

**This All Schedules work sheet is used in conjunction with the other work sheets listed below. If you modify it, you will need to check the calculations on the Daily Rates Tabs because the formulas are keyed to the cells on the work sheet as \$B\$17 - Absolute. If you change the rows, you may be affecting the formulas here**

Once you receive basic schedules from WFA (Two Files are sent: Schedules A thru M & Schedules K & L), save their original file as: Sch\_XX\_OrigYY\_ZZ where XX is either AM or KL for Schedule, and YY-ZZ are for the school year. Be sure to keep a extra copy of the files in case of error. I usually simply keep the original email attachments.

1. Open these files in this order:

Open the files Sch\_AM\_OrigYY\_ZZ.xls and Sch\_KL\_OrigYY\_ZZ.xls

Open All\_Schedules\_Work.xls

Open All\_TP\_PD\_Work (Daily Rates - Formatted for CPMS)

Open All\_TP\_SY\_Work (School Year Rates - Formatted for CPMS)

2. **Change blocks below, as needed, to correct year & WFA Signature Block. All other work sheets will change accordingly**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 SALARY SCHEDULE**

**Effective Date: August 1, 2012**

**JAMES R. BRADY**

**Chief**

**Wage and Salary Branch**

5. Copy the salaries from the WFA Authority Schedules Sch\_AM\_OrigYY\_ZZ.xls and Sch\_KL\_OrigYY\_ZZ.xls to appropriate schedules in the file names All\_Schedules\_Work.xls. This will update PD & SY Daily work sheets. Also copy and paste the Additional Compensation from Sc
6. Check Links & figures. Save work often.
7. Copy and paste **from** the PD and SY **work** files to the appropriate numbered tables.  
Be sure when you do the Paste function, that you use "Paste Special", "Values" so that only text values end up in each cell. Only cleartext can go to CPMS, not all the formulas hidden in each cell.  
One per each Table Number for CPMS & LMSI contractor for modern pay table updates  
You do NOT need to send any files with END DATE values. CPMS will pick up the end date as the day prior to effective date of these new tables.  
If you do a SAVE AS for record or other final copies, have all files open. Start with All\_Schedules\_Work file. As you do the SAVE AS, software will rename the links in the other files.  
Leave the All\_Schedules\_Work file open until you save as the other 2 files.
8. Save the All\_Schedules\_Work as All\_Schedules\_XX\_YY.xls for a record copy .
9. Save All\_TP\_PD\_Work to All\_TP\_PDXX\_YY.xls for a record copy
10. Save All\_TP\_SY\_Work to All\_TP\_SYXX\_YY.xls for a record copy
11. Check links.
12. **When Complete, send the Schedules to POC for saving as Adobe .pdf files for posting to the DoDEA Web Site**
13. Email adjusted files to each of the processing teams so they will have Table Number Information

**DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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: \$101.00
- b. Less than one full day: \$50.50

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

**DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	39,775	41,085	42,395	43,705	45,015	46,325	47,635
2	41,140	42,565	43,990	45,415	46,840	48,265	49,690
3	42,505	44,045	45,585	47,125	48,665	50,205	51,745
4	43,870	45,525	47,180	48,835	50,490	52,145	53,800
5	45,235	47,005	48,775	50,545	52,315	54,085	55,855
6	46,600	48,485	50,370	52,255	54,140	56,025	57,910
7	47,965	49,965	51,965	53,965	55,965	57,965	59,965
8	49,330	51,445	53,560	55,675	57,790	59,905	62,020
9	50,695	52,925	55,155	57,385	59,615	61,845	64,075
10	52,060	54,405	56,750	59,095	61,440	63,785	66,130
11	53,425	55,885	58,345	60,805	63,265	65,725	68,185
12	54,790	57,365	59,940	62,515	65,090	67,665	70,240
13	56,155	58,845	61,535	64,225	66,915	69,605	72,295
14	57,520	60,325	63,130	65,935	68,740	71,545	74,350
15	58,715	61,595	64,475	67,355	70,235	73,115	75,995
16	59,910	62,865	65,820	68,775	71,730	74,685	77,640
17	61,105	64,135	67,165	70,195	73,225	76,255	79,285
18	62,300	65,405	68,510	71,615	74,720	77,825	80,930

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 SALARY SCHEDULE

SCHEDULE C - DAILY RATES

COMPREHENSIVE SCHEDULE FOR EDUCATORS AND SPECIALISTS

Pay Plan is TP

Modern DCPDS Pay Table IDs are Noted Below:

	S100	S101	S102	S100	S101	S102	S100	S101	S102
Grade	CB	Daily	Summer	CC	Daily	Summer	CL	Daily	Summer
	BACHELOR'S	WrkShop	School	BA+15	WrkShop	School	BA+30	WrkShop	School
Step									
1	\$39,775	\$209.34	\$139.56	\$41,085	\$216.24	\$144.16	\$42,395	\$223.13	\$148.75
2	\$41,140	\$216.53	\$144.35	\$42,565	\$224.03	\$149.35	\$43,990	\$231.53	\$154.35
3	\$42,505	\$223.71	\$149.14	\$44,045	\$231.82	\$154.55	\$45,585	\$239.92	\$159.95
4	\$43,870	\$230.89	\$153.93	\$45,525	\$239.61	\$159.74	\$47,180	\$248.32	\$165.55
5	\$45,235	\$238.08	\$158.72	\$47,005	\$247.39	\$164.93	\$48,775	\$256.71	\$171.14
6	\$46,600	\$245.26	\$163.51	\$48,485	\$255.18	\$170.12	\$50,370	\$265.11	\$176.74
7	\$47,965	\$252.45	\$168.30	\$49,965	\$262.97	\$175.31	\$51,965	\$273.50	\$182.33
8	\$49,330	\$259.63	\$173.09	\$51,445	\$270.76	\$180.51	\$53,560	\$281.89	\$187.93
9	\$50,695	\$266.82	\$177.88	\$52,925	\$278.55	\$185.70	\$55,155	\$290.29	\$193.53
10	\$52,060	\$274.00	\$182.67	\$54,405	\$286.34	\$190.89	\$56,750	\$298.68	\$199.12
11	\$53,425	\$281.18	\$187.45	\$55,885	\$294.13	\$196.09	\$58,345	\$307.08	\$204.72
12	\$54,790	\$288.37	\$192.25	\$57,365	\$301.92	\$201.28	\$59,940	\$315.47	\$210.31
13	\$56,155	\$295.55	\$197.03	\$58,845	\$309.71	\$206.47	\$61,535	\$323.87	\$215.91
14	\$57,520	\$302.74	\$201.83	\$60,325	\$317.50	\$211.67	\$63,130	\$332.26	\$221.51
15	\$58,885	\$309.93	\$206.62	\$61,805	\$324.29	\$216.87	\$64,725	\$339.65	\$227.11
16	\$59,910	\$315.32	\$210.21	\$62,865	\$330.87	\$220.58	\$65,820	\$346.42	\$230.95
17	\$61,105	\$321.61	\$214.41	\$64,135	\$337.55	\$225.03	\$67,165	\$353.50	\$235.67
18	\$62,300	\$327.89	\$218.59	\$65,405	\$344.24	\$229.49	\$68,510	\$360.58	\$240.39

