$365.39	\$243.59	
9	\$64,940	\$341.79	\$227.86	\$67,105	\$353.18	\$235.45	\$69,270	\$364.58	\$243.05	\$71,435	\$375.97	\$250.65	
10	\$66,620	\$350.63	\$233.75	\$68,895	\$362.61	\$241.74	\$71,170	\$374.58	\$249.72	\$73,445	\$386.55	\$257.70	
11	\$68,300	\$359.47	\$239.65	\$70,685	\$372.03	\$248.02	\$73,070	\$384.58	\$256.39	\$75,455	\$397.13	\$264.75	
12	\$69,980	\$368.32	\$245.55	\$72,475	\$381.45	\$254.30	\$74,970	\$394.58	\$263.05	\$77,465	\$407.71	\$271.81	
13	\$71,660	\$377.16	\$251.44	\$74,265	\$390.87	\$260.58	\$76,870	\$404.58	\$269.72	\$79,475	\$418.29	\$278.86	
14	\$73,340	\$386.00	\$257.33	\$76,055	\$400.29	\$266.86	\$78,770	\$414.58	\$276.39	\$81,485	\$428.87	\$285.91	
15	\$74,760	\$393.47	\$262.31	\$77,545	\$408.13	\$272.09	\$80,330	\$422.79	\$281.86	\$83,115	\$437.45	\$291.63	
16	\$76,180	\$400.95	\$267.30	\$79,035	\$415.97	\$277.31	\$81,890	\$431.00	\$287.33	\$84,745	\$446.03	\$297.35	
17	\$77,600	\$408.42	\$272.28	\$80,525	\$423.82	\$282.55	\$83,450	\$439.21	\$292.81	\$86,375	\$454.61	\$303.07	
18	\$79,020	\$415.89	\$277.26	\$82,015	\$431.66	\$287.77	\$85,010	\$447.42	\$298.28	\$88,005	\$463.18	\$308.79	

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 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: \$66.00 **DCPDS Table S002.**

(2) Less than one full day: \$33.00

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. 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	\$275.00
20-39 Hours	\$825.00
40-79 Hours	\$1,650.00
80-119 Hours	\$2,755.00
120-159 Hours	\$3,855.00

160-199 Hours	\$4,955.00
200 Hours and Over	\$5,505.00

(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 compensation for extra-duty assignments are scheduled and conducted outside of the duty day.

(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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE K
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S540

A. ELEMENTARY SCHOOL PRINCIPALS

Grade Step	KD MASTER'S	KE MA+30	KG DOCTOR'S
1	79,940	81,210	82,480
2	82,335	83,615	84,890
3	84,730	86,020	87,300
4	87,125	88,425	89,710
5	89,520	90,830	92,120
6	91,915	93,235	94,530
7	94,310	95,640	96,940
8	96,705	98,045	99,350
9	99,100	100,450	101,760
10	101,495	102,855	104,170

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE K
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

A. ELEMENTARY SCHOOL PRINCIPALS

Grade	Modern DCPDS Pay Table IDs Noted Below					
	S540	S543	S540	S543	S540	S543
Step	KD MASTER'S	Daily WrkShop	KE MA + 30	Daily WrkShop	KG DOCTOR'S	Daily WrkShop
1	\$79,940	\$360.09	\$81,210	\$365.81	\$82,480	\$371.53
2	\$82,335	\$370.88	\$83,615	\$376.64	\$84,890	\$382.39
3	\$84,730	\$381.67	\$86,020	\$387.48	\$87,300	\$393.24
4	\$87,125	\$392.45	\$88,425	\$398.31	\$89,710	\$404.10
5	\$89,520	\$403.24	\$90,830	\$409.14	\$92,120	\$414.95
6	\$91,915	\$414.03	\$93,235	\$419.98	\$94,530	\$425.81
7	\$94,310	\$424.82	\$95,640	\$430.81	\$96,940	\$436.67
8	\$96,705	\$435.61	\$98,045	\$441.64	\$99,350	\$447.52
9	\$99,100	\$446.40	\$100,450	\$452.48	\$101,760	\$458.38
10	\$101,495	\$457.18	\$102,855	\$463.31	\$104,170	\$469.23

