

**DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VA 22203-1634**

**PANAMA CANAL COLLEGE - SCHOOL YEAR 1997-1998
MISCELLANEOUS FEE SCHEDULES**

I. INSTRUCTOR - SCHEDULE S

Activity	Course Credit	Per Period Base Rate
A. High Lecture Fee	Academic or Non-academic	\$37.55
B. Low Lecture Fee	Academic or Non-academic	\$23.10
C. High Lab Fee	Academic	\$17.95
D. Low Lab Fee	Academic	\$16.70

The High Lecture and High Lab fees are applicable to fully qualified Instructors. The Low Lecture and Low Lab fees are applicable to Instructors who are not fully qualified. No lab fees are authorized for non-academic courses.

II. ASSISTANT PROFESSOR - SCHEDULE T

Activity	Course Credit	Per Period Base Rate
A. High Lecture Fee	Academic	\$42.90
B. Low Lecture Fee	Academic	\$17.95

The above fees apply to fully qualified Assistant Professors who teach academic credit courses. No fees are authorized for non-academic courses.

III. ASSOCIATE PROFESSOR - SCHEDULE U

Activity	Course Credit	Per Period Base Rate
A. High Lecture Fee	Academic	\$48.00
B. High Lab Fee	Academic	\$17.95

The above fees apply to fully qualified Associate Professors who teach academic credit courses. No fees are authorized for non-academic courses.

IV. PROFESSOR - SCHEDULE V

Activity	Course Credit	Per Period Base Rate
A. High Lecture Fee	Academic	\$53.95
B. High Lab Fee	Academic	\$17.95

The above fees apply to fully qualified Professors who teach academic credit courses. No fees are authorized for non-academic courses.

Effective Date: August 1, 1997

Barbara L. Kelly
Chief
Wage Setting Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VIRGINIA 22203-1634

OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SALARY 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: \$48.00

(2) Less than one full day: \$24.00

d. **Other Recess Period Appointments.** The daily rate for an educator employed during a 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	\$ 1,295.00
7 Day, 40 Hour	2,635.00
5 Day, 45 Hour	6,750.00
7 Day, 45 Hour	8,090.00

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**OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE**

**SCHEDULE A
ELEMENTARY AND SECONDARY SUBSTITUTE TEACHER SCHEDULE**

Daily rate for a service increment of:

a. One full day: \$72.50

b. Less than one full day: \$36.25

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, 1997

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**OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE**

SCHEDULE B

JUNIOR RESERVE OFFICERS' TRAINING CORPS INSTRUCTORS SCHEDULE

Pay for retired military officers and non-commissioned officers employed by Department of Defense Dependents Schools in the Junior Reserve Officers' Training Corps (JROTC) program will be determined in accordance with 10 USC 2031 (d).

Under authority of 20 USC 902(A)(2), retired officers so employed will have their school year pay as calculated above supplemented by \$4,135 and retired non-commissioned officers so employed will have their school year pay as calculated above supplemented by \$3,720.

EFFECTIVE DATE: August 1, 1997

Barbara Kelly
Chief,
Wage Setting Division

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**OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE**

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

Step	BACHELOR'S	BA+15	BA+30	MASTER'S	MA+15	MA+30	DOCTOR'S
1	26,980	27,925	28,870	29,815	30,760	31,705	32,650
2	28,030	29,040	30,050	31,065	32,075	33,085	34,095
3	29,080	30,155	31,230	32,315	33,390	34,465	35,540
4	30,130	31,270	32,410	33,565	34,705	35,845	36,985
5	31,180	32,385	33,590	34,815	36,020	37,225	38,430
6	32,230	33,500	34,770	36,065	37,335	38,605	39,875
7	33,280	34,615	35,950	37,315	38,650	39,985	41,320
8	34,330	35,730	37,130	38,565	39,965	41,365	42,765
9	35,380	36,845	38,310	39,815	41,280	42,745	44,210
10	36,430	37,960	39,490	41,065	42,595	44,125	45,655
11	37,480	39,075	40,670	42,315	43,910	45,505	47,100
12	38,530	40,190	41,850	43,565	45,225	46,885	48,545
13	39,580	41,305	43,030	44,815	46,540	48,265	49,990
14	40,630	42,420	44,210	46,065	47,855	49,645	51,435
15	41,645	43,455	45,265	47,140	48,950	50,760	52,570
16	42,660	44,490	46,320	48,215	50,045	51,875	53,705
17	43,675	45,525	47,375	49,290	51,140	52,990	54,840
18	44,690	46,560	48,430	50,365	52,235	54,105	55,975

