

## *Salary Schedules UniServ District Ten*

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### **Salary Schedules - Teachers**

MEA Collective Bargaining and Research Department  
Schedules for this UniServ District last updated: 1/7/09

**APPLETON  
2007-08**

Step	BA	MA
0	27,000	29,200
1	27,850	30,050
2	28,700	30,900
3	29,550	31,750
4	30,400	32,600
5	31,250	33,450
6	32,100	34,300
7	32,950	35,150
8	33,850	36,050
9	34,750	36,950
10	35,650	37,850
11	36,550	38,750
12	37,450	39,650
13	38,350	40,550
14	39,350	41,550
15	40,400	42,600
16	41,450	43,650
17	42,500	44,700
18	43,550	45,750

**APPLETON  
2007-08  
Index**

Step	BA	MA
0	1.000	1.081
1	1.031	1.113
2	1.063	1.144
3	1.094	1.176
4	1.126	1.207
5	1.157	1.239
6	1.189	1.270
7	1.220	1.302
8	1.254	1.335
9	1.287	1.369
10	1.320	1.402
11	1.354	1.435
12	1.387	1.469
13	1.420	1.502
14	1.457	1.539
15	1.496	1.578
16	1.535	1.617
17	1.574	1.656
18	1.613	1.694

**APPLETON  
2008-09**

Step	BA	MA
0	27,300	29,500
1	28,150	30,350
2	29,000	31,200
3	29,850	32,050
4	30,700	32,900
5	31,550	33,750
6	32,400	34,600
7	33,250	35,450
8	34,150	36,350
9	35,050	37,250
10	35,950	38,150
11	36,850	39,050
12	37,750	39,950
13	38,650	40,850
14	39,650	41,850
15	40,700	42,900
16	41,750	43,950
17	42,800	45,000
18	43,850	46,050

**APPLETON  
2008-09  
Index**

Step	BA	MA
0	1.000	1.081
1	1.031	1.112
2	1.062	1.143
3	1.093	1.174
4	1.125	1.205
5	1.156	1.236
6	1.187	1.267
7	1.218	1.299
8	1.251	1.332
9	1.284	1.364
10	1.317	1.397
11	1.350	1.430
12	1.383	1.463
13	1.416	1.496
14	1.452	1.533
15	1.491	1.571
16	1.529	1.610
17	1.568	1.648
18	1.606	1.687

**NOTE:** In the event ins rates rise more than 10% in 2nd contr yr, \$ amts inc in excess of 10% will be deducted fr salary.

**NOTE:** Contract states MA salary as "\$2200 increase over BA"

**LONGEVITY:** \$2700 annual inc at 19 yrs or over.

**TERM:** 9/1/07-8/31/09

**FIVE TOWN CSD  
2007-08**

Step	2 MA's		
	BA	MA	PhD
0	30,298	32,298	34,298
1	31,207	33,207	35,207
2	32,143	34,143	36,143
3	33,107	35,107	37,107
4	34,100	36,100	38,100
5	35,123	37,123	39,123
6	36,177	38,177	40,177
7	37,262	39,262	41,262
8	38,380	40,380	42,380
9	39,532	41,532	43,532
10	40,718	42,718	44,718
11	41,939	43,939	45,939
12	43,197	45,197	47,197
13	44,493	46,493	48,493
14	45,828	47,828	49,828
15	47,203	49,203	51,203
16	48,619	50,619	52,619
17	50,078	52,078	54,078
18	51,580	53,580	55,580
19	53,127	55,127	57,127
20	54,721	56,721	58,721
21	56,363	58,363	60,363

**FIVE TOWN CSD  
2007-08**

Index Step	2 MA's		
	BA	MA	PhD
0	1.000	1.066	1.132
1	1.030	1.096	1.162
2	1.061	1.127	1.193
3	1.093	1.159	1.225
4	1.125	1.191	1.258
5	1.159	1.225	1.291
6	1.194	1.260	1.326
7	1.230	1.296	1.362
8	1.267	1.333	1.399
9	1.305	1.371	1.437
10	1.344	1.410	1.476
11	1.384	1.450	1.516
12	1.426	1.492	1.558
13	1.469	1.535	1.601
14	1.513	1.579	1.645
15	1.558	1.624	1.690
16	1.605	1.671	1.737
17	1.653	1.719	1.785
18	1.702	1.768	1.834
19	1.753	1.819	1.886
20	1.806	1.872	1.938
21	1.860	1.926	1.992

