



**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
AMERICAS
700 WESTPARK DRIVE
PEACHTREE CITY, GA 30269-3554**

July 25, 2018

MEMORANDUM FOR RECORD

SUBJECT: DDESS SY 2018-2019 Salary Schedules Educators and Specialists under the Master Labor Agreement (Rest of U.S. – RUS)

By authority of DoD Directive 1342.21, dated October 13, 1992, and Section 2164 of Title 10, United States Code, the attached salary schedules are authorized **effective July 25, 2018**. In accordance with the Memorandum of Understanding dated June 11, 2014 between the Department of Defense Domestic Dependent Elementary and Secondary Schools (DDESS) and the Federal Education Association – Stateside Region (FEA-SR), for school year 2018-2019, the pay year will commence on July 25, 2018 and end on July 24, 2019. The attached schedules reflect a general increase of 3%. Spread pay rates in the attached schedules are based upon full-time school year salaries earned over 190 days at 8 hours per day and spread over 2,088 hours (261 days).

A handwritten signature in black ink, appearing to read "Judith Minor", is written over the typed name.

Dr. Judith Minor

**Associate Director for Performance and Accountability/
Director of Student Excellence - Americas**

**Attachments:
As stated**

**cc:
Human Resources Director, DoDEA
Comptroller, DoDEA
Defense Finance Accounting Service – Indianapolis**

Licensed Practioner Nurse (LPN)
Rest of U.S. (RUS)
Pay Table Identifier - U300

Pay Lane	0		
	ASSOCIATE'S DEGREE		
Steps	Per Hour	Earned	Salary
0	45,606	21.84	30.00
1	46,996	22.51	30.92
2	48,403	23.18	31.84
3	49,825	23.86	32.78
4	51,269	24.55	33.73
5	52,727	25.25	34.69
6	54,203	25.96	35.66
7	55,689	26.67	36.64
8	57,188	27.39	37.62
9	58,701	28.11	38.62
10	60,225	28.84	39.62
11	61,764	29.58	40.63
12	63,298	30.32	41.64
13	64,847	31.06	42.66
14	66,401	31.80	43.68
15	67,965	32.55	44.71
16	69,520	33.30	45.74
17	71,080	34.04	46.76
18	72,639	34.79	47.79
19	74,197	35.53	48.81
20	75,751	36.28	49.84
21	77,302	37.02	50.86
22	78,844	37.76	51.87
23	80,377	38.49	52.88
24	81,898	39.22	53.88
25	83,411	39.95	54.88
26	84,907	40.66	55.86
27	86,389	41.37	56.83
28	87,855	42.08	57.80
29	89,299	42.77	58.75

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019
Effective date: July 25, 2018

Counselor - Rest of U.S. (RUS) Pay
Table Identifier - U310

Pay Lane	15			16			17			18		
	MASTERS + 15			MASTERS + 30			EDS			DOCTORS		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	60,711	29.08	39.94	64,399	30.84	42.37	68,777	32.94	45.25	73,163	35.04	48.13
1	62,233	29.81	40.94	65,916	31.57	43.37	70,299	33.67	46.25	74,683	35.77	49.13
2	63,770	30.54	41.95	67,453	32.31	44.38	71,837	34.40	47.26	76,219	36.50	50.14
3	65,330	31.29	42.98	69,014	33.05	45.40	73,393	35.15	48.28	77,779	37.25	51.17
4	66,905	32.04	44.02	70,590	33.81	46.44	74,975	35.91	49.33	79,356	38.01	52.21
5	68,500	32.81	45.07	72,182	34.57	47.49	76,564	36.67	50.37	80,948	38.77	53.26
6	70,105	33.58	46.12	73,789	35.34	48.55	78,173	37.44	51.43	82,558	39.54	54.31
7	71,732	34.35	47.19	75,421	36.12	49.62	79,802	38.22	52.50	84,188	40.32	55.39
8	73,377	35.14	48.27	77,058	36.91	50.70	81,443	39.01	53.58	85,824	41.10	56.46
9	75,031	35.93	49.36	78,714	37.70	51.79	83,094	39.80	54.67	87,482	41.90	57.55
10	76,694	36.73	50.46	80,375	38.49	52.88	84,760	40.59	55.76	89,144	42.69	58.65
11	78,369	37.53	51.56	82,050	39.30	53.98	86,435	41.40	56.87	90,817	43.49	59.75
12	80,056	38.34	52.67	83,737	40.10	55.09	88,119	42.20	57.97	92,504	44.30	60.86
13	81,747	39.15	53.78	85,427	40.91	56.20	89,812	43.01	59.09	94,198	45.11	61.97
14	83,443	39.96	54.90	87,125	41.73	57.32	91,508	43.83	60.20	95,896	45.93	63.09
15	85,144	40.78	56.02	88,828	42.54	58.44	93,212	44.64	61.32	97,596	46.74	64.21
16	86,845	41.59	57.13	90,528	43.36	59.56	94,916	45.46	62.44	99,297	47.56	65.33
17	88,551	42.41	58.26	92,233	44.17	60.68	96,621	46.27	63.57	101,003	48.37	66.45
18	90,259	43.23	59.38	93,939	44.99	61.80	98,324	47.09	64.69	102,707	49.19	67.57
19	91,960	44.04	60.50	95,643	45.81	62.92	100,028	47.91	65.81	104,413	50.01	68.69
20	93,658	44.86	61.62	97,342	46.62	64.04	101,727	48.72	66.93	106,112	50.82	69.81
21	95,354	45.67	62.73	99,036	47.43	65.16	103,417	49.53	68.04	107,802	51.63	70.92
22	97,038	46.47	63.84	100,721	48.24	66.26	105,107	50.34	69.15	109,488	52.44	72.03
23	98,718	47.28	64.95	102,398	49.04	67.37	106,782	51.14	70.25	111,168	53.24	73.14
24	100,383	48.08	66.04	104,063	49.84	68.46	108,444	51.94	71.34	112,829	54.04	74.23
25	102,032	48.87	67.13	105,716	50.63	69.55	110,098	52.73	72.43	114,481	54.83	75.32
26	103,670	49.65	68.20	107,350	51.41	70.63	111,736	53.51	73.51	116,118	55.61	76.39
27	105,282	50.42	69.26	108,967	52.19	71.69	113,349	54.29	74.57	117,734	56.39	77.46
28	106,889	51.19	70.32	110,569	52.95	72.74	114,953	55.05	75.63	119,337	57.15	78.51
29	108,467	51.95	71.36	112,152	53.71	73.78	116,534	55.81	76.67	120,918	57.91	79.55

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Counselor - Rest of U.S. (RUS) Pay
Table Identifier - U310

