DISTRICT OF COLUMBIA PUBLIC SCHOOLS
Related Service Provider

Fiscal Year: 2016 Service Code Definition: Non-Instructional
Effective Date: 10/1/2015
Union/Non-Union: Union
Bargaining Unit represented by The Council of School Officers, Local #4, American Federation of School Administrators, AFL-CIO
Increase: **3%**

Ed Level	Step 1	2	3	4	5	6	7	8	9	10	11	Years 12-15 12	13	Years 17-18 14	Longevity Steps Years 19-20 15	Years 20+ 16
Masters	$ 68,677	$ 70,100	$ 72,887	$ 75,666	$ 78,437	$ 81,224	$ 84,656	$ 88,108	$ 91,568	$ 95,004	$ 97,557	$ 105,349	$ 114,314	$ 115,476	$ 117,412	$ 120,121
Masters+45	$ 70,621	$ 72,887	$ 75,666	$ 78,437	$ 81,224	$ 84,002	$ 87,441	$ 90,898	$ 94,343	$ 97,778	$ 101,217	$ 108,125	$ 117,149	$ 118,309	$ 120,246	$ 122,956
PhD	$ 74,501	$ 75,666	$ 78,437	$ 81,224	$ 84,002	$ 86,786	$ 90,226	$ 93,679	$ 97,119	$ 100,568	$ 103,999	$ 111,205	$ 120,754	$ 121,915	$ 123,852	$ 126,561

Crystal Jefferson
Deputy Chief
Human Resources
Date: 10/1/14

Quinne Harris-Lindsey, Esq.
General Counsel
Office of the General Counsel
Date: 10/1/14

Deloras Shepherd
Associate Chief Financial Officer
Primary and Secondary Educational Ctr
Office of the Chief Financial Officer
10/1/14