**FIVE TOWN CSD  
2008-09**

Step	2 MA's		
	BA	MA	PhD
0	31,510	33,510	35,510
1	32,455	34,455	36,455
2	33,429	35,429	37,429
3	34,431	36,431	38,431
4	35,464	37,464	39,464
5	36,528	38,528	40,528
6	37,624	39,624	41,624
7	38,753	40,753	42,753
8	39,916	41,916	43,916
9	41,113	43,113	45,113
10	42,346	44,346	46,346
11	43,617	45,617	47,617
12	44,925	46,925	48,925
13	46,273	48,273	50,273
14	47,661	49,661	51,661
15	49,091	51,091	53,091
16	50,564	52,564	54,564
17	52,081	54,081	56,081
18	53,643	55,643	57,643
19	55,252	57,252	59,252
20	56,910	58,910	60,910
21	58,617	60,617	62,617

**FIVE TOWN CSD  
2008-09**

Index Step	2 MA's		
	BA	MA	PhD
0	1.000	1.063	1.127
1	1.030	1.093	1.157
2	1.061	1.124	1.188
3	1.093	1.156	1.220
4	1.125	1.189	1.252
5	1.159	1.223	1.286
6	1.194	1.258	1.321
7	1.230	1.293	1.357
8	1.267	1.330	1.394
9	1.305	1.368	1.432
10	1.344	1.407	1.471
11	1.384	1.448	1.511
12	1.426	1.489	1.553
13	1.469	1.532	1.595
14	1.513	1.576	1.640
15	1.558	1.621	1.685
16	1.605	1.668	1.732
17	1.653	1.716	1.780
18	1.702	1.766	1.829
19	1.753	1.817	1.880
20	1.806	1.870	1.933
21	1.860	1.924	1.987

FIVE TOWN CONT' NEXT PAGE

**FIVE TOWN CSD  
2009-10**

Step	2 MA's		
	BA	MA	PhD
0	33,061	35,753	38,445
1	34,053	36,745	39,437
2	35,074	37,766	40,458
3	36,127	38,819	41,511
4	37,210	39,902	42,594
5	38,327	41,019	43,711
6	39,477	42,169	44,861
7	40,661	43,353	46,045
8	41,881	44,573	47,265
9	43,137	45,829	48,521
10	44,431	47,123	49,815
11	45,764	48,456	51,148
12	47,137	49,829	52,521
13	48,551	51,243	53,935
14	50,008	52,700	55,392
15	51,508	54,200	56,892
16	53,053	55,745	58,437
17	54,645	57,337	60,029
18	56,284	58,976	61,668
19	57,973	60,665	63,357
20	60,149	62,861	65,573

**TERM: 9/1/07-8/31/10**

**FIVE TOWN CSD  
2009-10**

Index Step	2 MA's		
	BA	MA	PhD
0	1.000	1.081	1.163
1	1.030	1.111	1.193
2	1.061	1.142	1.224
3	1.093	1.174	1.256
4	1.125	1.207	1.288
5	1.159	1.241	1.322
6	1.194	1.275	1.357
7	1.230	1.311	1.393
8	1.267	1.348	1.430
9	1.305	1.386	1.468
10	1.344	1.425	1.507
11	1.384	1.466	1.547
12	1.426	1.507	1.589
13	1.469	1.550	1.631
14	1.513	1.594	1.675
15	1.558	1.639	1.721
16	1.605	1.686	1.768
17	1.653	1.734	1.816
18	1.702	1.784	1.865
19	1.754	1.835	1.916
20	1.819	1.901	1.983

**HOPE**  
**2007-08**

Step	BA	MA
0	28,738	30,838
1	29,441	31,541
2	29,900	32,000
3	30,350	32,450
4	30,804	32,904
5	31,372	33,472
6	32,054	34,154
7	32,741	34,841
8	33,418	35,518
9	34,161	36,261
10	35,298	37,398
11	36,548	38,648
12	37,797	39,897
13	39,047	41,147
14	40,297	42,397
15	41,434	43,534
16	42,684	44,784
17	43,933	46,033
18	45,189	47,289
19	46,552	48,652

**NOTE:** Contr specifies \$2100 supplemental for MA.

**LONGEVITY:** After 20 yrs - \$3000 and \$450 for ea yr tchr has taught beyond 20.

**HOPE**  
**2007-08**  
**Index**

Step	BA	MA
0	1.000	1.073
1	1.024	1.098
2	1.040	1.114
3	1.056	1.129
4	1.072	1.145
5	1.092	1.165
6	1.115	1.188
7	1.139	1.212
8	1.163	1.236
9	1.189	1.262
10	1.228	1.301
11	1.272	1.345
12	1.315	1.388
13	1.359	1.432
14	1.402	1.475
15	1.442	1.515
16	1.485	1.558
17	1.529	1.602
18	1.572	1.646
19	1.620	1.693