1. Daily Rate - All Teaching Positions. The daily rate for a teacher 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, 1997

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Chief
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OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE D
SCHEDULE FOR SOCIAL WORKERS

Step	MASTER'S	MA+15	MA+30	DOCTOR'S
1	30,280	31,330	32,380	33,430
2	31,620	32,700	33,780	34,860
3	32,960	34,070	35,180	36,290
4	34,300	35,440	36,580	37,720
5	35,640	36,810	37,980	39,150
6	36,980	38,180	39,380	40,580
7	38,320	39,550	40,780	42,010
8	39,660	40,920	42,180	43,440
9	41,000	42,290	43,580	44,870
10	42,340	43,660	44,980	46,300
11	43,680	45,030	46,380	47,730
12	45,020	46,400	47,780	49,160
13	46,360	47,770	49,180	50,590
14	47,700	49,140	50,580	52,020
15	48,670	50,125	51,580	53,035
16	49,640	51,110	52,580	54,050
17	50,610	52,095	53,580	55,065
18	51,580	53,080	54,580	56,080

1. 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.

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, 1997

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OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE E
SCHEDULE FOR GUIDANCE COUNSELORS

Step	MASTER'S	MA+15	MA+30	DOCTOR'S
1	30,935	32,150	33,365	34,580
2	32,270	33,525	34,775	36,030
3	33,605	34,900	36,185	37,480
4	34,940	36,275	37,595	38,930
5	36,275	37,650	39,005	40,380
6	37,610	39,025	40,415	41,830
7	38,945	40,400	41,825	43,280
8	40,280	41,775	43,235	44,730
9	41,615	43,150	44,645	46,180
10	42,950	44,525	46,055	47,630
11	44,285	45,900	47,465	49,080
12	45,620	47,275	48,875	50,530
13	46,955	48,650	50,285	51,980
14	48,290	50,025	51,695	53,430
15	49,305	51,065	52,760	54,520
16	50,320	52,105	53,825	55,610
17	51,335	53,145	54,890	56,700
18	52,350	54,185	55,955	57,790

1. 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.

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, 1997

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OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE F
SCHEDULE FOR SCHOOL PSYCHOLOGISTS

Step	MASTER'S	MA+15	MA+30	DOCTOR'S
1	36,780	37,750	38,720	39,690
2	38,055	39,050	40,045	41,040
3	39,330	40,350	41,370	42,390
4	40,605	41,650	42,695	43,740
5	41,880	42,950	44,020	45,090
6	43,155	44,250	45,345	46,440
7	44,430	45,550	46,670	47,790
8	45,705	46,850	47,995	49,140
9	46,980	48,150	49,320	50,490
10	48,255	49,450	50,645	51,840
11	49,530	50,750	51,970	53,190
12	50,805	52,050	53,295	54,540
13	52,080	53,350	54,620	55,890
14	53,355	54,650	55,945	57,240
15	54,405	55,705	57,005	58,305
16	55,455	56,760	58,065	59,370
17	56,505	57,815	59,125	60,435
18	57,555	58,870	60,185	61,500

1. 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.

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, 1997

Barbara L. Kelly
Chief
Wage Setting Division

**SPECIAL RETAINED EDUCATOR SALARY SCHEDULE G
DOD DEPENDENTS SCHOOLS PANAMA DISTRICT
SCHOOL-YEAR 1997-98**

THIS SPECIAL RETAINED SALARY SCHEDULE IS APPLICABLE ONLY TO EDUCATORS EMPLOYED ON A SCHOOL-YEAR BASIS WHO TRANSFERRED WITH FUNCTION ON OCTOBER 1, 1979, FROM THE FORMER CANAL ZONE GOVERNMENT TO THE DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS, PANAMA REGION. THIS SCHEDULE IS PUBLISHED UNDER THE AUTHORITY OF DOD DIRECTIVE 5120.39; 20 USC 901-907; AND PUBLIC LAW 96-70, SECTION 1231 C-1.