Pay Lane	11			12			13			14		
	BACHELORS DEGREE			BACHELORS + 15			BACHELORS + 30			MASTERS DEGREE		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	49,842	23.87	32.79	51,593	24.71	33.94	53,345	25.55	35.10	57,030	27.31	37.52
1	51,360	24.60	33.79	53,115	25.44	34.94	54,870	26.28	36.10	58,550	28.04	38.52
2	52,898	25.33	34.80	54,650	26.17	35.95	56,406	27.01	37.11	60,089	28.78	39.53
3	54,457	26.08	35.83	56,209	26.92	36.98	57,964	27.76	38.13	61,644	29.52	40.56
4	56,034	26.84	36.86	57,788	27.68	38.02	59,541	28.52	39.17	63,222	30.28	41.59
5	57,629	27.60	37.91	59,380	28.44	39.07	61,136	29.28	40.22	64,816	31.04	42.64
6	59,235	28.37	38.97	60,988	29.21	40.12	62,745	30.05	41.28	66,427	31.81	43.70
7	60,864	29.15	40.04	62,618	29.99	41.20	64,368	30.83	42.35	68,052	32.59	44.77
8	62,501	29.93	41.12	64,254	30.77	42.27	66,009	31.61	43.43	69,691	33.38	45.85
9	64,156	30.73	42.21	65,909	31.57	43.36	67,663	32.41	44.52	71,348	34.17	46.94
10	65,821	31.52	43.30	67,574	32.36	44.46	69,328	33.20	45.61	73,011	34.97	48.03
11	67,499	32.33	44.41	69,252	33.17	45.56	71,006	34.01	46.71	74,689	35.77	49.14
12	69,180	33.13	45.51	70,935	33.97	46.67	72,687	34.81	47.82	76,373	36.58	50.25
13	70,874	33.94	46.63	72,629	34.78	47.78	74,381	35.62	48.93	78,064	37.39	51.36
14	72,571	34.76	47.74	74,325	35.60	48.90	76,079	36.44	50.05	79,763	38.20	52.48
15	74,273	35.57	48.86	76,024	36.41	50.02	77,779	37.25	51.17	81,465	39.02	53.60
16	75,976	36.39	49.98	77,732	37.23	51.14	79,485	38.07	52.29	83,166	39.83	54.71
17	77,685	37.21	51.11	79,437	38.04	52.26	81,190	38.88	53.41	84,870	40.65	55.84
18	79,387	38.02	52.23	81,142	38.86	53.38	82,894	39.70	54.54	86,577	41.46	56.96
19	81,086	38.83	53.35	82,842	39.68	54.50	84,593	40.51	55.65	88,277	42.28	58.08
20	82,788	39.65	54.47	84,540	40.49	55.62	86,294	41.33	56.77	89,979	43.09	59.20
21	84,483	40.46	55.58	86,239	41.30	56.74	87,988	42.14	57.89	91,670	43.90	60.31
22	86,167	41.27	56.69	87,922	42.11	57.84	89,675	42.95	59.00	93,354	44.71	61.42
23	87,841	42.07	57.79	89,598	42.91	58.95	91,350	43.75	60.10	95,034	45.51	62.52
24	89,507	42.87	58.89	91,258	43.71	60.04	93,014	44.55	61.19	96,696	46.31	63.62
25	91,160	43.66	59.97	92,911	44.50	61.13	94,667	45.34	62.28	98,349	47.10	64.70
26	92,796	44.44	61.05	94,551	45.28	62.20	96,302	46.12	63.36	99,985	47.89	65.78
27	94,416	45.22	62.12	96,167	46.06	63.27	97,920	46.90	64.42	101,600	48.66	66.84
28	96,015	45.98	63.17	97,770	46.82	64.32	99,522	47.66	65.48	103,204	49.43	67.90
29	97,597	46.74	64.21	99,348	47.58	65.36	101,102	48.42	66.51	104,787	50.19	68.94

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Nurse - Rest of U.S. (RUS)
 Pay Table Identifier - U320

Pay Lane	15			16			18		
	MASTERS + 15			MASTERS + 30			DOCTORS		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	60,711	29.08	39.94	64,399	30.84	42.37	73,163	35.04	48.13
1	62,233	29.81	40.94	65,916	31.57	43.37	74,683	35.77	49.13
2	63,770	30.54	41.95	67,453	32.31	44.38	76,219	36.50	50.14
3	65,330	31.29	42.98	69,014	33.05	45.40	77,779	37.25	51.17
4	66,905	32.04	44.02	70,590	33.81	46.44	79,356	38.01	52.21
5	68,500	32.81	45.07	72,182	34.57	47.49	80,948	38.77	53.26
6	70,105	33.58	46.12	73,789	35.34	48.55	82,558	39.54	54.31
7	71,732	34.35	47.19	75,421	36.12	49.62	84,188	40.32	55.39
8	73,377	35.14	48.27	77,058	36.91	50.70	85,824	41.10	56.46
9	75,031	35.93	49.36	78,714	37.70	51.79	87,482	41.90	57.55
10	76,694	36.73	50.46	80,375	38.49	52.88	89,144	42.69	58.65
11	78,369	37.53	51.56	82,050	39.30	53.98	90,817	43.49	59.75
12	80,056	38.34	52.67	83,737	40.10	55.09	92,504	44.30	60.86
13	81,747	39.15	53.78	85,427	40.91	56.20	94,198	45.11	61.97
14	83,443	39.96	54.90	87,125	41.73	57.32	95,896	45.93	63.09
15	85,144	40.78	56.02	88,828	42.54	58.44	97,596	46.74	64.21
16	86,845	41.59	57.13	90,528	43.36	59.56	99,297	47.56	65.33
17	88,551	42.41	58.26	92,233	44.17	60.68	101,003	48.37	66.45
18	90,259	43.23	59.38	93,939	44.99	61.80	102,707	49.19	67.57
19	91,960	44.04	60.50	95,643	45.81	62.92	104,413	50.01	68.69
20	93,658	44.86	61.62	97,342	46.62	64.04	106,112	50.82	69.81
21	95,354	45.67	62.73	99,036	47.43	65.16	107,802	51.63	70.92
22	97,038	46.47	63.84	100,721	48.24	66.26	109,488	52.44	72.03
23	98,718	47.28	64.95	102,398	49.04	67.37	111,168	53.24	73.14
24	100,383	48.08	66.04	104,063	49.84	68.46	112,829	54.04	74.23
25	102,032	48.87	67.13	105,716	50.63	69.55	114,481	54.83	75.32
26	103,670	49.65	68.20	107,350	51.41	70.63	116,118	55.61	76.39
27	105,282	50.42	69.26	108,967	52.19	71.69	117,734	56.39	77.46
28	106,889	51.19	70.32	110,569	52.95	72.74	119,337	57.15	78.51
29	108,467	51.95	71.36	112,152	53.71	73.78	120,918	57.91	79.55

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Nurse - Rest of U.S. (RUS)
Pay Table Identifier - U320

Pay Lane	11			12			13			14		
	BACHELORS DEGREE			BACHELORS + 15			BACHELORS + 30			MASTERS DEGREE		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	49,842	23.87	32.79	51,593	24.71	33.94	53,345	25.55	35.10	57,030	27.31	37.52
1	51,360	24.60	33.79	53,115	25.44	34.94	54,870	26.28	36.10	58,550	28.04	38.52
2	52,898	25.33	34.80	54,650	26.17	35.95	56,406	27.01	37.11	60,089	28.78	39.53
3	54,457	26.08	35.83	56,209	26.92	36.98	57,964	27.76	38.13	61,644	29.52	40.56
4	56,034	26.84	36.86	57,788	27.68	38.02	59,541	28.52	39.17	63,222	30.28	41.59
5	57,629	27.60	37.91	59,380	28.44	39.07	61,136	29.28	40.22	64,816	31.04	42.64
6	59,235	28.37	38.97	60,988	29.21	40.12	62,745	30.05	41.28	66,427	31.81	43.70
7	60,864	29.15	40.04	62,618	29.99	41.20	64,368	30.83	42.35	68,052	32.59	44.77
8	62,501	29.93	41.12	64,254	30.77	42.27	66,009	31.61	43.43	69,691	33.38	45.85
9	64,156	30.73	42.21	65,909	31.57	43.36	67,663	32.41	44.52	71,348	34.17	46.94
10	65,821	31.52	43.30	67,574	32.36	44.46	69,328	33.20	45.61	73,011	34.97	48.03
11	67,499	32.33	44.41	69,252	33.17	45.56	71,006	34.01	46.71	74,689	35.77	49.14
12	69,180	33.13	45.51	70,935	33.97	46.67	72,687	34.81	47.82	76,373	36.58	50.25
13	70,874	33.94	46.63	72,629	34.78	47.78	74,381	35.62	48.93	78,064	37.39	51.36
14	72,571	34.76	47.74	74,325	35.60	48.90	76,079	36.44	50.05	79,763	38.20	52.48
15	74,273	35.57	48.86	76,024	36.41	50.02	77,779	37.25	51.17	81,465	39.02	53.60
16	75,976	36.39	49.98	77,732	37.23	51.14	79,485	38.07	52.29	83,166	39.83	54.71
17	77,685	37.21	51.11	79,437	38.04	52.26	81,190	38.88	53.41	84,870	40.65	55.84
18	79,387	38.02	52.23	81,142	38.86	53.38	82,894	39.70	54.54	86,577	41.46	56.96
19	81,086	38.83	53.35	82,842	39.68	54.50	84,593	40.51	55.65	88,277	42.28	58.08
20	82,788	39.65	54.47	84,540	40.49	55.62	86,294	41.33	56.77	89,979	43.09	59.20
21	84,483	40.46	55.58	86,239	41.30	56.74	87,988	42.14	57.89	91,670	43.90	60.31
22	86,167	41.27	56.69	87,922	42.11	57.84	89,675	42.95	59.00	93,354	44.71	61.42
23	87,841	42.07	57.79	89,598	42.91	58.95	91,350	43.75	60.10	95,034	45.51	62.52
24	89,507	42.87	58.89	91,258	43.71	60.04	93,014	44.55	61.19	96,696	46.31	63.62
25	91,160	43.66	59.97	92,911	44.50	61.13	94,667	45.34	62.28	98,349	47.10	64.70
26	92,796	44.44	61.05	94,551	45.28	62.20	96,302	46.12	63.36	99,985	47.89	65.78
27	94,416	45.22	62.12	96,167	46.06	63.27	97,920	46.90	64.42	101,600	48.66	66.84
28	96,015	45.98	63.17	97,770	46.82	64.32	99,522	47.66	65.48	103,204	49.43	67.90
29	97,597	46.74	64.21	99,348	47.58	65.36	101,102	48.42	66.51	104,787	50.19	68.94