**HOPE**  
**2008-09**

Step	BA	MA
0	29,686	31,986
1	30,412	32,712
2	30,887	33,187
3	31,351	33,651
4	31,821	34,121
5	32,407	34,707
6	33,112	35,412
7	33,821	36,121
8	34,520	36,820
9	35,289	37,589
10	36,462	38,762
11	37,754	40,054
12	39,045	41,345
13	40,336	42,636
14	41,627	43,927
15	42,801	45,101
16	44,092	46,392
17	45,383	47,683
18	46,680	48,980
19	48,088	50,388

**NOTE:** Contr specifies \$2300 supplemental for MA.

**LONGEVITY:** After 20 yrs - \$3000 and \$475 for ea yr tchr has taught beyond 20.

**HOPE**  
**2008-09**  
**Index**

Step	BA	MA
0	1.000	1.077
1	1.024	1.102
2	1.040	1.118
3	1.056	1.134
4	1.072	1.149
5	1.092	1.169
6	1.115	1.193
7	1.139	1.217
8	1.163	1.240
9	1.189	1.266
10	1.228	1.306
11	1.272	1.349
12	1.315	1.393
13	1.359	1.436
14	1.402	1.480
15	1.442	1.519
16	1.485	1.563
17	1.529	1.606
18	1.572	1.650
19	1.620	1.697

**HOPE**  
**2009-10**

Step	BA	MA
0	30,666	32,966
1	31,416	33,716
2	31,906	34,206
3	32,386	34,686
4	32,871	35,171
5	33,477	35,777
6	34,204	36,504
7	34,937	37,237
8	35,660	37,960
9	36,453	38,753
10	37,666	39,966
11	38,999	41,299
12	40,333	42,633
13	41,667	43,967
14	43,001	45,301
15	44,213	46,513
16	45,547	47,847
17	46,881	49,181
18	48,220	50,520
19	49,675	51,975

**NOTE:** Contr specifies \$2300 supplemental for MA.

**LONGEVITY:** After 20 yrs - \$3000 and \$475 for ea yr tchr has taught beyond 20.

**TERM: 9/1/07-8/31/10**

**HOPE**  
**2009-10**  
**Index**

Step	BA	MA
0	1.000	1.075
1	1.024	1.099
2	1.040	1.115
3	1.056	1.131
4	1.072	1.147
5	1.092	1.167
6	1.115	1.190
7	1.139	1.214
8	1.163	1.238
9	1.189	1.264
10	1.228	1.303
11	1.272	1.347
12	1.315	1.390
13	1.359	1.434
14	1.402	1.477
15	1.442	1.517
16	1.485	1.560
17	1.529	1.604
18	1.572	1.647
19	1.620	1.695

**ISLESBORO**

**2007-08**

Step	BA	BA+15	MA	MA+15
0	27,691	28,191	30,332	30,832
1	28,745	29,245	31,189	31,689
2	29,798	30,298	32,247	32,747
3	30,852	31,352	33,305	33,805
4	31,906	32,406	34,363	34,863
5	32,959	33,459	35,421	35,921
6	34,013	34,513	36,478	36,978
7	35,067	35,567	37,536	38,036
8	36,120	36,620	38,594	39,094
9	37,174	37,674	39,652	40,152
10	38,228	38,728	40,710	41,210
11	39,281	39,781	41,767	42,267
12	40,335	40,835	42,825	43,325
13	41,389	41,889	43,883	44,383
14	42,442	42,942	44,941	45,441
15	43,496	43,996	45,999	46,499
16	44,550	45,050	47,056	47,556
17	45,603	46,103	48,114	48,614
18	46,657	47,157	49,172	49,672
19	47,711	48,211	50,230	50,730
20	48,764	49,264	51,297	51,797