ACADEMIC SALARY LANE CODE B
BACHELOR'S DEGREE CREDIT

STEP	SY RATE
15	44,985

1. DAILY RATE - ALL TEACHING POSITIONS. THE DAILY RATE FOR A TEACHER SHALL BE EARNED ON THE BASIS OF 1/190TH OF THE SCHOOL YEAR. THE MINIMUM INCREMENT OF PAY EARNED IS ONE-HALF DAY.

2. KINDERGARTEN TEACHERS - HALF-DAY SESSIONS. THE SCHOOL-YEAR SALARY FOR KINDERGARTEN TEACHERS REGULARLY ASSIGNED TO TEACH ONE SESSION (I.E., HALF-DAY) WILL BE ONE-HALF THE SCHOOL-YEAR RATE. THE MINIMUM INCREMENT OF PAY EARNED IS ONE-HALF DAY.

3. IN THE DODDS-PANAMA DISTRICT, SALARIES ARE PAID IN EQUAL INCREMENTS EITHER DURING THE SCHOOL YEAR OR DURING THE CALENDAR YEAR, AS AUTHORIZED BY DISTRICT POLICY.

EFFECTIVE DATE: 1 AUGUST 1997

VERONICA W. SOUTHALL
CHIEF, CLASSIFICATION AND COMPENSATION

**SPECIAL RETAINED EDUCATOR SALARY SCHEDULE G
DOD DEPENDENTS SCHOOLS PANAMA DISTRICT
SCHOOL-YEAR 1997-98**

THIS SPECIAL RETAINED SALARY SCHEDULE IS APPLICABLE ONLY TO EDUCATORS EMPLOYED ON A SCHOOL-YEAR BASIS WHO TRANSFERRED WITH FUNCTION ON OCTOBER 1, 1979, FROM THE FORMER CANAL ZONE GOVERNMENT TO THE DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS, PANAMA REGION. THIS SCHEDULE IS PUBLISHED UNDER THE AUTHORITY OF DOD DIRECTIVE 5120.39; 20 USC 901-907; AND PUBLIC LAW 96-70, SECTION 1231 C-1.

ACADEMIC SALARY LANE CODE C
BACHELOR'S DEGREE + 15 HOURS CREDIT

STEP SY RATE

15 46,535

1. DAILY RATE - ALL TEACHING POSITIONS. THE DAILY RATE FOR A TEACHER SHALL BE EARNED ON THE BASIS OF 1/190TH OF THE SCHOOL YEAR. THE MINIMUM INCREMENT OF PAY EARNED IS ONE-HALF DAY.

2. KINDERGARTEN TEACHERS - HALF-DAY SESSIONS. THE SCHOOL-YEAR SALARY FOR KINDERGARTEN TEACHERS REGULARLY ASSIGNED TO TEACH ONE SESSION (I.E., HALF-DAY) WILL BE ONE-HALF THE SCHOOL-YEAR RATE. THE MINIMUM INCREMENT OF PAY EARNED IS ONE-HALF DAY.

3. IN THE DODDS-PANAMA DISTRICT, SALARIES ARE PAID IN EQUAL INCREMENTS EITHER DURING THE SCHOOL YEAR OR DURING THE CALENDAR YEAR, AS AUTHORIZED BY DISTRICT POLICY.

EFFECTIVE DATE: 1 AUGUST 1997

VERONICA W. SOUTHALL
CHIEF, CLASSIFICATION AND COMPENSATION

**SPECIAL RETAINED EDUCATOR SALARY SCHEDULE G
DOD DEPENDENTS SCHOOLS PANAMA DISTRICT
SCHOOL-YEAR 1997-98**

THIS SPECIAL RETAINED SALARY SCHEDULE IS APPLICABLE ONLY TO EDUCATORS EMPLOYED ON A SCHOOL-YEAR BASIS WHO TRANSFERRED WITH FUNCTION ON OCTOBER 1, 1979, FROM THE FORMER CANAL ZONE GOVERNMENT TO THE DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS, PANAMA REGION. THIS SCHEDULE IS PUBLISHED UNDER THE AUTHORITY OF DOD DIRECTIVE 5120.39; 20 USC 901-907; AND PUBLIC LAW 96-70, SECTION 1231 C-1.