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	\$43,705	\$230.03	\$153.35	\$45,015	\$236.92	\$157.95	\$46,325	\$243.82	\$162.55	\$47,635	\$250.71	\$167.14
2	\$45,415	\$239.03	\$159.35	\$46,840	\$246.53	\$164.35	\$48,265	\$254.03	\$169.35	\$49,690	\$261.53	\$174.35
3	\$47,125	\$248.03	\$165.35	\$48,665	\$256.13	\$170.75	\$50,205	\$264.24	\$176.16	\$51,745	\$272.34	\$181.56
4	\$48,835	\$257.03	\$171.35	\$50,490	\$265.74	\$177.16	\$52,145	\$274.45	\$182.97	\$53,800	\$283.16	\$188.77
5	\$50,545	\$266.03	\$177.35	\$52,315	\$275.34	\$183.56	\$54,085	\$284.66	\$189.77	\$55,855	\$293.97	\$195.98
6	\$52,255	\$275.03	\$183.35	\$54,140	\$284.95	\$189.97	\$56,025	\$294.87	\$196.58	\$57,910	\$304.79	\$203.19
7	\$53,965	\$284.03	\$189.35	\$55,965	\$294.55	\$196.37	\$57,965	\$305.08	\$203.39	\$59,965	\$315.61	\$210.41
8	\$55,675	\$293.03	\$195.35	\$57,790	\$304.16	\$202.77	\$59,905	\$315.29	\$210.19	\$62,020	\$326.42	\$217.61
9	\$57,385	\$302.03	\$201.35	\$59,615	\$313.76	\$209.17	\$61,845	\$325.50	\$217.00	\$64,075	\$337.24	\$224.83
10	\$59,095	\$311.03	\$207.35	\$61,440	\$323.37	\$215.58	\$63,785	\$335.71	\$223.81	\$66,130	\$348.05	\$232.03
11	\$60,805	\$320.03	\$213.35	\$63,265	\$332.97	\$221.98	\$65,725	\$345.92	\$230.61	\$68,185	\$358.87	\$239.25
12	\$62,515	\$329.03	\$219.35	\$65,090	\$342.58	\$228.39	\$67,665	\$356.13	\$237.42	\$70,240	\$369.68	\$246.45
13	\$64,225	\$338.03	\$225.35	\$66,915	\$352.18	\$234.79	\$69,605	\$366.34	\$244.23	\$72,295	\$380.50	\$253.67
14	\$65,935	\$347.03	\$231.35	\$68,740	\$361.79	\$241.19	\$71,545	\$376.55	\$251.03	\$74,350	\$391.32	\$260.88
15	\$67,355	\$354.50	\$236.33	\$70,235	\$369.66	\$246.44	\$73,115	\$384.82	\$256.55	\$75,995	\$399.97	\$266.65
16	\$68,775	\$361.97	\$241.31	\$71,730	\$377.53	\$251.69	\$74,685	\$393.08	\$262.05	\$77,640	\$408.63	\$272.42
17	\$70,195	\$369.45	\$246.30	\$73,225	\$385.39	\$256.93	\$76,255	\$401.34	\$267.56	\$79,285	\$417.29	\$278.19
18	\$71,615	\$376.92	\$251.28	\$74,720	\$393.26	\$262.17	\$77,825	\$409.61	\$273.07	\$80,930	\$425.95	\$283.97

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

**DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	45,385	46,880	48,375	49,870
2	47,220	48,785	50,350	51,915
3	49,055	50,690	52,325	53,960
4	50,890	52,595	54,300	56,005
5	52,725	54,500	56,275	58,050
6	54,560	56,405	58,250	60,095
7	56,395	58,310	60,225	62,140
8	58,230	60,215	62,200	64,185
9	60,065	62,120	64,175	66,230
10	61,900	64,025	66,150	68,275
11	63,735	65,930	68,125	70,320
12	65,570	67,835	70,100	72,365
13	67,405	69,740	72,075	74,410
14	69,240	71,645	74,050	76,455
15	70,690	73,150	75,610	78,070
16	72,140	74,655	77,170	79,685
17	73,590	76,160	78,730	81,300
18	75,040	77,665	80,290	82,915

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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

