

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2023-2024 SALARY SCHEDULE

SCHEDULE O
SCHEDULE FOR INSTRUCTIONAL SYSTEM SPECIALIST POSITIONS

Step	BACHELOR'S	BA + 15	BA + 30	MASTER'S	MA+15	MA+30	DOCTOR'S
1	69,610	71,590	73,570	75,550	77,530	79,510	81,490
2	71,640	73,805	75,960	78,120	80,280	82,440	84,600
3	73,675	76,015	78,350	80,690	83,035	85,365	87,710
4	75,710	78,230	80,740	83,260	85,785	88,290	90,815
5	77,740	80,445	83,125	85,830	88,535	91,220	93,925
6	79,775	82,660	85,515	88,405	91,290	94,145	97,030
7	81,805	84,875	87,905	90,975	94,040	97,070	100,140
8	83,840	87,090	90,295	93,545	96,790	100,000	103,250
9	85,875	89,300	92,685	96,115	99,545	102,925	106,355
10	87,905	91,515	95,075	98,685	102,295	105,855	109,465
11	89,940	93,730	97,465	101,255	105,045	108,780	112,570
12	91,970	95,945	99,855	103,825	107,800	111,705	115,680
13	94,005	98,160	102,245	106,395	110,550	114,635	118,790
14	96,040	100,375	104,630	108,965	113,300	117,560	121,895
15	98,550	102,975	107,320	111,740	116,165	120,510	124,935
16	101,065	105,575	110,005	114,515	119,025	123,460	127,970
17	103,575	108,170	112,695	117,290	121,890	126,410	131,010
18	106,085	110,770	115,380	120,065	124,750	129,360	134,045

1. The daily rate for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is one-half day.
2. Steps 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, 2023

KARL H. FENDT
Chief
Wage and Salary Division