ACADEMIC SALARY LANE CODE D & L
BACHELOR'S DEGREE + 30 HOURS CREDIT /MASTER'S DEGREE

STEP SY RATE

15 52,100

1. DAILY RATE - ALL TEACHING POSITIONS. THE DAILY RATE FOR A TEACHER SHALL BE EARNED ON THE BASIS OF 1/190TH OF THE SCHOOL YEAR. THE MINIMUM INCREMENT OF PAY EARNED IS ONE-HALF DAY.

2. KINDERGARTEN TEACHERS - HALF-DAY SESSIONS. THE SCHOOL-YEAR SALARY FOR KINDERGARTEN TEACHERS REGULARLY ASSIGNED TO TEACH ONE SESSION (I.E., HALF-DAY) WILL BE ONE-HALF THE SCHOOL-YEAR RATE. THE MINIMUM INCREMENT OF PAY EARNED IS ONE-HALF DAY.

3. IN THE DODDS-PANAMA DISTRICT, SALARIES ARE PAID IN EQUAL INCREMENTS EITHER DURING THE SCHOOL YEAR OR DURING THE CALENDAR YEAR, AS AUTHORIZED BY DISTRICT POLICY.

EFFECTIVE DATE: 1 AUGUST 1997

VERONICA W. SOUTHALL
CHIEF, CLASSIFICATION AND COMPENSATION

**SPECIAL RETAINED EDUCATOR SALARY SCHEDULE G
DOD DEPENDENTS SCHOOLS PANAMA DISTRICT
SCHOOL-YEAR 1997-98**

THIS SPECIAL RETAINED SALARY SCHEDULE IS APPLICABLE ONLY TO EDUCATORS EMPLOYED ON A SCHOOL-YEAR BASIS WHO TRANSFERRED WITH FUNCTION ON OCTOBER 1, 1979, FROM THE FORMER CANAL ZONE GOVERNMENT TO THE DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS, PANAMA REGION. THIS SCHEDULE IS PUBLISHED UNDER THE AUTHORITY OF DOD DIRECTIVE 5120.39; 20 USC 901-907; AND PUBLIC LAW 96-70, SECTION 1231 C-1.

ACADEMIC SALARY LANE CODE E
MASTER'S DEGREE + 30 HOURS CREDIT

STEP	SY RATE
15	55,715

1. DAILY RATE - ALL TEACHING POSITIONS. THE DAILY RATE FOR A TEACHER SHALL BE EARNED ON THE BASIS OF 1/190TH OF THE SCHOOL YEAR. THE MINIMUM INCREMENT OF PAY EARNED IS ONE-HALF DAY.

2. KINDERGARTEN TEACHERS - HALF-DAY SESSIONS. THE SCHOOL-YEAR SALARY FOR KINDERGARTEN TEACHERS REGULARLY ASSIGNED TO TEACH ONE SESSION (I.E., HALF-DAY) WILL BE ONE-HALF THE SCHOOL-YEAR RATE. THE MINIMUM INCREMENT OF PAY EARNED IS ONE-HALF DAY.

3. IN THE DODDS-PANAMA DISTRICT, SALARIES ARE PAID IN EQUAL INCREMENTS EITHER DURING THE SCHOOL YEAR OR DURING THE CALENDAR YEAR, AS AUTHORIZED BY DISTRICT POLICY.

EFFECTIVE DATE: 1 AUGUST 1997

VERONICA W. SOUTHALL
CHIEF, CLASSIFICATION AND COMPENSATION

**SPECIAL RETAINED EDUCATOR SALARY SCHEDULE G
DOD DEPENDENTS SCHOOLS PANAMA DISTRICT
SCHOOL-YEAR 1997-98**

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ACADEMIC SALARY LANE CODE F & G
MASTER'S DEGREE + 60 HOURS/DOCTORATE DEGREE CREDIT

STEP	SY RATE
15	57,295

1. DAILY RATE - ALL TEACHING POSITIONS. THE DAILY RATE FOR A TEACHER SHALL BE EARNED ON THE BASIS OF 1/190TH OF THE SCHOOL YEAR. THE MINIMUM INCREMENT OF PAY EARNED IS ONE-HALF DAY.