Grade	S200			S201			S202			S200			S201			S202		
	DD	Daily	Summer	DM	Daily	Summer	DE	Daily	Summer	DG	Daily	Summer	DOCTOR'S	Daily	Summer	MA + 15	MA + 30	WorkShop
Step	MASTER'S	WorkShop	School	MA + 15	WorkShop	School	MA + 30	WorkShop	School	DOCTOR'S	WorkShop	School	DOCTOR'S	WorkShop	School	MA + 15	MA + 30	WorkShop
1	45,385	238.87	159.25	46,880	246.74	164.49	48,375	254.61	169.74	49,870	262.47	174.98	49,870	262.47	174.98	46,880	246.74	164.49
2	47,220	248.53	165.69	48,785	256.76	171.17	50,350	265.00	176.67	51,915	273.24	182.16	51,915	273.24	182.16	48,785	256.76	171.17
3	49,055	258.18	172.12	50,690	266.79	177.86	52,325	275.39	183.59	53,960	284.00	189.33	53,960	284.00	189.33	50,690	266.79	177.86
4	50,890	267.84	178.56	52,595	276.82	184.55	54,300	285.79	190.53	56,005	294.76	196.51	56,005	294.76	196.51	52,595	276.82	184.55
5	52,725	277.50	185.00	54,500	286.84	191.23	56,275	296.18	197.45	58,050	305.53	203.69	58,050	305.53	203.69	54,500	286.84	191.23
6	54,560	287.16	191.44	56,405	296.87	197.91	58,250	306.58	204.39	60,095	316.29	210.86	60,095	316.29	210.86	56,405	296.87	197.91
7	56,395	296.82	197.88	58,310	306.89	204.59	60,225	316.97	211.31	62,140	327.05	218.03	62,140	327.05	218.03	58,310	306.89	204.59
8	58,230	306.47	204.31	60,215	316.92	211.28	62,200	327.37	218.25	64,185	337.82	225.21	64,185	337.82	225.21	60,215	316.92	211.28
9	60,065	316.13	210.75	62,120	326.95	217.97	64,175	337.76	225.17	66,230	348.58	232.39	66,230	348.58	232.39	62,120	326.95	217.97
10	61,900	325.79	217.19	64,025	336.97	224.65	66,150	348.16	232.11	68,275	359.34	239.56	68,275	359.34	239.56	64,025	336.97	224.65
11	63,735	335.45	223.63	65,930	347.00	231.33	68,125	358.55	239.03	70,320	370.11	246.74	70,320	370.11	246.74	65,930	347.00	231.33
12	65,570	345.11	230.07	67,835	357.03	238.02	70,100	368.95	245.97	72,365	380.87	253.91	72,365	380.87	253.91	67,835	357.03	238.02
13	67,405	354.76	236.51	69,740	367.05	244.70	72,075	379.34	252.89	74,410	391.63	261.09	74,410	391.63	261.09	69,740	367.05	244.70
14	69,240	364.42	242.95	71,645	377.08	251.39	74,050	389.74	259.83	76,455	402.39	268.26	76,455	402.39	268.26	71,645	377.08	251.39
15	70,690	372.05	248.03	73,150	385.00	256.67	75,610	397.95	265.30	78,070	410.89	273.93	78,070	410.89	273.93	73,150	385.00	256.67
16	72,140	379.68	253.12	74,655	392.92	261.95	77,170	406.16	270.77	79,685	419.39	279.59	79,685	419.39	279.59	74,655	392.92	261.95
17	73,590	387.32	258.21	76,160	400.84	267.23	78,730	414.37	276.25	81,300	427.89	285.26	81,300	427.89	285.26	76,160	400.84	267.23
18	75,040	394.95	263.30	77,665	408.76	272.51	80,290	422.58	281.72	82,915	436.39	290.93	82,915	436.39	290.93	77,665	408.76	272.51

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

Effective Date: August 1, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	46,275	47,775	49,275	50,775
2	48,130	49,700	51,275	52,845
3	49,985	51,625	53,275	54,915
4	51,840	53,550	55,275	56,985
5	53,695	55,475	57,275	59,055
6	55,550	57,400	59,275	61,125
7	57,405	59,325	61,275	63,195
8	59,260	61,250	63,275	65,265
9	61,115	63,175	65,275	67,335
10	62,970	65,100	67,275	69,405
11	64,825	67,025	69,275	71,475
12	66,680	68,950	71,275	73,545
13	68,535	70,875	73,275	75,615
14	70,390	72,800	75,275	77,685
15	71,775	74,250	76,790	79,265
16	73,160	75,700	78,305	80,845
17	74,545	77,150	79,820	82,425
18	75,930	78,600	81,335	84,005

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch



DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	EG DOCTOR'S	Daily WorkShop	Summer School	EG DOCTOR'S	Daily WorkShop	Summer School
Step 1	46,275	243.55	162.37	47,775	251.45	167.63	49,275	259.34	172.89	50,775	267.24	178.16	52,275	275.13	183.43	53,775	282.42	188.70
2	48,130	253.32	168.88	49,700	261.58	174.39	51,275	269.87	179.91	52,845	278.13	185.42	54,420	286.42	191.00	55,995	293.69	196.89
3	49,985	263.08	175.39	51,625	271.71	181.14	53,275	280.39	186.93	54,915	289.03	192.69	56,565	297.77	198.00	58,215	306.41	203.41
4	51,840	272.84	181.89	53,550	281.84	187.89	55,275	290.92	193.95	56,985	299.92	199.95	58,765	308.81	204.00	60,555	317.55	210.00
5	53,695	282.61	188.41	55,475	291.97	194.65	57,275	301.45	200.97	59,055	310.82	207.21	60,885	318.71	210.00	62,715	327.45	215.00
6	55,550	292.37	194.91	57,400	302.11	201.41	59,275	311.97	207.98	61,125	321.71	214.47	63,000	330.45	218.00	64,875	339.19	222.00
7	57,405	302.13	201.42	59,325	312.24	208.16	61,275	322.50	215.00	63,195	332.61	221.74	65,165	341.25	225.00	67,035	350.00	228.00
8	59,260	311.89	207.93	61,250	322.37	214.91	63,275	333.03	222.02	65,265	343.50	229.00	67,255	352.89	232.00	69,240	361.67	235.00
9	61,115	321.66	214.44	63,175	332.50	221.67	65,275	343.55	229.03	67,335	354.39	236.26	69,345	363.77	238.00	71,455	372.61	243.00
10	62,970	331.42	220.95	65,100	342.63	228.42	67,275	354.08	236.05	69,405	365.29	243.53	71,565	374.11	242.00	73,725	382.95	250.00
11	64,825	341.18	227.45	67,025	352.76	235.17	69,275	364.61	243.07	71,475	376.18	250.79	73,685	385.66	248.00	75,995	395.00	255.00
12	66,680	350.95	233.97	68,950	362.89	241.93	71,275	375.13	250.09	73,545	387.08	258.05	75,855	396.18	255.00	79,465	405.41	262.00
13	68,535	360.71	240.47	70,875	373.03	248.69	73,275	385.66	257.11	75,615	397.97	265.31	78,525	407.25	260.00	82,135	416.89	268.00
14	70,390	370.47	246.98	72,800	383.16	255.44	75,275	396.18	264.12	77,685	408.87	272.58	80,095	418.00	265.00	83,705	427.71	275.00
15	71,775	377.76	251.84	74,250	390.79	260.53	76,790	404.16	269.44	79,265	417.18	278.12	81,745	424.11	270.00	85,355	433.00	282.00
16	73,160	385.05	256.70	75,700	398.42	265.61	78,305	412.13	274.75	80,845	425.50	283.67	82,895	431.11	275.00	86,505	440.00	288.00
17	74,545	392.34	261.56	77,150	406.05	270.70	79,820	420.11	280.07	82,425	433.82	289.21	84,555	439.11	280.00	88,165	448.00	295.00
18	75,930	399.63	266.42	78,600	413.68	275.79	81,335	428.08	285.39	84,005	442.13	294.75						

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

**DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1000**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	53,045	54,375	55,705	57,035
2	54,795	56,165	57,540	58,910
3	56,545	57,955	59,375	60,785
4	58,295	59,745	61,210	62,660
5	60,045	61,535	63,045	64,535
6	61,795	63,325	64,880	66,410
7	63,545	65,115	66,715	68,285
8	65,295	66,905	68,550	70,160
9	67,045	68,695	70,385	72,035
10	68,795	70,485	72,220	73,910
11	70,545	72,275	74,055	75,785
12	72,295	74,065	75,890	77,660
13	74,045	75,855	77,725	79,535
14	75,795	77,645	79,560	81,410
15	77,230	79,110	81,055	82,935
16	78,665	80,575	82,550	84,460
17	80,100	82,040	84,045	85,985
18	81,535	83,505	85,540	87,510

