

# Salary Computation 101

Each year, the publication of the new DoDDS' salary scale prompts questions regarding how the salaries were computed. The following is a short, very general explanation of the process and methods used to determine your salary.

**1** Following the guidelines in the statute to the right, the Department of Defense Wage and Salary Division (WSD) collects salary data from all urban schools districts of at least 100,000 population. FEA also collects this data independently of WSD in order to check for accuracy.

**2** The collected data is compiled to show the most commonly-used salary lanes (BA, BA+15, MA+30, etc.) as well as the average number of steps in each lane for all the school districts in the survey universe. By looking at the averages of these lanes and steps over time, FEA and DoDDS agree on the lanes and steps to be used in our salary schedule. For SY 02-03, the DoDDS teachers' salary schedule was made up of 14 steps and the following pay lanes: BA, BA+15, BA+30, MA, MA +15, MA+30, and PhD.

**3** The data that has been collected is used to compute the "four corners" that will make up the basis for the DoDDS salary schedule. The four corners represent the starting and maximum amounts (not including longevity pay) for the first and last pay lanes of each scale. For example, the four corners for teachers' pay are the minimum and maximum averages for the bachelors' degree lane and the minimum and maximum averages of the PhD lane. For non-teaching positions, the four corners typically consist of the minimum and maximum averages of the Master's and PhD lanes.

By looking at the SY 02-03 salary schedule in your pocket calendar, you can see that the four corners for the current DoDDS teachers' schedule are as follows:

<b>BA Min (Step 1)</b> \$32,840	<b>PhD Min (Step 1)</b> \$39,320
<b>BA Max (Step 14)</b> \$47,855	<b>PhD Max (Step 14)</b> \$61,810

Simply stated, the BA Min "corner" equals the average starting bachelors pay of all the districts in the survey universe, the BA Max corner is the average maximum pay of all the districts, etc.

**4** The gaps between the four corners are then filled in. This is done by using the number of pay lanes and salary steps as determined in step 2, above. An increment is determined between each step on a pay scale to make sure the increases from Step 1 to Step 14 are uniform. Similarly, increments are determined between the BA and PhD lanes to make sure the

increases for each pay lane (BA+15, MA,, etc.) are uniform.

Again using the SY 02-03 teachers' scale as an example: the increment between BA steps is determined by subtracting BA Step 1 from BA Step 14 and dividing the remainder by 13 (the number of steps between Step 1 and Step 14). The result is an increment of \$1,155. The increment between pay lanes is based on a similar formula using the difference between the BA and PhD amounts at a given step and dividing by six (the number of lanes between BA and PhD).

**5** Longevity steps are computed similarly to the basic compensation schedule, but use separate data from the survey universe specific to how other districts use longevity pay.

**6** As a final step, FEA, DoDDS and WSD meet to go over the numbers and work out any disparity of results. The entire process takes many months, mostly because of the volume of data that must be collected. This is why the new salary schedule is not released, along with retroactive pay, until the spring.

## What is the law regulating DoDDS' Educator Pay?

DoDDS educator salaries are determined by using the statutory formula in the U.S. Code. In 20 U.S.C. section 903 (c), titled "Rates of basic compensation," it states:

"The Secretary of Defense shall fix the basic compensation for teachers and teaching positions in the Department of Defense at rates equal to the average of the range of rates of basic compensation for similar positions of a comparable level of duties and responsibilities in urban school jurisdictions in the United States of 100,000 or more population."

The above is a very general explanation of the salary schedules. This is provided only to help you understand the general process behind the salary structure, and is not intended to be a definitive explanation of the process. This computation is by no means the best or most accurate way to determine DoDDS salary scale. FEA has submitted to WSC and DoDDS a new formula/computation which would be more equitable and consistent with the statutory requirements. If you still have questions regarding the computation process, please contact our office by email at [fealegal@hq.oddedodea.edu](mailto:fealegal@hq.oddedodea.edu)