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Occupational Therapist - Rest of U.S. (RUS)
Pay Table Identifier - U330

Pay Lane	15			16			17			18		
	MASTERS + 15			MASTERS + 30			EDS			DOCTORS		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	75,888	36.34	49.93	80,490	38.55	52.95	85,971	41.17	56.56	91,456	43.80	60.17
1	77,790	37.26	51.18	82,392	39.46	54.21	87,870	42.08	57.81	93,350	44.71	61.41
2	79,713	38.18	52.44	84,315	40.38	55.47	89,793	43.00	59.07	95,277	45.63	62.68
3	81,660	39.11	53.72	86,261	41.31	56.75	91,742	43.94	60.36	97,220	46.56	63.96
4	83,630	40.05	55.02	88,234	42.26	58.05	93,712	44.88	61.65	99,191	47.51	65.26
5	85,625	41.01	56.33	90,228	43.21	59.36	95,708	45.84	62.97	101,186	48.46	66.57
6	87,635	41.97	57.65	92,237	44.17	60.68	97,720	46.80	64.29	103,200	49.43	67.89
7	89,671	42.95	58.99	94,274	45.15	62.02	99,753	47.77	65.63	105,231	50.40	69.23
8	91,719	43.93	60.34	96,323	46.13	63.37	101,803	48.76	66.98	107,282	51.38	70.58
9	93,787	44.92	61.70	98,387	47.12	64.73	103,870	49.75	68.34	109,350	52.37	71.94
10	95,865	45.91	63.07	100,469	48.12	66.10	105,949	50.74	69.70	111,431	53.37	73.31
11	97,959	46.92	64.45	102,564	49.12	67.48	108,043	51.74	71.08	113,521	54.37	74.68
12	100,068	47.93	65.83	104,669	50.13	68.86	110,148	52.75	72.47	115,630	55.38	76.07
13	102,180	48.94	67.22	106,783	51.14	70.25	112,264	53.77	73.86	117,738	56.39	77.46
14	104,302	49.95	68.62	108,906	52.16	71.65	114,386	54.78	75.25	119,867	57.41	78.86
15	106,429	50.97	70.02	111,033	53.18	73.05	116,513	55.80	76.65	121,993	58.43	80.26
16	108,558	51.99	71.42	113,162	54.20	74.45	118,642	56.82	78.05	124,124	59.45	81.66
17	110,689	53.01	72.82	115,295	55.22	75.85	120,772	57.84	79.46	126,253	60.47	83.06
18	112,825	54.03	74.23	117,426	56.24	77.25	122,910	58.86	80.86	128,384	61.49	84.46
19	114,953	55.05	75.63	119,555	57.26	78.65	125,036	59.88	82.26	130,516	62.51	85.87
20	117,076	56.07	77.02	121,680	58.28	80.05	127,162	60.90	83.66	132,637	63.52	87.26
21	119,189	57.08	78.41	123,795	59.29	81.44	129,274	61.91	85.05	134,754	64.54	88.65
22	121,301	58.09	79.80	125,902	60.30	82.83	131,382	62.92	86.44	136,861	65.55	90.04
23	123,392	59.10	81.18	127,998	61.30	84.21	133,480	63.93	87.82	138,958	66.55	91.42
24	125,474	60.09	82.55	130,077	62.30	85.58	135,556	64.92	89.18	141,036	67.55	92.79
25	127,535	61.08	83.90	132,140	63.29	86.93	137,619	65.91	90.54	143,099	68.53	94.14
26	129,584	62.06	85.25	134,188	64.27	88.28	139,666	66.89	91.89	145,147	69.51	95.49
27	131,608	63.03	86.58	136,212	65.24	89.61	141,692	67.86	93.22	147,171	70.48	96.82
28	133,609	63.99	87.90	138,210	66.19	90.93	143,689	68.82	94.53	149,172	71.44	98.14
29	135,583	64.93	89.20	140,184	67.14	92.23	145,667	69.76	95.83	151,144	72.39	99.44

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Occupational Therapist - Rest of U.S. (RUS) Pay
Table Identifier - U330

Pay Lane	11			12			13			14		
	BACHELORS DEGREE			BACHELORS + 15			BACHELORS + 30			MASTERS DEGREE		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	62,303	29.84	40.99	64,492	30.89	42.43	66,684	31.94	43.87	71,287	34.14	46.90
1	64,195	30.74	42.23	66,390	31.80	43.68	68,583	32.85	45.12	73,187	35.05	48.15
2	66,120	31.67	43.50	68,316	32.72	44.94	70,507	33.77	46.39	75,110	35.97	49.41
3	68,072	32.60	44.78	70,260	33.65	46.22	72,453	34.70	47.67	77,057	36.90	50.70
4	70,039	33.54	46.08	72,233	34.59	47.52	74,421	35.64	48.96	79,028	37.85	51.99
5	72,034	34.50	47.39	74,228	35.55	48.83	76,420	36.60	50.28	81,023	38.80	53.30
6	74,049	35.46	48.72	76,236	36.51	50.16	78,431	37.56	51.60	83,033	39.77	54.63
7	76,080	36.44	50.05	78,271	37.49	51.49	80,464	38.54	52.94	85,065	40.74	55.96
8	78,130	37.42	51.40	80,321	38.47	52.84	82,513	39.52	54.28	87,115	41.72	57.31
9	80,196	38.41	52.76	82,389	39.46	54.20	84,581	40.51	55.65	89,186	42.71	58.68
10	82,278	39.41	54.13	84,470	40.45	55.57	86,662	41.50	57.01	91,262	43.71	60.04
11	84,370	40.41	55.51	86,560	41.46	56.95	88,756	42.51	58.39	93,357	44.71	61.42
12	86,476	41.42	56.89	88,668	42.47	58.33	90,858	43.51	59.78	95,462	45.72	62.80
13	88,591	42.43	58.28	90,783	43.48	59.73	92,974	44.53	61.17	97,575	46.73	64.19
14	90,713	43.44	59.68	92,903	44.49	61.12	95,098	45.55	62.56	99,700	47.75	65.59
15	92,841	44.46	61.08	95,033	45.51	62.52	97,222	46.56	63.96	101,826	48.77	66.99
16	94,971	45.48	62.48	97,160	46.53	63.92	99,355	47.58	65.37	103,958	49.79	68.39
17	97,103	46.51	63.88	99,293	47.55	65.32	101,482	48.60	66.76	106,087	50.81	69.79
18	99,234	47.53	65.29	101,425	48.58	66.73	103,618	49.63	68.17	108,221	51.83	71.20
19	101,365	48.55	66.69	103,556	49.60	68.13	105,744	50.64	69.57	110,352	52.85	72.60
20	103,487	49.56	68.08	105,679	50.61	69.53	107,872	51.66	70.97	112,477	53.87	74.00
21	105,601	50.58	69.47	107,792	51.62	70.92	109,985	52.67	72.36	114,586	54.88	75.39
22	107,707	51.58	70.86	109,901	52.63	72.30	112,093	53.68	73.75	116,698	55.89	76.78
23	109,805	52.59	72.24	111,997	53.64	73.68	114,191	54.69	75.13	118,791	56.89	78.15
24	111,886	53.59	73.61	114,079	54.64	75.05	116,266	55.68	76.49	120,869	57.89	79.52
25	113,949	54.57	74.97	116,140	55.62	76.41	118,332	56.67	77.85	122,933	58.88	80.88
26	115,997	55.55	76.31	118,185	56.60	77.75	120,378	57.65	79.20	124,980	59.86	82.22
27	118,019	56.52	77.64	120,208	57.57	79.08	122,404	58.62	80.53	127,005	60.83	83.56
28	120,017	57.48	78.96	122,214	58.53	80.40	124,399	59.58	81.84	129,005	61.78	84.87
29	121,994	58.43	80.26	124,184	59.48	81.70	126,380	60.53	83.14	130,982	62.73	86.17