2. KINDERGARTEN TEACHERS - HALF-DAY SESSIONS. THE SCHOOL-YEAR SALARY FOR KINDERGARTEN TEACHERS REGULARLY ASSIGNED TO TEACH ONE SESSION (I.E., HALF-DAY) WILL BE ONE-HALF THE SCHOOL-YEAR RATE. THE MINIMUM INCREMENT OF PAY EARNED IS ONE-HALF DAY.

3. IN THE DODDS-PANAMA DISTRICT, SALARIES ARE PAID IN EQUAL INCREMENTS EITHER DURING THE SCHOOL YEAR OR DURING THE CALENDAR YEAR, AS AUTHORIZED BY DISTRICT POLICY.

EFFECTIVE DATE: 1 AUGUST 1997

VERONICA W. SOUTHALL
CHIEF, CLASSIFICATION AND COMPENSATION

**DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VIRGINIA 22203-1634**

**OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE**

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

Step	BACHELOR'S	BA+15	BA+30	MASTER'S	MA+15	MA+30	DOCTOR'S
1	29,760	30,705	31,650	32,595	33,540	34,485	35,430
2	30,810	31,820	32,830	33,845	34,855	35,865	36,875
3	31,860	32,935	34,010	35,095	36,170	37,245	38,320
4	32,910	34,050	35,190	36,345	37,485	38,625	39,765
5	33,960	35,165	36,370	37,595	38,800	40,005	41,210
6	35,010	36,280	37,550	38,845	40,115	41,385	42,655
7	36,060	37,395	38,730	40,095	41,430	42,765	44,100
8	37,110	38,510	39,910	41,345	42,745	44,145	45,545
9	38,160	39,625	41,090	42,595	44,060	45,525	46,990
10	39,210	40,740	42,270	43,845	45,375	46,905	48,435
11	40,260	41,855	43,450	45,095	46,690	48,285	49,880
12	41,310	42,970	44,630	46,345	48,005	49,665	51,325
13	42,360	44,085	45,810	47,595	49,320	51,045	52,770
14	43,410	45,200	46,990	48,845	50,635	52,425	54,215
15	44,425	46,235	48,045	49,920	51,730	53,540	55,350
16	45,440	47,270	49,100	50,995	52,825	54,655	56,485
17	46,455	48,305	50,155	52,070	53,920	55,770	57,620
18	47,470	49,340	51,210	53,145	55,015	56,885	58,755

1. The daily rate for management and education specialist positions 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, 1997

Barbara L. Kelly
Chief
Wage Setting Division

**DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VIRGINIA 22203-1634**

**OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE**

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

Step	BACHELOR'S	BA+15	BA+30	MASTER'S	MA+15	MA+30	DOCTOR'S
1	32,825	33,770	34,715	35,660	36,605	37,550	38,495
2	33,875	34,885	35,895	36,910	37,920	38,930	39,940
3	34,925	36,000	37,075	38,160	39,235	40,310	41,385
4	35,975	37,115	38,255	39,410	40,550	41,690	42,830
5	37,025	38,230	39,435	40,660	41,865	43,070	44,275
6	38,075	39,345	40,615	41,910	43,180	44,450	45,720
7	39,125	40,460	41,795	43,160	44,495	45,830	47,165
8	40,175	41,575	42,975	44,410	45,810	47,210	48,610
9	41,225	42,690	44,155	45,660	47,125	48,590	50,055
10	42,275	43,805	45,335	46,910	48,440	49,970	51,500
11	43,325	44,920	46,515	48,160	49,755	51,350	52,945
12	44,375	46,035	47,695	49,410	51,070	52,730	54,390
13	45,425	47,150	48,875	50,660	52,385	54,110	55,835
14	46,475	48,265	50,055	51,910	53,700	55,490	57,280
15	47,490	49,300	51,110	52,985	54,795	56,605	58,415
16	48,505	50,335	52,165	54,060	55,890	57,720	59,550
17	49,520	51,370	53,220	55,135	56,985	58,835	60,685
18	50,535	52,405	54,275	56,210	58,080	59,950	61,820

1. The daily rate for management and education specialist positions 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.