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE K
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S550

B. MIDDLE SCHOOL PRINCIPALS

Grade Step	KD MASTER'S	KE MA+30	KG DOCTOR'S
1	82,705	83,870	85,035
2	85,210	86,385	87,555
3	87,715	88,900	90,075
4	90,220	91,415	92,595
5	92,725	93,930	95,115
6	95,230	96,445	97,635
7	97,735	98,960	100,155
8	100,240	101,475	102,675
9	102,745	103,990	105,195
10	105,250	106,505	107,715

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE K
 COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

B. MIDDLE SCHOOL PRINCIPALS

Grade	Modern DCPDS Pay Table IDs Noted Below					
	S550	S553	S550	S553	S550	S553
Step	KD MASTER'S	Daily WrkShop	KE MA + 30	Daily WrkShop	KG DOCTOR'S	Daily WrkShop
1	\$82,705	\$372.55	\$83,870	\$377.79	\$85,035	\$383.04
2	\$85,210	\$383.83	\$86,385	\$389.12	\$87,555	\$394.39
3	\$87,715	\$395.11	\$88,900	\$400.45	\$90,075	\$405.74
4	\$90,220	\$406.40	\$91,415	\$411.78	\$92,595	\$417.09
5	\$92,725	\$417.68	\$93,930	\$423.11	\$95,115	\$428.45
6	\$95,230	\$428.96	\$96,445	\$434.44	\$97,635	\$439.80
7	\$97,735	\$440.25	\$98,960	\$445.77	\$100,155	\$451.15
8	\$100,240	\$451.53	\$101,475	\$457.09	\$102,675	\$462.50
9	\$102,745	\$462.82	\$103,990	\$468.42	\$105,195	\$473.85
10	\$105,250	\$474.10	\$106,505	\$479.75	\$107,715	\$485.20

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, 2008

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE K
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S560

C. SENIOR HIGH SCHOOL PRINCIPALS

Grade Step	KD MASTER'S	KE MA+30	KG DOCTOR'S
1	89,050	90,145	91,240
2	91,590	92,690	93,790
3	94,130	95,235	96,340
4	96,670	97,780	98,890
5	99,210	100,325	101,440
6	101,750	102,870	103,990
7	104,290	105,415	106,540
8	106,830	107,960	109,090
9	109,370	110,505	111,640
10	111,910	113,050	114,190

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE K
COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

C. SENIOR HIGH SCHOOL PRINCIPALS

Grade	Modern DCPDS Pay Table IDs Noted Below					
	S560	S563	S560	S563	S560	S563
Step	KD MASTER'S	Daily WrkShop	KE MA + 30	Daily WrkShop	KG DOCTOR'S	Daily WrkShop
1	\$89,050	\$401.13	\$90,145	\$406.06	\$91,240	\$410.99
2	\$91,590	\$412.57	\$92,690	\$417.52	\$93,790	\$422.48
3	\$94,130	\$424.01	\$95,235	\$428.99	\$96,340	\$433.96
4	\$96,670	\$435.45	\$97,780	\$440.45	\$98,890	\$445.45
5	\$99,210	\$446.89	\$100,325	\$451.91	\$101,440	\$456.94
6	\$101,750	\$458.33	\$102,870	\$463.38	\$103,990	\$468.42
7	\$104,290	\$469.77	\$105,415	\$474.84	\$106,540	\$479.91
8	\$106,830	\$481.22	\$107,960	\$486.31	\$109,090	\$491.40
9	\$109,370	\$492.66	\$110,505	\$497.77	\$111,640	\$502.88
10	\$111,910	\$504.10	\$113,050	\$509.23	\$114,190	\$514.37

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE L
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S640