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Physical Therapist - Rest of U.S. (RUS)
Pay Table Identifier - U340

Pay Lane	15			16			17			18		
	MASTERS + 15			MASTERS + 30			EDS			DOCTORS		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	75,888	36.34	49.93	80,490	38.55	52.95	85,971	41.17	56.56	91,456	43.80	60.17
1	77,790	37.26	51.18	82,392	39.46	54.21	87,870	42.08	57.81	93,350	44.71	61.41
2	79,713	38.18	52.44	84,315	40.38	55.47	89,793	43.00	59.07	95,277	45.63	62.68
3	81,660	39.11	53.72	86,261	41.31	56.75	91,742	43.94	60.36	97,220	46.56	63.96
4	83,630	40.05	55.02	88,234	42.26	58.05	93,712	44.88	61.65	99,191	47.51	65.26
5	85,625	41.01	56.33	90,228	43.21	59.36	95,708	45.84	62.97	101,186	48.46	66.57
6	87,635	41.97	57.65	92,237	44.17	60.68	97,720	46.80	64.29	103,200	49.43	67.89
7	89,671	42.95	58.99	94,274	45.15	62.02	99,753	47.77	65.63	105,231	50.40	69.23
8	91,719	43.93	60.34	96,323	46.13	63.37	101,803	48.76	66.98	107,282	51.38	70.58
9	93,787	44.92	61.70	98,387	47.12	64.73	103,870	49.75	68.34	109,350	52.37	71.94
10	95,865	45.91	63.07	100,469	48.12	66.10	105,949	50.74	69.70	111,431	53.37	73.31
11	97,959	46.92	64.45	102,564	49.12	67.48	108,043	51.74	71.08	113,521	54.37	74.68
12	100,068	47.93	65.83	104,669	50.13	68.86	110,148	52.75	72.47	115,630	55.38	76.07
13	102,180	48.94	67.22	106,783	51.14	70.25	112,264	53.77	73.86	117,738	56.39	77.46
14	104,302	49.95	68.62	108,906	52.16	71.65	114,386	54.78	75.25	119,867	57.41	78.86
15	106,429	50.97	70.02	111,033	53.18	73.05	116,513	55.80	76.65	121,993	58.43	80.26
16	108,558	51.99	71.42	113,162	54.20	74.45	118,642	56.82	78.05	124,124	59.45	81.66
17	110,689	53.01	72.82	115,295	55.22	75.85	120,772	57.84	79.46	126,253	60.47	83.06
18	112,825	54.03	74.23	117,426	56.24	77.25	122,910	58.86	80.86	128,384	61.49	84.46
19	114,953	55.05	75.63	119,555	57.26	78.65	125,036	59.88	82.26	130,516	62.51	85.87
20	117,076	56.07	77.02	121,680	58.28	80.05	127,162	60.90	83.66	132,637	63.52	87.26
21	119,189	57.08	78.41	123,795	59.29	81.44	129,274	61.91	85.05	134,754	64.54	88.65
22	121,301	58.09	79.80	125,902	60.30	82.83	131,382	62.92	86.44	136,861	65.55	90.04
23	123,392	59.10	81.18	127,998	61.30	84.21	133,480	63.93	87.82	138,958	66.55	91.42
24	125,474	60.09	82.55	130,077	62.30	85.58	135,556	64.92	89.18	141,036	67.55	92.79
25	127,535	61.08	83.90	132,140	63.29	86.93	137,619	65.91	90.54	143,099	68.53	94.14
26	129,584	62.06	85.25	134,188	64.27	88.28	139,666	66.89	91.89	145,147	69.51	95.49
27	131,608	63.03	86.58	136,212	65.24	89.61	141,692	67.86	93.22	147,171	70.48	96.82
28	133,609	63.99	87.90	138,210	66.19	90.93	143,689	68.82	94.53	149,172	71.44	98.14
29	135,583	64.93	89.20	140,184	67.14	92.23	145,667	69.76	95.83	151,144	72.39	99.44

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Physical Therapist - Rest of U.S. (RUS)
Pay Table Identifier - U340

Pay Lane	11			12			13			14		
	BACHELORS DEGREE			BACHELORS + 15			BACHELORS + 30			MASTERS DEGREE		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	62,303	29.84	40.99	64,492	30.89	42.43	66,684	31.94	43.87	71,287	34.14	46.90
1	64,195	30.74	42.23	66,390	31.80	43.68	68,583	32.85	45.12	73,187	35.05	48.15
2	66,120	31.67	43.50	68,316	32.72	44.94	70,507	33.77	46.39	75,110	35.97	49.41
3	68,072	32.60	44.78	70,260	33.65	46.22	72,453	34.70	47.67	77,057	36.90	50.70
4	70,039	33.54	46.08	72,233	34.59	47.52	74,421	35.64	48.96	79,028	37.85	51.99
5	72,034	34.50	47.39	74,228	35.55	48.83	76,420	36.60	50.28	81,023	38.80	53.30
6	74,049	35.46	48.72	76,236	36.51	50.16	78,431	37.56	51.60	83,033	39.77	54.63
7	76,080	36.44	50.05	78,271	37.49	51.49	80,464	38.54	52.94	85,065	40.74	55.96
8	78,130	37.42	51.40	80,321	38.47	52.84	82,513	39.52	54.28	87,115	41.72	57.31
9	80,196	38.41	52.76	82,389	39.46	54.20	84,581	40.51	55.65	89,186	42.71	58.68
10	82,278	39.41	54.13	84,470	40.45	55.57	86,662	41.50	57.01	91,262	43.71	60.04
11	84,370	40.41	55.51	86,560	41.46	56.95	88,756	42.51	58.39	93,357	44.71	61.42
12	86,476	41.42	56.89	88,668	42.47	58.33	90,858	43.51	59.78	95,462	45.72	62.80
13	88,591	42.43	58.28	90,783	43.48	59.73	92,974	44.53	61.17	97,575	46.73	64.19
14	90,713	43.44	59.68	92,903	44.49	61.12	95,098	45.55	62.56	99,700	47.75	65.59
15	92,841	44.46	61.08	95,033	45.51	62.52	97,222	46.56	63.96	101,826	48.77	66.99
16	94,971	45.48	62.48	97,160	46.53	63.92	99,355	47.58	65.37	103,958	49.79	68.39
17	97,103	46.51	63.88	99,293	47.55	65.32	101,482	48.60	66.76	106,087	50.81	69.79
18	99,234	47.53	65.29	101,425	48.58	66.73	103,618	49.63	68.17	108,221	51.83	71.20
19	101,365	48.55	66.69	103,556	49.60	68.13	105,744	50.64	69.57	110,352	52.85	72.60
20	103,487	49.56	68.08	105,679	50.61	69.53	107,872	51.66	70.97	112,477	53.87	74.00
21	105,601	50.58	69.47	107,792	51.62	70.92	109,985	52.67	72.36	114,586	54.88	75.39
22	107,707	51.58	70.86	109,901	52.63	72.30	112,093	53.68	73.75	116,698	55.89	76.78
23	109,805	52.59	72.24	111,997	53.64	73.68	114,191	54.69	75.13	118,791	56.89	78.15
24	111,886	53.59	73.61	114,079	54.64	75.05	116,266	55.68	76.49	120,869	57.89	79.52
25	113,949	54.57	74.97	116,140	55.62	76.41	118,332	56.67	77.85	122,933	58.88	80.88
26	115,997	55.55	76.31	118,185	56.60	77.75	120,378	57.65	79.20	124,980	59.86	82.22
27	118,019	56.52	77.64	120,208	57.57	79.08	122,404	58.62	80.53	127,005	60.83	83.56
28	120,017	57.48	78.96	122,214	58.53	80.40	124,399	59.58	81.84	129,005	61.78	84.87
29	121,994	58.43	80.26	124,184	59.48	81.70	126,380	60.53	83.14	130,982	62.73	86.17

