

## Comparison of DoDDS and DDESS –

DDESS only credits 5 years of non-Federal experience and DoDDS credits 10 years. DDESS also starts at step 0 and DoDDS starts at step 1. A new teacher with 10 years of creditable experience teaching in public schools in the U.S. would start at step 5 with DDESS and step 11 with DoDDS. DoDDS teachers who move to DDESS positions could lose up to 5 years of experience credit. However, based on years of experience credited on each pay scale and education earned, the base pay when transferring from DoDDS to DDESS may go down, may stay the same, or may increase.

DDESS has a pay lane for the EDS degree. DoDDS does not

DoDDS employees receive foreign area allowances (LQA, Post Allowance/COLA, Separate Maintenance Allowance, etc.). DDESS employees receive only their salary. DDESS Guam employees receive COLA. Starting in January 2010 COLA is gradually being phased out and locality pay is being phased in. This is a gradual process until locality pay completely replaces COLA.

DoDDS employees are eligible for RAT and separation travel to their home of record. DDESS employees do not get RAT and when they retire or quit, they do not get a move to their home of record. DDESS Guam employees on transportation agreements get RAT when they complete their tour which is 2 years.

DoDDS has 18 steps in their pay schedule and DDESS has 29.

Both DoDDS and DDESS employees work 190 days per school year.

DDESS teachers earn 12 days of sick leave and 3 days personal leave per school year. Educators may accrue up to 6 days of personal leave. Any personal leave accrued beyond 6 days is converted to sick leave. DoDDS teachers must take a half-day or whole-day of leave as a minimum. DDESS teachers can take leave in 15 minute increments. Each DDESS district has an Emergency Leave Bank for educators that they can donate leave to, and then can request leave for a catastrophic/emergency problem. This leave is only for the teacher who is experiencing the problem, not for care of family members, and must have medical documentation to support the request.

DDESS teachers do not sign a mobility agreement and do not participate in the Transfer Program, except for Guam DDESS teachers.

Other benefits such as retirement, health benefits, life insurance, social security, injury compensation, and TSP are the same for DoDDS and DDESS.