A. ELEMENTARY SCHOOL ASSISTANT PRINCIPALS

Grade Step	LD MASTER'S	LE MA+30	LG DOCTOR'S
1	71,385	72,425	73,465
2	73,555	74,605	75,655
3	75,725	76,785	77,845
4	77,895	78,965	80,035
5	80,065	81,145	82,225
6	82,235	83,325	84,415
7	84,405	85,505	86,605
8	86,575	87,685	88,795
9	88,745	89,865	90,985
10	90,915	92,045	93,175

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE L
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

A. ELEMENTARY SCHOOL ASSISTANT PRINCIPALS

Grade	Modern DCPDS Pay Table IDs Noted Below					
	S640	S643	S640	S643	S640	S643
Step	LD MASTER'S	Daily WrkShop	LE MA + 30	Daily WrkShop	LG DOCTOR'S	Daily WrkShop
1	\$71,385	\$321.55	\$72,425	\$326.24	\$73,465	\$330.92
2	\$73,555	\$331.33	\$74,605	\$336.06	\$75,655	\$340.79
3	\$75,725	\$341.10	\$76,785	\$345.88	\$77,845	\$350.65
4	\$77,895	\$350.88	\$78,965	\$355.70	\$80,035	\$360.52
5	\$80,065	\$360.65	\$81,145	\$365.52	\$82,225	\$370.38
6	\$82,235	\$370.43	\$83,325	\$375.34	\$84,415	\$380.25
7	\$84,405	\$380.20	\$85,505	\$385.16	\$86,605	\$390.11
8	\$86,575	\$389.98	\$87,685	\$394.98	\$88,795	\$399.98
9	\$88,745	\$399.75	\$89,865	\$404.80	\$90,985	\$409.84
10	\$90,915	\$409.53	\$92,045	\$414.62	\$93,175	\$419.71

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE L
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S650

B. MIDDLE SCHOOL ASSISTANT PRINCIPALS

Grade Step	LD MASTER'S	LE MA+30	LG DOCTOR'S
1	74,435	75,450	76,470
2	76,585	77,610	78,640
3	78,735	79,770	80,810
4	80,885	81,930	82,980
5	83,035	84,090	85,150
6	85,185	86,250	87,320
7	87,335	88,410	89,490
8	89,485	90,570	91,660
9	91,635	92,730	93,830
10	93,785	94,890	96,000

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE L
 COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

B. MIDDLE SCHOOL ASSISTANT PRINCIPALS

Grade	Modern DCPDS Pay Table IDs Noted Below					
	S650	S653	S650	S653	S650	S653
Step	LD MASTER'S	Daily WrkShop	LE MA + 30	Daily WrkShop	LG DOCTOR'S	Daily WrkShop
1	\$74,435	\$335.29	\$75,450	\$339.86	\$76,470	\$344.46
2	\$76,585	\$344.98	\$77,610	\$349.59	\$78,640	\$354.23
3	\$78,735	\$354.66	\$79,770	\$359.32	\$80,810	\$364.01
4	\$80,885	\$364.35	\$81,930	\$369.05	\$82,980	\$373.78
5	\$83,035	\$374.03	\$84,090	\$378.78	\$85,150	\$383.56
6	\$85,185	\$383.72	\$86,250	\$388.51	\$87,320	\$393.33
7	\$87,335	\$393.40	\$88,410	\$398.24	\$89,490	\$403.11
8	\$89,485	\$403.09	\$90,570	\$407.97	\$91,660	\$412.88
9	\$91,635	\$412.77	\$92,730	\$417.70	\$93,830	\$422.66
10	\$93,785	\$422.45	\$94,890	\$427.43	\$96,000	\$432.43

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, 2008

R. CRAIG JERABEK
 Chief
 Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE L
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

Modern DCPDS Pay Table ID is S660

C. SENIOR HIGH SCHOOL ASSISTANT PRINCIPALS

Grade Step	LD MASTER'S	LE MA+30	LG DOCTOR'S
1	78,325	79,380	80,435
2	80,510	81,570	82,630
3	82,695	83,760	84,825
4	84,880	85,950	87,020
5	87,065	88,140	89,215
6	89,250	90,330	91,410
7	91,435	92,520	93,605
8	93,620	94,710	95,800
9	95,805	96,900	97,995
10	97,990	99,090	100,190

