



**DEPARTMENT OF DEFENSE**  
**DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE**  
4800 MARK CENTER DRIVE  
ALEXANDRIA, VA 22350-1100

April 27, 2020

**MEMORANDUM FOR DIRECTOR, DEPARTMENT OF DEFENSE EDUCATION  
ACTIVITY**

**SUBJECT: Overseas Educators School Year Salary Schedules for Principals and Assistant  
Principals, School Year 2019 - 2020**

By authority of DoD Instruction 5120.39, "Department of Defense Wage Fixing Authority--Appropriated Fund and Nonappropriated Fund Compensation Programs," dated October 1, 2015, the enclosed salary schedules are authorized to be effective retroactively to August 1, 2019 for principal and assistant principal positions subject to Public Law 86-91, as amended.

FENDT.KARL.H.1243427386  
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FENDT.KARL.H.1243427386  
Date: 2020.04.27 14:45:48  
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Karl H. Fendt  
Chief  
Wage and Salary Division

- 6 Enclosures
1. Schedule K.A.
  2. Schedule K.B.
  3. Schedule K.C.
  4. Schedule L.A.
  5. Schedule L.B.
  6. Schedule L.C.

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1100  
OVERSEAS EDUCATORS SCHOOL YEAR 2019-2020 SALARY SCHEDULE  
SCHEDULE K  
COMPREHENSIVE SCHEDULE FOR PRINCIPALS  
Pay Plan is TP  
A. ELEMENTARY SCHOOL PRINCIPALS

GRADE	S540	S543	S540	S543	S540	S543
	KD MASTER'S	DAILY WRKSHOP	KE MA + 30	DAILY WRKSHOP	KG DOCTOR'S	DAILY WRKSHOP
STEP						
1	\$93,760	\$422.34	\$95,590	\$430.59	\$97,420	\$438.83
2	\$96,695	\$435.56	\$98,520	\$443.78	\$100,345	\$452.00
3	\$99,630	\$448.78	\$101,450	\$456.98	\$103,270	\$465.18
4	\$102,565	\$462.00	\$104,380	\$470.18	\$106,195	\$478.36
5	\$105,500	\$475.23	\$107,310	\$483.38	\$109,120	\$491.53
6	\$108,435	\$488.45	\$110,240	\$496.58	\$112,045	\$504.71
7	\$111,370	\$501.67	\$113,170	\$509.77	\$114,970	\$517.88
8	\$114,305	\$514.89	\$116,100	\$522.97	\$117,895	\$531.06
9	\$117,240	\$528.11	\$119,030	\$536.17	\$120,820	\$544.23
10	\$120,175	\$541.33	\$121,960	\$549.37	\$123,745	\$557.41

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, 2019

KARL H. FENDT  
Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
 ALEXANDRIA, VA 22350-1100  
 OVERSEAS EDUCATORS SCHOOL YEAR 2019-2020 SALARY SCHEDULE  
 SCHEDULE K  
 COMPREHENSIVE SCHEDULE FOR PRINCIPALS

Pay Plan is TP

B. MIDDLE SCHOOL PRINCIPALS

GRADE	S550	S553	S550	S553	S550	S553
	KD MASTER'S	DAILY WRKSHOP	KE MA + 30	DAILY WRKSHOP	KG DOCTOR'S	DAILY WRKSHOP
STEP						
1	\$96,105	\$432.91	\$97,950	\$441.22	\$99,795	\$449.53
2	\$99,175	\$446.73	\$101,005	\$454.98	\$102,835	\$463.22
3	\$102,245	\$460.56	\$104,060	\$468.74	\$105,875	\$476.91
4	\$105,315	\$474.39	\$107,115	\$482.50	\$108,915	\$490.61
5	\$108,385	\$488.22	\$110,170	\$496.26	\$111,955	\$504.30
6	\$111,455	\$502.05	\$113,225	\$510.02	\$114,995	\$518.00
7	\$114,525	\$515.88	\$116,280	\$523.78	\$118,035	\$531.69
8	\$117,595	\$529.71	\$119,335	\$537.55	\$121,075	\$545.38
9	\$120,665	\$543.54	\$122,390	\$551.31	\$124,115	\$559.08
10	\$123,735	\$557.36	\$125,445	\$565.07	\$127,155	\$572.77

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, 2019

KARL H. FENDT  
 Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1100  
OVERSEAS EDUCATORS SCHOOL YEAR 2019-2020 SALARY SCHEDULE  
SCHEDULE K  
COMPREHENSIVE SCHEDULE FOR PRINCIPALS  
Pay Plan is TP  
C. SENIOR HIGH SCHOOL PRINCIPALS

	S560	S563	S560	S563	S560	S563
GRADE	KD MASTER'S	DAILY WRKSHOP	KE MA + 30	DAILY WRKSHOP	KG DOCTOR'S	DAILY WRKSHOP
STEP						
1	\$102,935	\$463.67	\$104,230	\$469.50	\$105,525	\$475.34
2	\$106,110	\$477.97	\$107,400	\$483.78	\$108,695	\$489.62
3	\$109,285	\$492.27	\$110,570	\$498.06	\$111,865	\$503.90
4	\$112,460	\$506.58	\$113,740	\$512.34	\$115,035	\$518.18
5	\$115,635	\$520.88	\$116,910	\$526.62	\$118,205	\$532.45
6	\$118,810	\$535.18	\$120,080	\$540.90	\$121,375	\$546.73
7	\$121,985	\$549.48	\$123,250	\$555.18	\$124,545	\$561.01
8	\$125,160	\$563.78	\$126,420	\$569.46	\$127,715	\$575.29
9	\$128,335	\$578.09	\$129,590	\$583.74	\$130,885	\$589.57
10	\$131,510	\$592.39	\$132,760	\$598.02	\$134,055	\$603.85