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	Daily	Summer	FM	Daily	Summer	FE	Daily	Summer	FG	Daily	Summer
Step	MASTER'S	WorkShop	School	MA + 15	WorkShop	School	MA + 30	WorkShop	School	DOCTOR'S	WorkShop	School
1	53,045	279.18	186.12	54,375	286.18	190.79	55,705	293.18	195.45	57,035	300.18	200.12
2	54,795	288.39	192.26	56,165	295.61	197.07	57,540	302.84	201.89	58,910	310.05	206.70
3	56,545	297.61	198.41	57,955	305.03	203.35	59,375	312.50	208.33	60,785	319.92	213.28
4	58,295	306.82	204.55	59,745	314.45	209.63	61,210	322.16	214.77	62,660	329.79	219.86
5	60,045	316.03	210.69	61,535	323.87	215.91	63,045	331.82	221.21	64,535	339.66	226.44
6	61,795	325.24	216.83	63,325	333.29	222.19	64,880	341.47	227.65	66,410	349.53	233.02
7	63,545	334.45	222.97	65,115	342.71	228.47	66,715	351.13	234.09	68,285	359.39	239.59
8	65,295	343.66	229.11	66,905	352.13	234.75	68,550	360.79	240.53	70,160	369.26	246.17
9	67,045	352.87	235.25	68,695	361.55	241.03	70,385	370.45	246.97	72,035	379.13	252.75
10	68,795	362.08	241.39	70,485	370.97	247.31	72,220	380.11	253.41	73,910	389.00	259.33
11	70,545	371.29	247.53	72,275	380.39	253.59	74,055	389.76	259.84	75,785	398.87	265.91
12	72,295	380.50	253.67	74,065	389.82	259.88	75,890	399.42	266.28	77,660	408.74	272.49
13	74,045	389.71	259.81	75,855	399.24	266.16	77,725	409.08	272.72	79,535	418.61	279.07
14	75,795	398.92	265.95	77,645	408.66	272.44	79,560	418.74	279.16	81,410	428.47	285.65
15	77,230	406.47	270.98	79,110	416.37	277.58	81,055	426.61	284.41	82,935	436.50	291.00
16	78,665	414.03	276.02	80,575	424.08	282.72	82,550	434.47	289.65	84,460	444.53	296.35
17	80,100	421.58	281.05	82,040	431.79	287.86	84,045	442.34	294.89	85,985	452.55	301.70
18	81,535	429.13	286.09	83,505	439.50	293.00	85,540	450.21	300.14	87,510	460.58	307.05

- 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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

**DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	43,870	45,180	46,490	47,800	49,110	50,420	51,730
2	45,235	46,660	48,085	49,510	50,935	52,360	53,785
3	46,600	48,140	49,680	51,220	52,760	54,300	55,840
4	47,965	49,620	51,275	52,930	54,585	56,240	57,895
5	49,330	51,100	52,870	54,640	56,410	58,180	59,950
6	50,695	52,580	54,465	56,350	58,235	60,120	62,005
7	52,060	54,060	56,060	58,060	60,060	62,060	64,060
8	53,425	55,540	57,655	59,770	61,885	64,000	66,115
9	54,790	57,020	59,250	61,480	63,710	65,940	68,170
10	56,155	58,500	60,845	63,190	65,535	67,880	70,225
11	57,520	59,980	62,440	64,900	67,360	69,820	72,280
12	58,885	61,460	64,035	66,610	69,185	71,760	74,335
13	60,250	62,940	65,630	68,320	71,010	73,700	76,390
14	61,615	64,420	67,225	70,030	72,835	75,640	78,445
15	62,810	65,690	68,570	71,450	74,330	77,210	80,090
16	64,005	66,960	69,915	72,870	75,825	78,780	81,735
17	65,200	68,230	71,260	74,290	77,320	80,350	83,380
18	66,395	69,500	72,605	75,710	78,815	81,920	85,025

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	\$43,870	\$230.89	\$153.93	\$45,180	\$237.79	\$158.53	\$46,490	\$244.68	\$163.12
2	\$45,235	\$238.08	\$158.72	\$46,660	\$245.58	\$163.72	\$48,085	\$253.08	\$168.72
3	\$46,600	\$245.26	\$163.51	\$48,140	\$253.37	\$168.91	\$49,680	\$261.47	\$174.31
4	\$47,965	\$252.45	\$168.30	\$49,620	\$261.16	\$174.11	\$51,275	\$269.87	\$179.91
5	\$49,330	\$259.63	\$173.09	\$51,100	\$268.95	\$179.30	\$52,870	\$278.26	\$185.51
6	\$50,695	\$266.82	\$177.88	\$52,580	\$276.74	\$184.49	\$54,465	\$286.66	\$191.11
7	\$52,060	\$274.00	\$182.67	\$54,060	\$284.53	\$189.69	\$56,060	\$295.05	\$196.70
8	\$53,425	\$281.18	\$187.45	\$55,540	\$292.32	\$194.88	\$57,655	\$303.45	\$202.30
9	\$54,790	\$288.37	\$192.25	\$57,020	\$300.11	\$200.07	\$59,250	\$311.84	\$207.89
10	\$56,155	\$295.55	\$197.03	\$58,500	\$307.89	\$205.26	\$60,845	\$320.24	\$213.49
11	\$57,520	\$302.74	\$201.83	\$59,980	\$315.68	\$210.45	\$62,440	\$328.63	\$219.09
12	\$58,885	\$309.92	\$206.61	\$61,460	\$323.47	\$215.65	\$64,035	\$337.03	\$224.69
13	\$60,250	\$317.11	\$211.41	\$62,940	\$331.26	\$220.84	\$65,630	\$345.42	\$230.28
14	\$61,615	\$324.29	\$216.19	\$64,420	\$339.05	\$226.03	\$67,225	\$353.82	\$235.88
15	\$62,810	\$330.58	\$220.39	\$65,690	\$345.74	\$230.49	\$68,570	\$360.89	\$240.59
16	\$64,005	\$336.87	\$224.58	\$66,960	\$352.42	\$234.95	\$69,915	\$367.97	\$245.31
17	\$65,200	\$343.16	\$228.77	\$68,230	\$359.11	\$239.41	\$71,260	\$375.05	\$250.03
18	\$66,395	\$349.45	\$232.97	\$69,500	\$365.79	\$243.86	\$72,605	\$382.13	\$254.75

