

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2019-2020 SALARY SCHEDULE

ADMINISTRATIVE SCHEDULE M  
MANAGEMENT AND EDUCATION SPECIALIST POSITIONS

Step	BACHELOR'S	BA+15	BA+30	MASTER'S	MA+15	MA+30	DOCTOR'S
1	51,670	53,175	54,680	56,185	57,690	59,195	60,700
2	53,180	54,825	56,470	58,115	59,760	61,405	63,050
3	54,690	56,475	58,260	60,045	61,830	63,615	65,400
4	56,200	58,125	60,050	61,975	63,900	65,825	67,750
5	57,710	59,775	61,840	63,905	65,970	68,035	70,100
6	59,220	61,425	63,630	65,835	68,040	70,245	72,450
7	60,730	63,075	65,420	67,765	70,110	72,455	74,800
8	62,240	64,725	67,210	69,695	72,180	74,665	77,150
9	63,750	66,375	69,000	71,625	74,250	76,875	79,500
10	65,260	68,025	70,790	73,555	76,320	79,085	81,850
11	66,770	69,675	72,580	75,485	78,390	81,295	84,200
12	68,280	71,325	74,370	77,415	80,460	83,505	86,550
13	69,790	72,975	76,160	79,345	82,530	85,715	88,900
14	71,300	74,625	77,950	81,275	84,600	87,925	91,250
15	73,275	76,655	80,035	83,415	86,795	90,175	93,555
16	75,250	78,685	82,120	85,555	88,990	92,425	95,860
17	77,225	80,715	84,205	87,695	91,185	94,675	98,165
18	79,200	82,745	86,290	89,835	93,380	96,925	100,470

1. The daily rate for management and education specialist positions shall be 1/190th of the school year salary. The minimum increment earned is one-half day.
2. Steps 15, 16, 17, and 18 are longevity steps payable upon completion of four years service in steps 14, 15, 16, and 17, respectively.

Effective Date: August 1, 2019

KARL H. FENDT  
Chief  
Wage and Salary Division