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Speech Pathologist- Rest of U.S. (RUS)

Pay Table Identifier - U341

Pay Lane	15			16			17			18		
	MASTERS + 15			MASTERS + 30			EDS			DOCTORS		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	67,996	32.57	44.73	72,120	34.54	47.45	77,030	36.89	50.68	81,943	39.24	53.91
1	69,701	33.38	45.86	73,824	35.36	48.57	78,735	37.71	51.80	83,645	40.06	55.03
2	71,421	34.21	46.99	75,544	36.18	49.70	80,456	38.53	52.93	85,365	40.88	56.16
3	73,167	35.04	48.14	77,289	37.02	50.85	82,201	39.37	54.08	87,112	41.72	57.31
4	74,934	35.89	49.30	79,056	37.86	52.01	83,968	40.21	55.24	88,878	42.57	58.47
5	76,717	36.74	50.47	80,842	38.72	53.19	85,751	41.07	56.42	90,665	43.42	59.65
6	78,521	37.61	51.66	82,644	39.58	54.37	87,559	41.93	57.60	92,468	44.29	60.83
7	80,346	38.48	52.86	84,466	40.45	55.57	89,378	42.81	58.80	94,288	45.16	62.03
8	82,179	39.36	54.07	86,302	41.33	56.78	91,212	43.68	60.01	96,126	46.04	63.24
9	84,033	40.25	55.28	88,155	42.22	58.00	93,065	44.57	61.23	97,978	46.92	64.46
10	85,899	41.14	56.51	90,020	43.11	59.22	94,930	45.46	62.45	99,843	47.82	65.69
11	87,774	42.04	57.75	91,899	44.01	60.46	96,808	46.36	63.69	101,717	48.72	66.92
12	89,656	42.94	58.98	93,783	44.92	61.70	98,690	47.27	64.93	103,602	49.62	68.16
13	91,552	43.85	60.23	95,681	45.82	62.95	100,590	48.18	66.18	105,496	50.52	69.41
14	93,455	44.76	61.48	97,578	46.73	64.20	102,487	49.08	67.43	107,398	51.44	70.66
15	95,360	45.67	62.74	99,486	47.65	65.45	104,398	50.00	68.68	109,305	52.35	71.91
16	97,270	46.59	63.99	101,392	48.56	66.71	106,305	50.91	69.94	111,215	53.26	73.17
17	99,182	47.50	65.25	103,301	49.47	67.96	108,214	51.83	71.19	113,122	54.18	74.42
18	101,091	48.42	66.51	105,213	50.39	69.22	110,125	52.74	72.45	115,033	55.09	75.68
19	102,995	49.33	67.76	107,122	51.30	70.48	112,031	53.65	73.70	116,942	56.01	76.94
20	104,901	50.24	69.01	109,022	52.21	71.73	113,934	54.57	74.96	118,847	56.92	78.19
21	106,797	51.15	70.26	110,922	53.12	72.98	115,826	55.47	76.20	120,742	57.83	79.44
22	108,685	52.05	71.50	112,810	54.03	74.22	117,721	56.38	77.45	122,629	58.73	80.68
23	110,560	52.95	72.74	114,686	54.93	75.45	119,594	57.28	78.68	124,504	59.63	81.91
24	112,428	53.84	73.97	116,550	55.82	76.68	121,460	58.17	79.91	126,369	60.52	83.14
25	114,270	54.73	75.18	118,399	56.70	77.89	123,309	59.06	81.12	128,217	61.41	84.35
26	116,108	55.61	76.39	120,232	57.58	79.10	125,138	59.93	82.33	130,047	62.28	85.56
27	117,922	56.48	77.58	122,045	58.45	80.29	126,955	60.80	83.52	131,866	63.15	86.75
28	119,715	57.33	78.76	123,839	59.31	81.47	128,750	61.66	84.70	133,658	64.01	87.93
29	121,481	58.18	79.92	125,607	60.16	82.64	130,519	62.51	85.87	135,429	64.86	89.10

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Speech Pathologist- Rest of U.S. (RUS)
Pay Table Identifier - U341

Pay Lane	11			12			13			14		
	BACHELORS DEGREE			BACHELORS + 15			BACHELORS + 30			MASTERS DEGREE		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	55,824	26.74	36.73	57,784	27.67	38.02	59,749	28.62	39.31	63,875	30.59	42.02
1	57,523	27.55	37.84	59,488	28.49	39.14	61,451	29.43	40.43	65,578	31.41	43.14
2	59,247	28.38	38.98	61,210	29.32	40.27	63,173	30.26	41.56	67,299	32.23	44.28
3	60,988	29.21	40.12	62,954	30.15	41.42	64,919	31.09	42.71	69,040	33.07	45.42
4	62,757	30.06	41.29	64,721	31.00	42.58	66,684	31.94	43.87	70,806	33.91	46.58
5	64,540	30.91	42.46	66,506	31.85	43.75	68,469	32.79	45.05	72,593	34.77	47.76
6	66,343	31.77	43.65	68,310	32.72	44.94	70,274	33.66	46.23	74,399	35.63	48.95
7	68,166	32.65	44.85	70,133	33.59	46.14	72,095	34.53	47.43	76,219	36.50	50.14
8	70,007	33.53	46.06	71,964	34.47	47.34	73,931	35.41	48.64	78,055	37.38	51.35
9	71,854	34.41	47.27	73,819	35.35	48.57	75,784	36.30	49.86	79,907	38.27	52.57
10	73,721	35.31	48.50	75,685	36.25	49.79	77,648	37.19	51.08	81,775	39.16	53.80
11	75,595	36.20	49.73	77,560	37.15	51.03	79,524	38.09	52.32	83,649	40.06	55.03
12	77,483	37.11	50.98	79,447	38.05	52.27	81,411	38.99	53.56	85,532	40.96	56.27
13	79,378	38.02	52.22	81,341	38.96	53.51	83,304	39.90	54.81	87,434	41.87	57.52
14	81,277	38.93	53.47	83,243	39.87	54.77	85,209	40.81	56.06	89,331	42.78	58.77
15	83,185	39.84	54.73	85,150	40.78	56.02	87,113	41.72	57.31	91,239	43.70	60.03
16	85,097	40.76	55.98	87,059	41.69	57.28	89,022	42.64	58.57	93,146	44.61	61.28
17	87,004	41.67	57.24	88,967	42.61	58.53	90,930	43.55	59.82	95,056	45.52	62.54
18	88,913	42.58	58.50	90,876	43.52	59.79	92,843	44.47	61.08	96,966	46.44	63.79
19	90,818	43.50	59.75	92,782	44.44	61.04	94,750	45.38	62.34	98,873	47.35	65.05
20	92,725	44.41	61.00	94,688	45.35	62.29	96,652	46.29	63.59	100,777	48.26	66.30
21	94,621	45.32	62.25	96,583	46.26	63.54	98,550	47.20	64.84	102,670	49.17	67.55
22	96,510	46.22	63.49	98,471	47.16	64.78	100,435	48.10	66.08	104,561	50.08	68.79
23	98,383	47.12	64.73	100,347	48.06	66.02	102,312	49.00	67.31	106,437	50.98	70.02
24	100,248	48.01	65.95	102,211	48.95	67.24	104,176	49.89	68.54	108,301	51.87	71.25
25	102,098	48.90	67.17	104,063	49.84	68.46	106,026	50.78	69.75	110,152	52.75	72.47
26	103,927	49.77	68.37	105,894	50.72	69.67	107,857	51.66	70.96	111,985	53.63	73.67
27	105,742	50.64	69.57	107,707	51.58	70.86	109,671	52.52	72.15	113,794	54.50	74.86
28	107,539	51.50	70.75	109,501	52.44	72.04	111,466	53.38	73.33	115,590	55.36	76.05
29	109,307	52.35	71.91	111,273	53.29	73.21	113,234	54.23	74.50	117,358	56.21	77.21