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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
Step	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
1	\$47,800	\$251.58	\$167.72	\$49,110	\$258.47	\$172.31	\$50,420	\$265.37	\$176.91	\$51,730	\$272.26	\$181.51
2	\$49,510	\$260.58	\$173.72	\$50,935	\$268.08	\$178.72	\$52,360	\$275.58	\$183.72	\$53,785	\$283.08	\$188.72
3	\$51,220	\$269.58	\$179.72	\$52,760	\$277.68	\$185.12	\$54,300	\$285.79	\$190.53	\$55,840	\$293.89	\$195.93
4	\$52,930	\$278.58	\$185.72	\$54,585	\$287.29	\$191.53	\$56,240	\$296.00	\$197.33	\$57,895	\$304.71	\$203.14
5	\$54,640	\$287.58	\$191.72	\$56,410	\$296.89	\$197.93	\$58,180	\$306.21	\$204.14	\$59,950	\$315.53	\$210.35
6	\$56,350	\$296.58	\$197.72	\$58,235	\$306.50	\$204.33	\$60,120	\$316.42	\$210.95	\$62,005	\$326.34	\$217.56
7	\$58,060	\$305.58	\$203.72	\$60,060	\$316.11	\$210.74	\$62,060	\$326.63	\$217.75	\$64,060	\$337.16	\$224.77
8	\$59,770	\$314.58	\$209.72	\$61,885	\$325.71	\$217.14	\$64,000	\$336.84	\$224.56	\$66,115	\$347.97	\$231.98
9	\$61,480	\$323.58	\$215.72	\$63,710	\$335.32	\$223.55	\$65,940	\$347.05	\$231.37	\$68,170	\$358.79	\$239.19
10	\$63,190	\$332.58	\$221.72	\$65,535	\$344.92	\$229.95	\$67,880	\$357.26	\$238.17	\$70,225	\$369.61	\$246.41
11	\$64,900	\$341.58	\$227.72	\$67,360	\$354.53	\$236.35	\$69,820	\$367.47	\$244.98	\$72,280	\$380.42	\$253.61
12	\$66,610	\$350.58	\$233.72	\$69,185	\$364.13	\$242.75	\$71,760	\$377.68	\$251.79	\$74,335	\$391.24	\$260.83
13	\$68,320	\$359.58	\$239.72	\$71,010	\$373.74	\$249.16	\$73,700	\$387.89	\$258.59	\$76,390	\$402.05	\$268.03
14	\$70,030	\$368.58	\$245.72	\$72,835	\$383.34	\$255.56	\$75,640	\$398.11	\$265.41	\$78,445	\$412.87	\$275.25
15	\$71,740	\$377.58	\$251.72	\$74,660	\$392.95	\$261.97	\$77,580	\$408.32	\$272.22	\$80,590	\$423.68	\$282.46
16	\$73,450	\$386.58	\$257.72	\$76,485	\$402.56	\$268.38	\$79,520	\$418.53	\$278.63	\$82,735	\$434.49	\$289.67
17	\$75,160	\$395.58	\$263.72	\$78,310	\$412.15	\$274.79	\$81,460	\$428.74	\$284.98	\$84,880	\$445.30	\$296.88
18	\$76,870	\$404.58	\$269.72	\$80,135	\$421.74	\$281.20	\$83,400	\$438.95	\$291.47	\$87,025	\$456.11	\$304.09

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

**DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	48,390	49,700	51,010	52,320	53,630	54,940	56,250
2	49,755	51,180	52,605	54,030	55,455	56,880	58,305
3	51,120	52,660	54,200	55,740	57,280	58,820	60,360
4	52,485	54,140	55,795	57,450	59,105	60,760	62,415
5	53,850	55,620	57,390	59,160	60,930	62,700	64,470
6	55,215	57,100	58,985	60,870	62,755	64,640	66,525
7	56,580	58,580	60,580	62,580	64,580	66,580	68,580
8	57,945	60,060	62,175	64,290	66,405	68,520	70,635
9	59,310	61,540	63,770	66,000	68,230	70,460	72,690
10	60,675	63,020	65,365	67,710	70,055	72,400	74,745
11	62,040	64,500	66,960	69,420	71,880	74,340	76,800
12	63,405	65,980	68,555	71,130	73,705	76,280	78,855
13	64,770	67,460	70,150	72,840	75,530	78,220	80,910
14	66,135	68,940	71,745	74,550	77,355	80,160	82,965
15	67,330	70,210	73,090	75,970	78,850	81,730	84,610
16	68,525	71,480	74,435	77,390	80,345	83,300	86,255
17	69,720	72,750	75,780	78,810	81,840	84,870	87,900
18	70,915	74,020	77,125	80,230	83,335	86,440	89,545

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, 2012

JAMES R. BRADY  
Chief

Wage and Salary Branch



DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE N

MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Pay Plan is TP

Grade	Modern DCPDS Pay Table IDs Noted Below								
	S800	S801	S802	S800	S801	S802	S800	S801	S802
Step	NB BACHELOR'S	Daily WrkShop	Summer School	NC BA+15	Daily WrkShop	Summer School	NL BA+30	Daily WrkShop	Summer School
1	\$48,390	\$254.68	\$169.79	\$49,700	\$261.58	\$174.39	\$51,010	\$268.47	\$178.98
2	\$49,755	\$261.87	\$174.58	\$51,180	\$269.37	\$179.58	\$52,605	\$276.87	\$184.58
3	\$51,120	\$269.05	\$179.37	\$52,660	\$277.16	\$184.77	\$54,200	\$285.26	\$190.17
4	\$52,485	\$276.24	\$184.16	\$54,140	\$284.95	\$189.97	\$55,795	\$293.66	\$195.77
5	\$53,850	\$283.42	\$188.95	\$55,620	\$292.74	\$195.16	\$57,390	\$302.05	\$201.37
6	\$55,215	\$290.61	\$193.74	\$57,100	\$300.53	\$200.35	\$58,985	\$310.45	\$206.97
7	\$56,580	\$297.79	\$198.53	\$58,580	\$308.32	\$205.55	\$60,580	\$318.84	\$212.56
8	\$57,945	\$304.97	\$203.31	\$60,060	\$316.11	\$210.74	\$62,175	\$327.24	\$218.16
9	\$59,310	\$312.16	\$208.11	\$61,540	\$323.89	\$215.93	\$63,770	\$335.63	\$223.75
10	\$60,675	\$319.34	\$212.89	\$63,020	\$331.68	\$221.12	\$65,365	\$344.03	\$229.35
11	\$62,040	\$326.53	\$217.69	\$64,500	\$339.47	\$226.31	\$66,960	\$352.42	\$234.95
12	\$63,405	\$333.71	\$222.47	\$65,980	\$347.26	\$231.51	\$68,555	\$360.82	\$240.55
13	\$64,770	\$340.89	\$227.26	\$67,460	\$355.05	\$236.70	\$70,150	\$369.21	\$246.14
14	\$66,135	\$348.08	\$232.05	\$68,940	\$362.84	\$241.89	\$71,745	\$377.61	\$251.74
15	\$67,330	\$354.37	\$236.25	\$70,210	\$369.53	\$246.35	\$73,090	\$384.68	\$256.45
16	\$68,525	\$360.66	\$240.44	\$71,480	\$376.21	\$250.81	\$74,435	\$391.76	\$261.17
17	\$69,720	\$366.95	\$244.63	\$72,750	\$382.89	\$255.26	\$75,780	\$398.84	\$265.89
18	\$70,915	\$373.24	\$248.83	\$74,020	\$389.58	\$259.72	\$77,125	\$405.92	\$270.61