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OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE K1a
COMPREHENSIVE SCHEDULE FOR PRINCIPALS
ENROLLMENT BAND 1: LESS THAN 150 STUDENTS
A. ELEMENTARY SCHOOL PRINCIPALS

Step	MASTER'S	MA+30	DOCTOR'S
1	53,220	54,040	54,860
2	54,840	55,680	56,520
3	56,460	57,320	58,180
4	58,080	58,960	59,840
5	59,700	60,600	61,500
6	61,320	62,240	63,160
7	62,940	63,880	64,820
8	64,560	65,520	66,480
9	66,180	67,160	68,140
10	67,800	68,800	69,800

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

Effective Date: August 1, 1997

Barbara L. Kelly
Chief
Wage Setting Division

DEPARTMENT OF DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE
ARLINGTON, VIRGINIA 22203-1634

OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE K1b
COMPREHENSIVE SCHEDULE FOR PRINCIPALS
ENROLLMENT BAND 1: LESS THAN 150 STUDENTS
B. JUNIOR HIGH SCHOOL PRINCIPAL

Step	MASTER'S	MA+30	DOCTOR'S
1	54,595	55,440	56,285
2	56,310	57,170	58,030
3	58,025	58,900	59,775
4	59,740	60,630	61,520
5	61,455	62,360	63,265
6	63,170	64,090	65,010
7	64,885	65,820	66,755
8	66,600	67,550	68,500
9	68,315	69,280	70,245
10	70,030	71,010	71,990

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OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE K1c
COMPREHENSIVE SCHEDULE FOR PRINCIPALS
ENROLLMENT BAND 1: LESS THAN 150 STUDENTS
C. SENIOR HIGH SCHOOL PRINCIPALS

Step	MASTER'S	MA+30	DOCTOR'S
1	58,590	59,345	60,105
2	60,295	61,065	61,840
3	62,000	62,785	63,575
4	63,705	64,505	65,310
5	65,410	66,225	67,045
6	67,115	67,945	68,780
7	68,820	69,665	70,515
8	70,525	71,385	72,250
9	72,230	73,105	73,985
10	73,935	74,825	75,720

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ARLINGTON, VIRGINIA 22203-1634

OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE K2a
COMPREHENSIVE SCHEDULE FOR PRINCIPALS
ENROLLMENT BAND 2: 150 OR MORE STUDENTS
A. ELEMENTARY SCHOOL PRINCIPALS

Step	MASTER'S	MA+30	DOCTOR'S
1	56,020	56,885	57,750
2	57,725	58,610	59,495
3	59,430	60,335	61,240
4	61,135	62,060	62,985
5	62,840	63,785	64,730
6	64,545	65,510	66,475
7	66,250	67,235	68,220
8	67,955	68,960	69,965
9	69,660	70,685	71,710
10	71,365	72,410	73,455

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

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ARLINGTON, VIRGINIA 22203-1634

OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE K2b
COMPREHENSIVE SCHEDULE FOR PRINCIPALS
ENROLLMENT BAND 2: 150 OR MORE STUDENTS
B. JUNIOR HIGH SCHOOL PRINCIPALS

Step	MASTER'S	MA+30	DOCTOR'S
1	57,465	58,355	59,250
2	59,270	60,175	61,090
3	61,075	61,995	62,930
4	62,880	63,815	64,770
5	64,685	65,635	66,610
6	66,490	67,455	68,450
7	68,295	69,275	70,290
8	70,100	71,095	72,130
9	71,905	72,915	73,970
10	73,710	74,735	75,810

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OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE K2c
COMPREHENSIVE SCHEDULE FOR PRINCIPALS
ENROLLMENT BAND 2: 150 OR MORE STUDENTS
C. SENIOR HIGH SCHOOL PRINCIPALS

Step	MASTER'S	MA+30	DOCTOR'S
1	61,670	62,470	63,270
2	63,465	64,280	65,095
3	65,260	66,090	66,920
4	67,055	67,900	68,745
5	68,850	69,710	70,570
6	70,645	71,520	72,395
7	72,440	73,330	74,220
8	74,235	75,140	76,045
9	76,030	76,950	77,870
10	77,825	78,760	79,695