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, 2019

KARL H. FENDT  
Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
ALEXANDRIA, VA 22350-1100  
OVERSEAS EDUCATORS SCHOOL YEAR 2019-2020 SALARY SCHEDULE  
SCHEDULE L  
COMPREHENSIVE SCHEDULE FOR PRINCIPALS  
Pay Plan is TP  
A. ELEMENTARY SCHOOL ASSISTANT PRINCIPALS

	S640	S643	S640	S643	S640	S543
GRADE	LD	DAILY	LE	DAILY	LG	DAILY
	MASTER'S	WRKSHOP	MA + 30	WRKSHOP	DOCTOR'S	WRKSHOP
STEP						
1	\$82,590	\$372.03	\$83,615	\$376.64	\$84,645	\$381.28
2	\$85,095	\$383.31	\$86,140	\$388.02	\$87,190	\$392.75
3	\$87,600	\$394.59	\$88,665	\$399.39	\$89,735	\$404.21
4	\$90,105	\$405.88	\$91,190	\$410.77	\$92,280	\$415.68
5	\$92,610	\$417.16	\$93,715	\$422.14	\$94,825	\$427.14
6	\$95,115	\$428.45	\$96,240	\$433.51	\$97,370	\$438.60
7	\$97,620	\$439.73	\$98,765	\$444.89	\$99,915	\$450.07
8	\$100,125	\$451.01	\$101,290	\$456.26	\$102,460	\$461.53
9	\$102,630	\$462.30	\$103,815	\$467.64	\$105,005	\$473.00
10	\$105,135	\$473.58	\$106,340	\$479.01	\$107,550	\$484.46

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, 2019

KARL H. FENDT  
Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
 ALEXANDRIA, VA 22350-1100  
 OVERSEAS EDUCATORS SCHOOL YEAR 2019-2020 SALARY SCHEDULE  
 SCHEDULE L  
 COMPREHENSIVE SCHEDULE FOR PRINCIPALS  
 Pay Plan is TP  
 B. MIDDLE SCHOOL ASSISTANT PRINCIPALS

GRADE	S650	S653	S650	S653	S650	S653
	LD MASTER'S	DAILY WRKSHOP	LE MA + 30	DAILY WRK SHOP	LG DOCTOR'S	DAILY WRKSHOP
STEP						
1	\$86,245	\$388.49	\$87,090	\$392.30	\$87,930	\$396.08
2	\$88,780	\$399.91	\$89,650	\$403.83	\$90,515	\$407.73
3	\$91,315	\$411.33	\$92,210	\$415.36	\$93,100	\$419.37
4	\$93,850	\$422.75	\$94,770	\$426.89	\$95,685	\$431.01
5	\$96,385	\$434.17	\$97,330	\$438.42	\$98,270	\$442.66
6	\$98,920	\$445.59	\$99,890	\$449.95	\$100,855	\$454.30
7	\$101,455	\$457.00	\$102,450	\$461.49	\$103,440	\$465.95
8	\$103,990	\$468.42	\$105,010	\$473.02	\$106,025	\$477.59
9	\$106,525	\$479.84	\$107,570	\$484.55	\$108,610	\$489.23
10	\$109,060	\$491.26	\$110,130	\$496.08	\$111,195	\$500.88

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, 2019

KARL H. FENDT  
 Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)  
 ALEXANDRIA, VA 22350-1100  
 OVERSEAS EDUCATORS SCHOOL YEAR 2019-2020 SALARY SCHEDULE  
 SCHEDULE L  
 COMPREHENSIVE SCHEDULE FOR PRINCIPALS  
 Pay Plan is TP  
 C. SENIOR HIGH SCHOOL ASSISTANT PRINCIPALS

	S660	S663	S660	S663	S660	S663
GRADE	LD	DAILY	LE	DAILY	LG	DAILY
STEP	MASTER'S	WRKSHOP	MA + 30	WRK SHOP	DOCTOR'S	WRKSHOP
1	\$89,910	\$405.00	\$90,710	\$408.60	\$91,505	\$412.18
2	\$92,500	\$416.67	\$93,325	\$420.38	\$94,145	\$424.08
3	\$95,090	\$428.33	\$95,940	\$432.16	\$96,785	\$435.97
4	\$97,680	\$440.00	\$98,555	\$443.94	\$99,425	\$447.86
5	\$100,270	\$451.67	\$101,170	\$455.72	\$102,065	\$459.75
6	\$102,860	\$463.33	\$103,785	\$467.50	\$104,705	\$471.64
7	\$105,450	\$475.00	\$106,400	\$479.28	\$107,345	\$483.54
8	\$108,040	\$486.67	\$109,015	\$491.06	\$109,985	\$495.43
9	\$110,630	\$498.33	\$111,630	\$502.84	\$112,625	\$507.32
10	\$113,220	\$510.00	\$114,245	\$514.62	\$115,265	\$519.21

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, 2019

KARL H. FENDT  
 Chief Wage and Salary Division