1. Daily rate - All Teaching Positions. The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is one-half day. Effective Date: August 1, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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		
Grade	ND	Daily	Summer	NM	Daily	Summer	NE	Daily	Summer	NG	Daily	Summer					
Step	MASTER'S	WrkShop	School	MA+15	WrkShop	School	MA+30	WrkShop	School	DOCTOR'S	WrkShop	School					
1	\$52,320	\$275.37	\$183.58	\$53,630	\$282.26	\$188.17	\$54,940	\$289.16	\$192.77	\$56,250	\$296.05	\$197.37					
2	\$54,030	\$284.37	\$189.58	\$55,455	\$291.87	\$194.58	\$56,880	\$299.37	\$199.58	\$58,305	\$306.87	\$204.58					
3	\$55,740	\$293.37	\$195.58	\$57,280	\$301.47	\$200.98	\$58,820	\$309.58	\$206.39	\$60,360	\$317.68	\$211.79					
4	\$57,450	\$302.37	\$201.58	\$59,105	\$311.08	\$207.39	\$60,760	\$319.79	\$213.19	\$62,415	\$328.50	\$219.00					
5	\$59,160	\$311.37	\$207.58	\$60,930	\$320.68	\$213.79	\$62,700	\$330.00	\$220.00	\$64,470	\$339.32	\$226.21					
6	\$60,870	\$320.37	\$213.58	\$62,755	\$330.29	\$220.19	\$64,640	\$340.21	\$226.81	\$66,525	\$350.13	\$233.42					
7	\$62,580	\$329.37	\$219.58	\$64,580	\$339.89	\$226.59	\$66,580	\$350.42	\$233.61	\$68,580	\$360.95	\$240.63					
8	\$64,290	\$338.37	\$225.58	\$66,405	\$349.50	\$233.00	\$68,520	\$360.63	\$240.42	\$70,635	\$371.76	\$247.84					
9	\$66,000	\$347.37	\$231.58	\$68,230	\$359.11	\$239.41	\$70,460	\$370.84	\$247.23	\$72,690	\$382.58	\$255.05					
10	\$67,710	\$356.37	\$237.58	\$70,055	\$368.71	\$245.81	\$72,400	\$381.05	\$254.03	\$74,745	\$393.39	\$262.26					
11	\$69,420	\$365.37	\$243.58	\$71,880	\$378.32	\$252.21	\$74,340	\$391.26	\$260.84	\$76,800	\$404.21	\$269.47					
12	\$71,130	\$374.37	\$249.58	\$73,705	\$387.92	\$258.61	\$76,280	\$401.47	\$267.65	\$78,855	\$415.03	\$276.69					
13	\$72,840	\$383.37	\$255.58	\$75,530	\$397.53	\$265.02	\$78,220	\$411.68	\$274.45	\$80,910	\$425.84	\$283.89					
14	\$74,550	\$392.37	\$261.58	\$77,355	\$407.13	\$271.42	\$80,160	\$421.89	\$281.26	\$82,965	\$436.66	\$291.11					
15	\$75,970	\$399.84	\$266.56	\$78,850	\$415.00	\$276.67	\$81,730	\$430.16	\$286.77	\$84,610	\$445.32	\$296.88					
16	\$77,390	\$407.32	\$271.55	\$80,345	\$422.87	\$281.91	\$83,300	\$438.42	\$292.28	\$86,255	\$453.97	\$302.65					
17	\$78,810	\$414.79	\$276.53	\$81,840	\$430.74	\$287.16	\$84,870	\$446.68	\$297.79	\$87,900	\$462.63	\$308.42					
18	\$80,230	\$422.26	\$281.51	\$83,335	\$438.61	\$292.41	\$86,440	\$454.95	\$303.30	\$89,545	\$471.29	\$314.19					

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 SALARY SCHEDULE

SCHEDULE O  
SCHEDULE FOR INSTRUCTIONAL SYSTEM SPECIALIST

Pay Plan is TP

Modern DCPDS Pay Table ID is S910

Grade	OD MASTER'S	OM MA+15	OE MA+30	OG DOCTOR'S
Step				
1	55,850	57,380	58,910	60,440
2	57,850	59,515	61,180	62,845
3	59,845	61,645	63,445	65,245
4	61,845	63,780	65,710	67,645
5	63,845	65,910	67,980	70,045
6	65,840	68,045	70,245	72,450
7	67,840	70,175	72,510	74,850
8	69,835	72,310	74,780	77,250
9	71,835	74,440	77,045	79,650
10	73,835	76,570	79,310	82,050
11	75,830	78,705	81,580	84,455
12	77,830	80,835	83,845	86,855
13	79,825	82,970	86,115	89,255
14	81,825	85,100	88,380	91,655
15	83,485	86,850	90,215	93,580
16	85,145	88,595	92,050	95,500
17	86,800	90,340	93,885	97,425
18	88,460	92,090	95,715	99,345

1. The daily rate (DCPDS **Table S911**) 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: August 1, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 SALARY SCHEDULE**