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Psychologist- Rest of U.S. (RUS)
Pay Table Identifier - U350

Pay Lane	15			16			17			18		
	MASTERS + 15			MASTERS + 30			EDS			DOCTORS		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	67,996	32.57	44.73	72,120	34.54	47.45	77,030	36.89	50.68	81,943	39.24	53.91
1	69,701	33.38	45.86	73,824	35.36	48.57	78,735	37.71	51.80	83,645	40.06	55.03
2	71,421	34.21	46.99	75,544	36.18	49.70	80,456	38.53	52.93	85,365	40.88	56.16
3	73,167	35.04	48.14	77,289	37.02	50.85	82,201	39.37	54.08	87,112	41.72	57.31
4	74,934	35.89	49.30	79,056	37.86	52.01	83,968	40.21	55.24	88,878	42.57	58.47
5	76,717	36.74	50.47	80,842	38.72	53.19	85,751	41.07	56.42	90,665	43.42	59.65
6	78,521	37.61	51.66	82,644	39.58	54.37	87,559	41.93	57.60	92,468	44.29	60.83
7	80,346	38.48	52.86	84,466	40.45	55.57	89,378	42.81	58.80	94,288	45.16	62.03
8	82,179	39.36	54.07	86,302	41.33	56.78	91,212	43.68	60.01	96,126	46.04	63.24
9	84,033	40.25	55.28	88,155	42.22	58.00	93,065	44.57	61.23	97,978	46.92	64.46
10	85,899	41.14	56.51	90,020	43.11	59.22	94,930	45.46	62.45	99,843	47.82	65.69
11	87,774	42.04	57.75	91,899	44.01	60.46	96,808	46.36	63.69	101,717	48.72	66.92
12	89,656	42.94	58.98	93,783	44.92	61.70	98,690	47.27	64.93	103,602	49.62	68.16
13	91,552	43.85	60.23	95,681	45.82	62.95	100,590	48.18	66.18	105,496	50.52	69.41
14	93,455	44.76	61.48	97,578	46.73	64.20	102,487	49.08	67.43	107,398	51.44	70.66
15	95,360	45.67	62.74	99,486	47.65	65.45	104,398	50.00	68.68	109,305	52.35	71.91
16	97,270	46.59	63.99	101,392	48.56	66.71	106,305	50.91	69.94	111,215	53.26	73.17
17	99,182	47.50	65.25	103,301	49.47	67.96	108,214	51.83	71.19	113,122	54.18	74.42
18	101,091	48.42	66.51	105,213	50.39	69.22	110,125	52.74	72.45	115,033	55.09	75.68
19	102,995	49.33	67.76	107,122	51.30	70.48	112,031	53.65	73.70	116,942	56.01	76.94
20	104,901	50.24	69.01	109,022	52.21	71.73	113,934	54.57	74.96	118,847	56.92	78.19
21	106,797	51.15	70.26	110,922	53.12	72.98	115,826	55.47	76.20	120,742	57.83	79.44
22	108,685	52.05	71.50	112,810	54.03	74.22	117,721	56.38	77.45	122,629	58.73	80.68
23	110,560	52.95	72.74	114,686	54.93	75.45	119,594	57.28	78.68	124,504	59.63	81.91
24	112,428	53.84	73.97	116,550	55.82	76.68	121,460	58.17	79.91	126,369	60.52	83.14
25	114,270	54.73	75.18	118,399	56.70	77.89	123,309	59.06	81.12	128,217	61.41	84.35
26	116,108	55.61	76.39	120,232	57.58	79.10	125,138	59.93	82.33	130,047	62.28	85.56
27	117,922	56.48	77.58	122,045	58.45	80.29	126,955	60.80	83.52	131,866	63.15	86.75
28	119,715	57.33	78.76	123,839	59.31	81.47	128,750	61.66	84.70	133,658	64.01	87.93
29	121,481	58.18	79.92	125,607	60.16	82.64	130,519	62.51	85.87	135,429	64.86	89.10

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Psychologist- Rest of U.S. (RUS)
Pay Table Identifier - U350

Pay Lane	11			12			13			14		
	BACHELORS DEGREE			BACHELORS + 15			BACHELORS + 30			MASTERS DEGREE		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	55,824	26.74	36.73	57,784	27.67	38.02	59,749	28.62	39.31	63,875	30.59	42.02
1	57,523	27.55	37.84	59,488	28.49	39.14	61,451	29.43	40.43	65,578	31.41	43.14
2	59,247	28.38	38.98	61,210	29.32	40.27	63,173	30.26	41.56	67,299	32.23	44.28
3	60,988	29.21	40.12	62,954	30.15	41.42	64,919	31.09	42.71	69,040	33.07	45.42
4	62,757	30.06	41.29	64,721	31.00	42.58	66,684	31.94	43.87	70,806	33.91	46.58
5	64,540	30.91	42.46	66,506	31.85	43.75	68,469	32.79	45.05	72,593	34.77	47.76
6	66,343	31.77	43.65	68,310	32.72	44.94	70,274	33.66	46.23	74,399	35.63	48.95
7	68,166	32.65	44.85	70,133	33.59	46.14	72,095	34.53	47.43	76,219	36.50	50.14
8	70,007	33.53	46.06	71,964	34.47	47.34	73,931	35.41	48.64	78,055	37.38	51.35
9	71,854	34.41	47.27	73,819	35.35	48.57	75,784	36.30	49.86	79,907	38.27	52.57
10	73,721	35.31	48.50	75,685	36.25	49.79	77,648	37.19	51.08	81,775	39.16	53.80
11	75,595	36.20	49.73	77,560	37.15	51.03	79,524	38.09	52.32	83,649	40.06	55.03
12	77,483	37.11	50.98	79,447	38.05	52.27	81,411	38.99	53.56	85,532	40.96	56.27
13	79,378	38.02	52.22	81,341	38.96	53.51	83,304	39.90	54.81	87,434	41.87	57.52
14	81,277	38.93	53.47	83,243	39.87	54.77	85,209	40.81	56.06	89,331	42.78	58.77
15	83,185	39.84	54.73	85,150	40.78	56.02	87,113	41.72	57.31	91,239	43.70	60.03
16	85,097	40.76	55.98	87,059	41.69	57.28	89,022	42.64	58.57	93,146	44.61	61.28
17	87,004	41.67	57.24	88,967	42.61	58.53	90,930	43.55	59.82	95,056	45.52	62.54
18	88,913	42.58	58.50	90,876	43.52	59.79	92,843	44.47	61.08	96,966	46.44	63.79
19	90,818	43.50	59.75	92,782	44.44	61.04	94,750	45.38	62.34	98,873	47.35	65.05
20	92,725	44.41	61.00	94,688	45.35	62.29	96,652	46.29	63.59	100,777	48.26	66.30
21	94,621	45.32	62.25	96,583	46.26	63.54	98,550	47.20	64.84	102,670	49.17	67.55
22	96,510	46.22	63.49	98,471	47.16	64.78	100,435	48.10	66.08	104,561	50.08	68.79
23	98,383	47.12	64.73	100,347	48.06	66.02	102,312	49.00	67.31	106,437	50.98	70.02
24	100,248	48.01	65.95	102,211	48.95	67.24	104,176	49.89	68.54	108,301	51.87	71.25
25	102,098	48.90	67.17	104,063	49.84	68.46	106,026	50.78	69.75	110,152	52.75	72.47
26	103,927	49.77	68.37	105,894	50.72	69.67	107,857	51.66	70.96	111,985	53.63	73.67
27	105,742	50.64	69.57	107,707	51.58	70.86	109,671	52.52	72.15	113,794	54.50	74.86
28	107,539	51.50	70.75	109,501	52.44	72.04	111,466	53.38	73.33	115,590	55.36	76.05
29	109,307	52.35	71.91	111,273	53.29	73.21	113,234	54.23	74.50	117,358	56.21	77.21