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE

SCHEDULE L
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS

Pay Plan is TP

C. SENIOR HIGH SCHOOL ASSISTANT PRINCIPALS

		Modern DCPDS Pay Table IDs Noted Below					
		S660	S663	S660	S663	S660	S663
Grade	Step	LD MASTER'S	Daily WrkShop	LE MA + 30	Daily WrkShop	LG DOCTOR'S	Daily WrkShop
	1	\$78,325	\$352.82	\$79,380	\$357.57	\$80,435	\$362.32
	2	\$80,510	\$362.66	\$81,570	\$367.43	\$82,630	\$372.21
	3	\$82,695	\$372.50	\$83,760	\$377.30	\$84,825	\$382.09
	4	\$84,880	\$382.34	\$85,950	\$387.16	\$87,020	\$391.98
	5	\$87,065	\$392.18	\$88,140	\$397.03	\$89,215	\$401.87
	6	\$89,250	\$402.03	\$90,330	\$406.89	\$91,410	\$411.76
	7	\$91,435	\$411.87	\$92,520	\$416.76	\$93,605	\$421.64
	8	\$93,620	\$421.71	\$94,710	\$426.62	\$95,800	\$431.53
	9	\$95,805	\$431.55	\$96,900	\$436.49	\$97,995	\$441.42
	10	\$97,990	\$441.40	\$99,090	\$446.35	\$100,190	\$451.31

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, 2008

R. CRAIG JERABEK
Chief
Wage and Salary Division



**DEPARTMENT OF THE DEFENSE
EDUCATION ACTIVITY
HUMAN RESOURCES
4040 NORTH FAIRFAX DRIVE
ARLINGTON VA 22203-1634**

JUL - 2 2009

TO: ALL DODEA EDUCATORS

**SUBJECT: Staffing of Instructional Systems Specialist (ISS) Positions in DoDDS
and Implementation of New Salary Schedules for ISS Positions**

Dear Educators:

We have accomplished much this past school year. In our efforts to continually improve, we have examined many areas of our organization.

A review of curriculum and educator positions in Area and District Offices found that each Area and District had a unique way of staffing above school level support. The review also disclosed disparities in pay and work schedules in the Instructional Systems Specialist (ISS) positions across DoDEA. Some of these positions were filled by educators who had been converted to GS and NSPS positions while others were paid on teaching or school administrator pay schedules. There was no consistency or equity in the assigned salary schedule or work year.

DoDEA had initially considered recruiting for ISS positions in DoDDS under the National Security Personnel System (NSPS). NSPS's classification and compensation flexibilities were a potential solution to address long-standing pay and work schedule disparities that have historically existed for ISS positions in DoDDS. However, due to the unknowns associated with the review of NSPS that is currently occurring, it was determined that this path for a recruitment plan was not a prudent alternative. DoDEA sought the assistance of the Civilian Personnel Management Service (CPMS) Wage and Salary Division to develop TP pay schedules appropriate for the ISS positions. This collaboration resulted in the implementation of the O and P pay schedules.

DoDEA is pleased to announce the establishment of two new Teacher Pay (TP) salary schedules for Instructional Systems Specialists (ISS) positions in DoDDS - the O Salary Schedule for non-supervisory ISS positions and the P Salary Schedule for Supervisory ISS positions. These schedules include 4 pay lanes and 18 steps which is consistent with other educator salary schedules. DoDDS educators on the O and P pay schedules will work 222 days per school year, the same work schedule for DoDDS principals and assistant principals. DoDEA will recruit for all vacant ISS positions in DoDDS using the new O and P Salary Schedules. These schedules appropriately compensate ISS employees for these critical positions and resolve many long-standing problems with ISS pay.

As a result, all non-supervisory ISS and supervisory ISS positions established in the DoDDS Area and District Offices will be recruited using these two new pay schedules. **All vacant ISS positions in DoDDS will be announced internally throughout DoDEA for current employees to apply to these positions.**

Job announcements for all ISS positions will be posted shortly and will include instructions on how to apply. These announcements will be available on the DoDEA web site. Additionally, an updated/revised Frequently Asked Questions message regarding the reorganization and the impact of these new salary schedules on ISS positions will also be posted to the DoDEA web site. Additional questions may be addressed to your local Human Resources Office.