**SCHEDULE O  
SCHEDULE FOR INSTRUCTIONAL SYSTEM SPECIALIST**

Includes Schedules for Basic and Daily School Rates

Pay Plan is TP

Grade	Modern DCPDS Pay Table IDs Noted Below							
	S910	S911	S910	S911	S910	S911	S910	S911
	OD MASTER'S	Daily WorkShop	OM MA + 15	Daily WorkShop	OE MA + 30	Daily WorkShop	OG DOCTOR'S	Daily WorkShop
Step								
1	55,850	251.58	57,380	258.47	58,910	265.36	60,440	272.25
2	57,850	260.59	59,515	268.09	61,180	275.59	62,845	283.09
3	59,845	269.57	61,645	277.68	63,445	285.79	65,245	293.90
4	61,845	278.58	63,780	287.30	65,710	295.99	67,645	304.71
5	63,845	287.59	65,910	296.89	67,980	306.22	70,045	315.52
6	65,840	296.58	68,045	306.51	70,245	316.42	72,450	326.35
7	67,840	305.59	70,175	316.10	72,510	326.62	74,850	337.16
8	69,835	314.57	72,310	325.72	74,780	336.85	77,250	347.97
9	71,835	323.58	74,440	335.32	77,045	347.05	79,650	358.78
10	73,835	332.59	76,570	344.91	79,310	357.25	82,050	369.59
11	75,830	341.58	78,705	354.53	81,580	367.48	84,455	380.43
12	77,830	350.59	80,835	364.12	83,845	377.68	86,855	391.24
13	79,825	359.57	82,970	373.74	86,115	387.91	89,255	402.05
14	81,825	368.58	85,100	383.33	88,380	398.11	91,655	412.86
15	83,485	376.06	86,850	391.22	90,215	406.37	93,580	421.53
16	85,145	383.54	88,595	399.08	92,050	414.64	95,500	430.18
17	86,800	390.99	90,340	406.94	93,885	422.91	97,425	438.85
18	88,460	398.47	92,090	414.82	95,715	431.15	99,345	447.50

1. The daily rate (DCPDS Table S911) 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: August 1, 2012

**DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 SALARY SCHEDULE**

**SCHEDULE P  
SCHEDULE FOR SUPERVISORY INSTRUCTIONAL SYSTEM SPECIALIST**

**Pay Plan is TP**

**Modern DCPDS Pay Table ID is S920**

Grade	PD MASTER'S	PM MA+15	PE MA+30	PG DOCTOR'S
Step				
1	61,130	62,660	64,195	65,725
2	63,130	64,795	66,460	68,125
3	65,130	66,925	68,725	70,525
4	67,125	69,060	70,995	72,925
5	69,125	71,190	73,260	75,330
6	71,120	73,325	75,525	77,730
7	73,120	75,455	77,795	80,130
8	75,120	77,590	80,060	82,530
9	77,115	79,720	82,325	84,935
10	79,115	81,855	84,595	87,335
11	81,110	83,985	86,860	89,735
12	83,110	86,120	89,125	92,135
13	85,110	88,250	91,395	94,535
14	87,105	90,385	93,660	96,940
15	88,765	92,130	95,495	98,860
16	90,425	93,875	97,330	100,780
17	92,085	95,625	99,165	102,705
18	93,740	97,370	101,000	104,625

1. The daily rate (DCPDS **Table S921**) 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: August 1, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 SALARY SCHEDULE**

**SCHEDULE P  
SCHEDULE FOR INSTRUCTIONAL SYSTEM SPECIALIST**

**Includes Schedules for Basic and Daily School Rates**

**Pay Plan is TP**

Grade	Modern DCPDS Pay Table IDs Noted Below							
	S920	S921	S920	S921	S920	S921	S920	S921
	PD MASTER'S	Daily WorkShop	PM MA + 15	Daily WorkShop	PE MA + 30	Daily WorkShop	PG DOCTOR'S	Daily WorkShop
Step								
1	61,130	275.36	62,660	282.25	64,195	289.17	65,725	296.06
2	63,130	284.37	64,795	291.87	66,460	299.37	68,125	306.87
3	65,130	293.38	66,925	301.46	68,725	309.57	70,525	317.68
4	67,125	302.36	69,060	311.08	70,995	319.80	72,925	328.49
5	69,125	311.37	71,190	320.68	73,260	330.00	75,330	339.32
6	71,120	320.36	73,325	330.29	75,525	340.20	77,730	350.14
7	73,120	329.37	75,455	339.89	77,795	350.43	80,130	360.95
8	75,120	338.38	77,590	349.50	80,060	360.63	82,530	371.76
9	77,115	347.36	79,720	359.10	82,325	370.83	84,935	382.59
10	79,115	356.37	81,855	368.72	84,595	381.06	87,335	393.40
11	81,110	365.36	83,985	378.31	86,860	391.26	89,735	404.21
12	83,110	374.37	86,120	387.93	89,125	401.46	92,135	415.02
13	85,110	383.38	88,250	397.52	91,395	411.69	94,535	425.83
14	87,105	392.36	90,385	407.14	93,660	421.89	96,940	436.67
15	88,765	399.84	92,130	415.00	95,495	430.16	98,860	445.32
16	90,425	407.32	93,875	422.86	97,330	438.42	100,780	453.96
17	92,085	414.80	95,625	430.74	99,165	446.69	102,705	462.64
18	93,740	422.25	97,370	438.60	101,000	454.95	104,625	471.28

1. The daily rate (DCPDS Table S921) 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: August 1, 2012

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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: \$67.50                      **DCPDS Table S002.**

(2) Less than one full day: \$33.75

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	\$280.00
20-39 Hours	\$840.00
40-79 Hours	\$1,680.00
80-119 Hours	\$2,795.00
120-159 Hours	\$3,915.00

160-199 Hours	\$5,035.00
200 Hours and Over	\$5,595.00

(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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch



DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	81,750	82,870	83,990
2	84,150	85,285	86,420
3	86,550	87,700	88,850
4	88,950	90,115	91,280
5	91,350	92,530	93,710
6	93,750	94,945	96,140
7	96,150	97,360	98,570
8	98,550	99,775	101,000
9	100,950	102,190	103,430
10	103,350	104,605	105,860

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	\$81,750	\$368.24	\$82,870	\$373.29	\$83,990	\$378.33
2	\$84,150	\$379.05	\$85,285	\$384.17	\$86,420	\$389.28
3	\$86,550	\$389.86	\$87,700	\$395.05	\$88,850	\$400.23
4	\$88,950	\$400.68	\$90,115	\$405.92	\$91,280	\$411.17
5	\$91,350	\$411.49	\$92,530	\$416.80	\$93,710	\$422.12
6	\$93,750	\$422.30	\$94,945	\$427.68	\$96,140	\$433.06
7	\$96,150	\$433.11	\$97,360	\$438.56	\$98,570	\$444.01
8	\$98,550	\$443.92	\$99,775	\$449.44	\$101,000	\$454.95
9	\$100,950	\$454.73	\$102,190	\$460.32	\$103,430	\$465.90
10	\$103,350	\$465.54	\$104,605	\$471.19	\$105,860	\$476.85