**NOTE:** Contr specifies BA+15 and MA+15 as add'l \$500.

**OFF SCALE:** \$1250.

**TERM:** 9/1/05-8/31/08

**ISLESBORO**

**2007-08**

<b>Index</b>				
Step	BA	BA+15	MA	MA+15
0	1.000	1.018	1.095	1.113
1	1.038	1.056	1.126	1.144
2	1.076	1.094	1.165	1.183
3	1.114	1.132	1.203	1.221
4	1.152	1.170	1.241	1.259
5	1.190	1.208	1.279	1.297
6	1.228	1.246	1.317	1.335
7	1.266	1.284	1.356	1.374
8	1.304	1.322	1.394	1.412
9	1.342	1.361	1.432	1.450
10	1.381	1.399	1.470	1.488
11	1.419	1.437	1.508	1.526
12	1.457	1.475	1.547	1.565
13	1.495	1.513	1.585	1.603
14	1.533	1.551	1.623	1.641
15	1.571	1.589	1.661	1.679
16	1.609	1.627	1.699	1.717
17	1.647	1.665	1.738	1.756
18	1.685	1.703	1.776	1.794
19	1.723	1.741	1.814	1.832
20	1.761	1.779	1.852	1.871

**ISLESBORO**

**2008-09**

Step	BA	BA+15	MA	MA+15
0	28,605	29,105	31,335	31,935
1	29,694	30,194	32,218	32,818
2	30,772	31,272	33,311	33,911
3	31,870	32,370	34,404	35,004
4	32,959	33,459	35,497	36,097
5	34,047	34,547	36,590	37,190
6	35,135	35,635	37,681	38,281
7	36,224	36,724	38,775	39,375
8	37,312	37,812	39,868	40,468
9	38,401	38,901	40,961	41,561
10	39,490	39,990	42,053	42,653
11	40,577	41,077	43,145	43,745
12	41,666	42,166	44,238	44,838
13	42,755	43,255	45,331	45,931
14	43,843	44,343	46,424	47,024
15	44,931	45,431	47,517	48,117
16	46,020	46,520	48,609	49,209
17	47,108	47,608	49,702	50,302
18	48,197	48,697	50,795	51,395
19	49,285	49,785	51,888	52,488
20	50,373	50,873	52,990	53,590

**ISLESBORO**

**2008-09**

<b>Index</b>				
Step	BA	BA+15	MA	MA+15
0	1.000	1.017	1.095	1.116
1	1.038	1.056	1.126	1.147
2	1.076	1.093	1.165	1.185
3	1.114	1.132	1.203	1.224
4	1.152	1.170	1.241	1.262
5	1.190	1.208	1.279	1.300
6	1.228	1.246	1.317	1.338
7	1.266	1.284	1.356	1.377
8	1.304	1.322	1.394	1.415
9	1.342	1.360	1.432	1.453
10	1.381	1.398	1.470	1.491
11	1.419	1.436	1.508	1.529
12	1.457	1.474	1.547	1.567
13	1.495	1.512	1.585	1.606
14	1.533	1.550	1.623	1.644
15	1.571	1.588	1.661	1.682
16	1.609	1.626	1.699	1.720
17	1.647	1.664	1.738	1.759
18	1.685	1.702	1.776	1.797
19	1.723	1.740	1.814	1.835
20	1.761	1.778	1.852	1.873

**ISLESBORO CONT' NEXT PAGE**

**ISLESBORO****2009-10**

Step	BA	BA+15	MA	MA+15
0	30,000	30,500	32,000	32,600
1	31,150	31,650	33,150	33,750
2	32,300	32,800	34,300	34,900
3	33,450	33,950	35,450	36,050
4	34,600	35,100	36,600	37,200
5	35,750	36,250	37,750	38,350
6	36,900	37,400	38,900	39,500
7	37,050	37,550	39,050	39,650
8	38,200	38,700	40,200	40,800
9	40,350	40,850	42,350	42,950
10	41,500	42,000	43,500	44,100
11	42,650	43,150	44,650	45,250
12	43,800	44,300	45,800	46,400
13	44,950	45,450	46,950	47,550
14	46,100	46,600	48,100	48,700
15	47,250	47,750	49,250	49,850
16	48,400	48,900	50,400	51,000
17	49,550	50,050	51,550	52,150
18	50,700	51,200	52,700	53,300
19	51,850	52,350	53,850	54,450
20	53,000	53,500	55,000	55,600

**ISLESBORO****2009-10**

Index	Step	BA	BA+15	MA	MA+15
	0	1.000	1.017	1.067	1.087
	1	1.038	1.055	1.105	1.125
	2	1.077	1.093	1.143	1.163
	3	1.115	1.132	1.182	1.202
	4	1.153	1.170	1.220	1.240
	5	1.192	1.208	1.258	1.278
	6	1.230	1.247	1.297	1.317
	7	1.235	1.252	1.302	1.322
	8	1.273	1.290	1.340	1.360
	9	1.345	1.362	1.412	1.432
	10	1.383	1.400	1.450	1.470
	11	1.422	1.438	1.488	1.508
	12	1.460	1.477	1.527	1.547
	13	1.498	1.515	1.565	1.585
	14	1.537	1.553	1.603	1.623
	15	1.575	1.592	1.642	1.662
	16	1.613	1.630	1.680	1.700
	17	1.652	1.668	1.718	1.738
	18	1.690	1.707	1.757	1.777
	19	1.728	1.745	1.795	1.815
	20	1.767	1.783	1.833	1.853