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Social Worker- Rest of U.S. (RUS)
Pay Table Identifier - U360

Pay Lane	15			16			17			18		
	MASTERS + 15			MASTERS + 30			EDS			DOCTORS		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	60,711	29.08	39.94	64,399	30.84	42.37	68,777	32.94	45.25	73,163	35.04	48.13
1	62,233	29.81	40.94	65,916	31.57	43.37	70,299	33.67	46.25	74,683	35.77	49.13
2	63,770	30.54	41.95	67,453	32.31	44.38	71,837	34.40	47.26	76,219	36.50	50.14
3	65,330	31.29	42.98	69,014	33.05	45.40	73,393	35.15	48.28	77,779	37.25	51.17
4	66,905	32.04	44.02	70,590	33.81	46.44	74,975	35.91	49.33	79,356	38.01	52.21
5	68,500	32.81	45.07	72,182	34.57	47.49	76,564	36.67	50.37	80,948	38.77	53.26
6	70,105	33.58	46.12	73,789	35.34	48.55	78,173	37.44	51.43	82,558	39.54	54.31
7	71,732	34.35	47.19	75,421	36.12	49.62	79,802	38.22	52.50	84,188	40.32	55.39
8	73,377	35.14	48.27	77,058	36.91	50.70	81,443	39.01	53.58	85,824	41.10	56.46
9	75,031	35.93	49.36	78,714	37.70	51.79	83,094	39.80	54.67	87,482	41.90	57.55
10	76,694	36.73	50.46	80,375	38.49	52.88	84,760	40.59	55.76	89,144	42.69	58.65
11	78,369	37.53	51.56	82,050	39.30	53.98	86,435	41.40	56.87	90,817	43.49	59.75
12	80,056	38.34	52.67	83,737	40.10	55.09	88,119	42.20	57.97	92,504	44.30	60.86
13	81,747	39.15	53.78	85,427	40.91	56.20	89,812	43.01	59.09	94,198	45.11	61.97
14	83,443	39.96	54.90	87,125	41.73	57.32	91,508	43.83	60.20	95,896	45.93	63.09
15	85,144	40.78	56.02	88,828	42.54	58.44	93,212	44.64	61.32	97,596	46.74	64.21
16	86,845	41.59	57.13	90,528	43.36	59.56	94,916	45.46	62.44	99,297	47.56	65.33
17	88,551	42.41	58.26	92,233	44.17	60.68	96,621	46.27	63.57	101,003	48.37	66.45
18	90,259	43.23	59.38	93,939	44.99	61.80	98,324	47.09	64.69	102,707	49.19	67.57
19	91,960	44.04	60.50	95,643	45.81	62.92	100,028	47.91	65.81	104,413	50.01	68.69
20	93,658	44.86	61.62	97,342	46.62	64.04	101,727	48.72	66.93	106,112	50.82	69.81
21	95,354	45.67	62.73	99,036	47.43	65.16	103,417	49.53	68.04	107,802	51.63	70.92
22	97,038	46.47	63.84	100,721	48.24	66.26	105,107	50.34	69.15	109,488	52.44	72.03
23	98,718	47.28	64.95	102,398	49.04	67.37	106,782	51.14	70.25	111,168	53.24	73.14
24	100,383	48.08	66.04	104,063	49.84	68.46	108,444	51.94	71.34	112,829	54.04	74.23
25	102,032	48.87	67.13	105,716	50.63	69.55	110,098	52.73	72.43	114,481	54.83	75.32
26	103,670	49.65	68.20	107,350	51.41	70.63	111,736	53.51	73.51	116,118	55.61	76.39
27	105,282	50.42	69.26	108,967	52.19	71.69	113,349	54.29	74.57	117,734	56.39	77.46
28	106,889	51.19	70.32	110,569	52.95	72.74	114,953	55.05	75.63	119,337	57.15	78.51
29	108,467	51.95	71.36	112,152	53.71	73.78	116,534	55.81	76.67	120,918	57.91	79.55

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Social Worker- Rest of U.S. (RUS)
Pay Table Identifier - U360

Pay Lane	11			12			13			14		
	BACHELORS DEGREE			BACHELORS + 15			BACHELORS + 30			MASTERS DEGREE		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	49,842	23.87	32.79	51,593	24.71	33.94	53,345	25.55	35.10	57,030	27.31	37.52
1	51,360	24.60	33.79	53,115	25.44	34.94	54,870	26.28	36.10	58,550	28.04	38.52
2	52,898	25.33	34.80	54,650	26.17	35.95	56,406	27.01	37.11	60,089	28.78	39.53
3	54,457	26.08	35.83	56,209	26.92	36.98	57,964	27.76	38.13	61,644	29.52	40.56
4	56,034	26.84	36.86	57,788	27.68	38.02	59,541	28.52	39.17	63,222	30.28	41.59
5	57,629	27.60	37.91	59,380	28.44	39.07	61,136	29.28	40.22	64,816	31.04	42.64
6	59,235	28.37	38.97	60,988	29.21	40.12	62,745	30.05	41.28	66,427	31.81	43.70
7	60,864	29.15	40.04	62,618	29.99	41.20	64,368	30.83	42.35	68,052	32.59	44.77
8	62,501	29.93	41.12	64,254	30.77	42.27	66,009	31.61	43.43	69,691	33.38	45.85
9	64,156	30.73	42.21	65,909	31.57	43.36	67,663	32.41	44.52	71,348	34.17	46.94
10	65,821	31.52	43.30	67,574	32.36	44.46	69,328	33.20	45.61	73,011	34.97	48.03
11	67,499	32.33	44.41	69,252	33.17	45.56	71,006	34.01	46.71	74,689	35.77	49.14
12	69,180	33.13	45.51	70,935	33.97	46.67	72,687	34.81	47.82	76,373	36.58	50.25
13	70,874	33.94	46.63	72,629	34.78	47.78	74,381	35.62	48.93	78,064	37.39	51.36
14	72,571	34.76	47.74	74,325	35.60	48.90	76,079	36.44	50.05	79,763	38.20	52.48
15	74,273	35.57	48.86	76,024	36.41	50.02	77,779	37.25	51.17	81,465	39.02	53.60
16	75,976	36.39	49.98	77,732	37.23	51.14	79,485	38.07	52.29	83,166	39.83	54.71
17	77,685	37.21	51.11	79,437	38.04	52.26	81,190	38.88	53.41	84,870	40.65	55.84
18	79,387	38.02	52.23	81,142	38.86	53.38	82,894	39.70	54.54	86,577	41.46	56.96
19	81,086	38.83	53.35	82,842	39.68	54.50	84,593	40.51	55.65	88,277	42.28	58.08
20	82,788	39.65	54.47	84,540	40.49	55.62	86,294	41.33	56.77	89,979	43.09	59.20
21	84,483	40.46	55.58	86,239	41.30	56.74	87,988	42.14	57.89	91,670	43.90	60.31
22	86,167	41.27	56.69	87,922	42.11	57.84	89,675	42.95	59.00	93,354	44.71	61.42
23	87,841	42.07	57.79	89,598	42.91	58.95	91,350	43.75	60.10	95,034	45.51	62.52
24	89,507	42.87	58.89	91,258	43.71	60.04	93,014	44.55	61.19	96,696	46.31	63.62
25	91,160	43.66	59.97	92,911	44.50	61.13	94,667	45.34	62.28	98,349	47.10	64.70
26	92,796	44.44	61.05	94,551	45.28	62.20	96,302	46.12	63.36	99,985	47.89	65.78
27	94,416	45.22	62.12	96,167	46.06	63.27	97,920	46.90	64.42	101,600	48.66	66.84
28	96,015	45.98	63.17	97,770	46.82	64.32	99,522	47.66	65.48	103,204	49.43	67.90
29	97,597	46.74	64.21	99,348	47.58	65.36	101,102	48.42	66.51	104,787	50.19	68.94

Includes general increase of 3% IAW the MLA.