A handwritten signature in black ink that reads "Shirley A. Miles". The signature is written in a cursive style with a large, looping initial "S".

Dr. Shirley A. Miles
Director



DEPARTMENT OF DEFENSE
CIVILIAN PERSONNEL MANAGEMENT SERVICE
1400 KEY BOULEVARD
ARLINGTON, VA 22209-5144

June 19, 2009

MEMORANDUM FOR DIRECTOR, DEPARTMENT OF DEFENSE EDUCATION
ACTIVITY

SUBJECT: Initial Implementation of Salary Schedules for Instructional System Specialist
and Supervisory Instructional System Specialist, School Year 2008 - 2009

By authority of DoD Instruction 5120.39, "Department of Defense Wage Fixing Authority--Appropriated Fund and Nonappropriated Fund Compensation Programs," dated September 10, 2008, the enclosed salary schedules are authorized to be effective July 5, 2009 for Instructional System Specialist and Supervisory Instructional System Specialist positions subject to Public Law 86-91, as amended. This is the initial implementation of these salary schedules (Schedule O and Schedule P), which are based on 222 workdays.

A handwritten signature in black ink, appearing to read "R. Craig Jerabek".

R. Craig Jerabek
Chief
Wage and Salary Division

- 2 Enclosures
1. Schedule O
2. Schedule P

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE


SCHEDULE O
SCHEDULE FOR INSTRUCTIONAL SYSTEM SPECIALIST POSITIONS

Step	MASTER'S	MA+15	MA+30	DOCTOR'S
1	54,975	56,475	57,975	59,480
2	56,935	58,565	60,195	61,825
3	58,900	60,660	62,415	64,175
4	60,865	62,750	64,635	66,525
5	62,825	64,840	66,855	68,875
6	64,790	66,935	69,075	71,220
7	66,750	69,025	71,295	73,570
8	68,715	71,115	73,515	75,920
9	70,680	73,205	75,735	78,265
10	72,640	75,300	77,955	80,615
11	74,605	77,390	80,175	82,965
12	76,565	79,480	82,395	85,310
13	78,530	81,575	84,615	87,660
14	80,495	83,665	86,835	90,010
15	82,150	85,405	88,660	91,915
16	83,810	87,145	90,485	93,820
17	85,470	88,890	92,305	95,725
18	87,130	90,630	94,130	97,625

1. The daily rate 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 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: July 5, 2009

Initial Implementation


R. CRAIG JERABEK
Chief
Wage and Salary Division

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

OVERSEAS EDUCATORS SCHOOL YEAR 2008-2009 SALARY SCHEDULE


SCHEDULE P
SCHEDULE FOR SUPERVISORY INSTRUCTIONAL SYSTEM SPECIALIST POSITIONS

Step	MASTER'S	MA+15	MA+30	DOCTOR'S
1	60,175	61,675	63,175	64,680
2	62,135	63,765	65,395	67,025
3	64,100	65,860	67,615	69,375
4	66,065	67,950	69,835	71,725
5	68,025	70,040	72,055	74,070
6	69,990	72,130	74,275	76,420
7	71,950	74,225	76,495	78,770
8	73,915	76,315	78,715	81,120
9	75,875	78,405	80,935	83,465
10	77,840	80,500	83,155	85,815
11	79,805	82,590	85,375	88,165
12	81,765	84,680	87,595	90,510
13	83,730	86,775	89,815	92,860
14	85,690	88,865	92,035	95,210
15	87,350	90,605	93,860	97,115
16	89,010	92,345	95,680	99,020
17	90,670	94,085	97,505	100,920
18	92,330	95,830	99,325	102,825

1. The daily rate 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 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: July 5, 2009

Initial Implementation



R. CRAIG JERABEK
Chief
Wage and Salary Division