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OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE L1a
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS
ENROLLMENT BAND 1: LESS THAN 150 STUDENTS
A. ELEMENTARY SCHOOL ASSISTANT PRINCIPALS

Step	MASTER'S	MA+30	DOCTOR'S
1	46,820	47,535	48,245
2	48,345	49,065	49,785
3	49,870	50,595	51,325
4	51,395	52,125	52,865
5	52,920	53,655	54,405
6	54,445	55,185	55,945
7	55,970	56,715	57,485
8	57,495	58,245	59,025
9	59,020	59,775	60,565
10	60,545	61,305	62,105

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

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ARLINGTON, VIRGINIA 22203-1634

OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE L1b
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS
ENROLLMENT BAND 1: LESS THAN 150 STUDENTS
B. JUNIOR HIGH SCHOOL ASSISTANT PRINCIPALS

Step	MASTER'S	MA+30	DOCTOR'S
1	49,240	49,915	50,585
2	50,730	51,420	52,105
3	52,220	52,925	53,625
4	53,710	54,430	55,145
5	55,200	55,935	56,665
6	56,690	57,440	58,185
7	58,180	58,945	59,705
8	59,670	60,450	61,225
9	61,160	61,955	62,745
10	62,650	63,460	64,265

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

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ARLINGTON, VIRGINIA 22203-1634

OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE L1c
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS
ENROLLMENT BAND 1: LESS THAN 150 STUDENTS
C. SENIOR HIGH SCHOOL ASSISTANT PRINCIPALS

Step	MASTER'S	MA+30	DOCTOR'S
1	51,545	52,225	52,905
2	53,015	53,715	54,410
3	54,485	55,205	55,915
4	55,955	56,695	57,420
5	57,425	58,185	58,925
6	58,895	59,675	60,430
7	60,365	61,165	61,935
8	61,835	62,655	63,440
9	63,305	64,145	64,945
10	64,775	65,635	66,450

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.
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ARLINGTON, VIRGINIA 22203-1634

OVERSEAS EDUCATORS SCHOOL YEAR 1997-1998
SALARY SCHEDULE

SCHEDULE L2a
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS
ENROLLMENT BAND 2: 150 OR MORE STUDENTS
A. ELEMENTARY SCHOOL ASSISTANT PRINCIPALS

Step	MASTER'S	MA+30	DOCTOR'S
1	49,285	50,035	50,785
2	50,890	51,650	52,405
3	52,495	53,265	54,025
4	54,100	54,880	55,645
5	55,705	56,495	57,265
6	57,310	58,110	58,885
7	58,915	59,725	60,505
8	60,520	61,340	62,125
9	62,125	62,955	63,745
10	63,730	64,570	65,365

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SALARY SCHEDULE

SCHEDULE L2b
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS
ENROLLMENT BAND 2: 150 OR MORE STUDENTS
B. JUNIOR HIGH SCHOOL ASSISTANT PRINCIPALS

Step	MASTER'S	MA+30	DOCTOR'S
1	51,830	52,540	53,245
2	53,400	54,125	54,845
3	54,970	55,710	56,445
4	56,540	57,295	58,045
5	58,110	58,880	59,645
6	59,680	60,465	61,245
7	61,250	62,050	62,845
8	62,820	63,635	64,445
9	64,390	65,220	66,045
10	65,960	66,805	67,645

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SALARY SCHEDULE

SCHEDULE L2c
COMPREHENSIVE SCHEDULE FOR ASSISTANT PRINCIPALS
ENROLLMENT BAND 2: 150 OR MORE STUDENTS
C. SENIOR HIGH SCHOOL ASSISTANT PRINCIPALS

Step	MASTER'S	MA+30	DOCTOR'S
1	54,255	54,970	55,685
2	55,805	56,535	57,270
3	57,355	58,100	58,855
4	58,905	59,665	60,440
5	60,455	61,230	62,025
6	62,005	62,795	63,610
7	63,555	64,360	65,195
8	65,105	65,925	66,780
9	66,655	67,490	68,365
10	68,205	69,055	69,950

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.

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