

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
ARLINGTON, VA 22209-5144

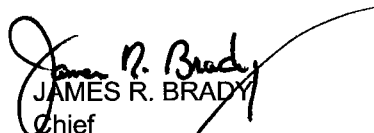
OVERSEAS EDUCATORS SCHOOL YEAR 2011-2012 SALARY SCHEDULE

SCHEDULE E
SCHEDULE FOR GUIDANCE COUNSELORS

Step	MASTER'S	MA+15	MA+30	DOCTOR'S
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 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, 2011


JAMES R. BRADY
Chief
Wage and Salary Branch