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	84,255	85,295	86,330
2	86,770	87,820	88,865
3	89,285	90,345	91,400
4	91,800	92,870	93,935
5	94,315	95,395	96,470
6	96,830	97,920	99,005
7	99,345	100,445	101,540
8	101,860	102,970	104,075
9	104,375	105,495	106,610
10	106,890	108,020	109,145

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	\$84,255	\$379.53	\$85,295	\$384.21	\$86,330	\$388.87
2	\$86,770	\$390.86	\$87,820	\$395.59	\$88,865	\$400.29
3	\$89,285	\$402.18	\$90,345	\$406.96	\$91,400	\$411.71
4	\$91,800	\$413.51	\$92,870	\$418.33	\$93,935	\$423.13
5	\$94,315	\$424.84	\$95,395	\$429.71	\$96,470	\$434.55
6	\$96,830	\$436.17	\$97,920	\$441.08	\$99,005	\$445.97
7	\$99,345	\$447.50	\$100,445	\$452.45	\$101,540	\$457.39
8	\$101,860	\$458.83	\$102,970	\$463.83	\$104,075	\$468.81
9	\$104,375	\$470.16	\$105,495	\$475.20	\$106,610	\$480.23
10	\$106,890	\$481.49	\$108,020	\$486.58	\$109,145	\$491.64

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDIRA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	90,230	91,235	92,235
2	92,795	93,810	94,820
3	95,360	96,385	97,405
4	97,925	98,960	99,990
5	100,490	101,535	102,575
6	103,055	104,110	105,160
7	105,620	106,685	107,745
8	108,185	109,260	110,330
9	110,750	111,835	112,915
10	113,315	114,410	115,500

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	\$90,230	\$406.44	\$91,235	\$410.97	\$92,235	\$415.47
2	\$92,795	\$418.00	\$93,810	\$422.57	\$94,820	\$427.12
3	\$95,360	\$429.55	\$96,385	\$434.17	\$97,405	\$438.76
4	\$97,925	\$441.10	\$98,960	\$445.77	\$99,990	\$450.41
5	\$100,490	\$452.66	\$101,535	\$457.36	\$102,575	\$462.05
6	\$103,055	\$464.21	\$104,110	\$468.96	\$105,160	\$473.69
7	\$105,620	\$475.77	\$106,685	\$480.56	\$107,745	\$485.34
8	\$108,185	\$487.32	\$109,260	\$492.16	\$110,330	\$496.98
9	\$110,750	\$498.87	\$111,835	\$503.76	\$112,915	\$508.63
10	\$113,315	\$510.43	\$114,410	\$515.36	\$115,500	\$520.27

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	72,585	73,540	74,495
2	74,850	75,815	76,785
3	77,115	78,090	79,075
4	79,380	80,365	81,365
5	81,645	82,640	83,655
6	83,910	84,915	85,945
7	86,175	87,190	88,235
8	88,440	89,465	90,525
9	90,705	91,740	92,815
10	92,970	94,015	95,105

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	\$72,585	\$326.96	\$73,540	\$331.26	\$74,495	\$335.56
2	\$74,850	\$337.16	\$75,815	\$341.51	\$76,785	\$345.88
3	\$77,115	\$347.36	\$78,090	\$351.76	\$79,075	\$356.19
4	\$79,380	\$357.57	\$80,365	\$362.00	\$81,365	\$366.51
5	\$81,645	\$367.77	\$82,640	\$372.25	\$83,655	\$376.82
6	\$83,910	\$377.97	\$84,915	\$382.50	\$85,945	\$387.14
7	\$86,175	\$388.18	\$87,190	\$392.75	\$88,235	\$397.45
8	\$88,440	\$398.38	\$89,465	\$403.00	\$90,525	\$407.77
9	\$90,705	\$408.58	\$91,740	\$413.24	\$92,815	\$418.09
10	\$92,970	\$418.78	\$94,015	\$423.49	\$95,105	\$428.40

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch



DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	75,185	76,180	77,180
2	77,400	78,410	79,420
3	79,615	80,640	81,660
4	81,830	82,870	83,900
5	84,045	85,100	86,140
6	86,260	87,330	88,380
7	88,475	89,560	90,620
8	90,690	91,790	92,860
9	92,905	94,020	95,100
10	95,120	96,250	97,340

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000**

**OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	\$75,185	\$338.67	\$76,180	\$343.15	\$77,180	\$347.66
2	\$77,400	\$348.65	\$78,410	\$353.20	\$79,420	\$357.75
3	\$79,615	\$358.63	\$80,640	\$363.24	\$81,660	\$367.84
4	\$81,830	\$368.60	\$82,870	\$373.29	\$83,900	\$377.93
5	\$84,045	\$378.58	\$85,100	\$383.33	\$86,140	\$388.02
6	\$86,260	\$388.56	\$87,330	\$393.38	\$88,380	\$398.11
7	\$88,475	\$398.54	\$89,560	\$403.42	\$90,620	\$408.20
8	\$90,690	\$408.51	\$91,790	\$413.47	\$92,860	\$418.29
9	\$92,905	\$418.49	\$94,020	\$423.51	\$95,100	\$428.38
10	\$95,120	\$428.47	\$96,250	\$433.56	\$97,340	\$438.47

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	79,185	80,150	81,115
2	81,380	82,360	83,345
3	83,575	84,570	85,575
4	85,770	86,780	87,805
5	87,965	88,990	90,035
6	90,160	91,200	92,265
7	92,355	93,410	94,495
8	94,550	95,620	96,725
9	96,745	97,830	98,955
10	98,940	100,040	101,185

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1000

OVERSEAS EDUCATORS SCHOOL YEAR 2012-2013 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	\$79,185	\$356.69	\$80,150	\$361.04	\$81,115	\$365.38
	2	\$81,380	\$366.58	\$82,360	\$370.99	\$83,345	\$375.43
	3	\$83,575	\$376.46	\$84,570	\$380.95	\$85,575	\$385.47
	4	\$85,770	\$386.35	\$86,780	\$390.90	\$87,805	\$395.52
	5	\$87,965	\$396.24	\$88,990	\$400.86	\$90,035	\$405.56
	6	\$90,160	\$406.13	\$91,200	\$410.81	\$92,265	\$415.61
	7	\$92,355	\$416.01	\$93,410	\$420.77	\$94,495	\$425.65
	8	\$94,550	\$425.90	\$95,620	\$430.72	\$96,725	\$435.70
	9	\$96,745	\$435.79	\$97,830	\$440.68	\$98,955	\$445.74
	10	\$98,940	\$445.68	\$100,040	\$450.63	\$101,185	\$455.79

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, 2012

JAMES R. BRADY  
Chief  
Wage and Salary Branch