Paid Hourly rate based on 2,088 hours (261 days) from July 25, 2018 through July 24, 2019

Effective date: July 25, 2018

Classroom Teacher - Rest of U.S. (RUS)
Pay Table Identifier - U370

Pay Lane	15			16			17			18		
	MASTERS + 15			MASTERS + 30			EDS			DOCTORS		
Steps	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	60,711	29.08	39.94	64,399	30.84	42.37	68,777	32.94	45.25	73,163	35.04	48.13
1	62,233	29.81	40.94	65,916	31.57	43.37	70,299	33.67	46.25	74,683	35.77	49.13
2	63,770	30.54	41.95	67,453	32.31	44.38	71,837	34.40	47.26	76,219	36.50	50.14
3	65,330	31.29	42.98	69,014	33.05	45.40	73,393	35.15	48.28	77,779	37.25	51.17
4	66,905	32.04	44.02	70,590	33.81	46.44	74,975	35.91	49.33	79,356	38.01	52.21
5	68,500	32.81	45.07	72,182	34.57	47.49	76,564	36.67	50.37	80,948	38.77	53.26
6	70,105	33.58	46.12	73,789	35.34	48.55	78,173	37.44	51.43	82,558	39.54	54.31
7	71,732	34.35	47.19	75,421	36.12	49.62	79,802	38.22	52.50	84,188	40.32	55.39
8	73,377	35.14	48.27	77,058	36.91	50.70	81,443	39.01	53.58	85,824	41.10	56.46
9	75,031	35.93	49.36	78,714	37.70	51.79	83,094	39.80	54.67	87,482	41.90	57.55
10	76,694	36.73	50.46	80,375	38.49	52.88	84,760	40.59	55.76	89,144	42.69	58.65
11	78,369	37.53	51.56	82,050	39.30	53.98	86,435	41.40	56.87	90,817	43.49	59.75
12	80,056	38.34	52.67	83,737	40.10	55.09	88,119	42.20	57.97	92,504	44.30	60.86
13	81,747	39.15	53.78	85,427	40.91	56.20	89,812	43.01	59.09	94,198	45.11	61.97
14	83,443	39.96	54.90	87,125	41.73	57.32	91,508	43.83	60.20	95,896	45.93	63.09
15	85,144	40.78	56.02	88,828	42.54	58.44	93,212	44.64	61.32	97,596	46.74	64.21
16	86,845	41.59	57.13	90,528	43.36	59.56	94,916	45.46	62.44	99,297	47.56	65.33
17	88,551	42.41	58.26	92,233	44.17	60.68	96,621	46.27	63.57	101,003	48.37	66.45
18	90,259	43.23	59.38	93,939	44.99	61.80	98,324	47.09	64.69	102,707	49.19	67.57
19	91,960	44.04	60.50	95,643	45.81	62.92	100,028	47.91	65.81	104,413	50.01	68.69
20	93,658	44.86	61.62	97,342	46.62	64.04	101,727	48.72	66.93	106,112	50.82	69.81
21	95,354	45.67	62.73	99,036	47.43	65.16	103,417	49.53	68.04	107,802	51.63	70.92
22	97,038	46.47	63.84	100,721	48.24	66.26	105,107	50.34	69.15	109,488	52.44	72.03
23	98,718	47.28	64.95	102,398	49.04	67.37	106,782	51.14	70.25	111,168	53.24	73.14
24	100,383	48.08	66.04	104,063	49.84	68.46	108,444	51.94	71.34	112,829	54.04	74.23
25	102,032	48.87	67.13	105,716	50.63	69.55	110,098	52.73	72.43	114,481	54.83	75.32
26	103,670	49.65	68.20	107,350	51.41	70.63	111,736	53.51	73.51	116,118	55.61	76.39
27	105,282	50.42	69.26	108,967	52.19	71.69	113,349	54.29	74.57	117,734	56.39	77.46
28	106,889	51.19	70.32	110,569	52.95	72.74	114,953	55.05	75.63	119,337	57.15	78.51
29	108,467	51.95	71.36	112,152	53.71	73.78	116,534	55.81	76.67	120,918	57.91	79.55

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Classroom Teacher - Rest of U.S. (RUS)
Pay Table Identifier - U370

Steps	11			12			13			14		
	BACHELORS DEGREE			BACHELORS + 15			BACHELORS + 30			MASTERS DEGREE		
	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned	Salary	Per Hour	Earned
0	49,842	23.87	32.79	51,593	24.71	33.94	53,345	25.55	35.10	57,030	27.31	37.52
1	51,360	24.60	33.79	53,115	25.44	34.94	54,870	26.28	36.10	58,550	28.04	38.52
2	52,898	25.33	34.80	54,650	26.17	35.95	56,406	27.01	37.11	60,089	28.78	39.53
3	54,457	26.08	35.83	56,209	26.92	36.98	57,964	27.76	38.13	61,644	29.52	40.56
4	56,034	26.84	36.86	57,788	27.68	38.02	59,541	28.52	39.17	63,222	30.28	41.59
5	57,629	27.60	37.91	59,380	28.44	39.07	61,136	29.28	40.22	64,816	31.04	42.64
6	59,235	28.37	38.97	60,988	29.21	40.12	62,745	30.05	41.28	66,427	31.81	43.70
7	60,864	29.15	40.04	62,618	29.99	41.20	64,368	30.83	42.35	68,052	32.59	44.77
8	62,501	29.93	41.12	64,254	30.77	42.27	66,009	31.61	43.43	69,691	33.38	45.85
9	64,156	30.73	42.21	65,909	31.57	43.36	67,663	32.41	44.52	71,348	34.17	46.94
10	65,821	31.52	43.30	67,574	32.36	44.46	69,328	33.20	45.61	73,011	34.97	48.03
11	67,499	32.33	44.41	69,252	33.17	45.56	71,006	34.01	46.71	74,689	35.77	49.14
12	69,180	33.13	45.51	70,935	33.97	46.67	72,687	34.81	47.82	76,373	36.58	50.25
13	70,874	33.94	46.63	72,629	34.78	47.78	74,381	35.62	48.93	78,064	37.39	51.36
14	72,571	34.76	47.74	74,325	35.60	48.90	76,079	36.44	50.05	79,763	38.20	52.48
15	74,273	35.57	48.86	76,024	36.41	50.02	77,779	37.25	51.17	81,465	39.02	53.60
16	75,976	36.39	49.98	77,732	37.23	51.14	79,485	38.07	52.29	83,166	39.83	54.71
17	77,685	37.21	51.11	79,437	38.04	52.26	81,190	38.88	53.41	84,870	40.65	55.84
18	79,387	38.02	52.23	81,142	38.86	53.38	82,894	39.70	54.54	86,577	41.46	56.96
19	81,086	38.83	53.35	82,842	39.68	54.50	84,593	40.51	55.65	88,277	42.28	58.08
20	82,788	39.65	54.47	84,540	40.49	55.62	86,294	41.33	56.77	89,979	43.09	59.20
21	84,483	40.46	55.58	86,239	41.30	56.74	87,988	42.14	57.89	91,670	43.90	60.31
22	86,167	41.27	56.69	87,922	42.11	57.84	89,675	42.95	59.00	93,354	44.71	61.42
23	87,841	42.07	57.79	89,598	42.91	58.95	91,350	43.75	60.10	95,034	45.51	62.52
24	89,507	42.87	58.89	91,258	43.71	60.04	93,014	44.55	61.19	96,696	46.31	63.62
25	91,160	43.66	59.97	92,911	44.50	61.13	94,667	45.34	62.28	98,349	47.10	64.70
26	92,796	44.44	61.05	94,551	45.28	62.20	96,302	46.12	63.36	99,985	47.89	65.78
27	94,416	45.22	62.12	96,167	46.06	63.27	97,920	46.90	64.42	101,600	48.66	66.84
28	96,015	45.98	63.17	97,770	46.82	64.32	99,522	47.66	65.48	103,204	49.43	67.90
29	97,597	46.74	64.21	99,348	47.58	65.36	101,102	48.42	66.51	104,787	50.19	68.94

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