**ISLESBORO****2010-11**

Step	BA	BA+15	MA	MA+15
0	31,300	31,800	33,300	33,900
1	32,475	32,975	34,475	35,075
2	33,650	34,150	35,650	36,250
3	34,825	35,325	36,825	37,425
4	36,000	36,500	38,000	38,600
5	37,175	37,675	39,175	39,775
6	38,350	38,850	40,350	40,950
7	39,525	40,025	41,525	42,125
8	40,700	41,200	42,700	43,300
9	41,875	42,375	43,875	44,475
10	43,050	43,550	45,050	45,650
11	44,225	44,725	46,225	46,825
12	45,400	45,900	47,400	48,000
13	46,575	47,075	48,575	49,175
14	47,750	48,250	49,750	50,350
15	48,925	49,425	50,925	51,525
16	50,100	50,600	52,100	52,700
17	51,275	51,775	53,275	53,875
18	52,450	52,950	54,450	55,050
19	53,625	54,125	55,625	56,225
20	54,800	55,300	56,800	57,400

**ISLESBORO****2010-11**

Index	Step	BA	BA+15	MA	MA+15
	0	1.000	1.016	1.064	1.083
	1	1.038	1.054	1.101	1.121
	2	1.075	1.091	1.139	1.158
	3	1.113	1.129	1.177	1.196
	4	1.150	1.166	1.214	1.233
	5	1.188	1.204	1.252	1.271
	6	1.225	1.241	1.289	1.308
	7	1.263	1.279	1.327	1.346
	8	1.300	1.316	1.364	1.383
	9	1.338	1.354	1.402	1.421
	10	1.375	1.391	1.439	1.458
	11	1.413	1.429	1.477	1.496
	12	1.450	1.466	1.514	1.534
	13	1.488	1.504	1.552	1.571
	14	1.526	1.542	1.589	1.609
	15	1.563	1.579	1.627	1.646
	16	1.601	1.617	1.665	1.684
	17	1.638	1.654	1.702	1.721
	18	1.676	1.692	1.740	1.759
	19	1.713	1.729	1.777	1.796
	20	1.751	1.767	1.815	1.834

**NOTE:** Contr specifies BA+15 as add'l \$500 and MA+15 as add'l \$600.**OFF SCALE:** \$1500.**TERM:** 9/1/08-8/31/11

**KNOX VOC REG 8  
2007-08**

Step	BA	MA
0	31,084	33,084
1	31,384	33,384
2	32,292	34,292
3	33,220	35,220
4	33,992	35,992
5	35,084	37,084
6	35,822	37,822
7	36,610	38,610
8	37,599	39,599
9	38,605	40,605
10	39,559	41,559
11	40,558	42,558
12	41,575	43,575
13	42,610	44,610
14	43,844	45,844
15	45,108	47,108
16	46,400	48,400
17	47,600	49,600
18	49,268	51,268
19	50,033	52,033
20	50,985	52,985
21	52,585	54,585

**KNOX VOC REG 8  
2007-08**

Index		
Step	BA	MA
0	1.000	1.064
1	1.010	1.074
2	1.039	1.103
3	1.069	1.133
4	1.094	1.158
5	1.129	1.193
6	1.152	1.217
7	1.178	1.242
8	1.210	1.274
9	1.242	1.306
10	1.273	1.337
11	1.305	1.369
12	1.338	1.402
13	1.371	1.435
14	1.411	1.475
15	1.451	1.516
16	1.493	1.557
17	1.531	1.596
18	1.585	1.649
19	1.610	1.674
20	1.640	1.705
21	1.692	1.756

**KNOX VOC REG 8  
2008-09**

Step	BA	MA
0	32,000	34,300
1	33,000	35,300
2	34,000	36,300
3	35,000	37,300
4	36,000	38,300
5	37,000	39,300
6	38,000	40,300
7	39,000	41,300
8	40,000	42,300
9	41,000	43,300
10	42,000	44,300
11	43,000	45,300
12	44,000	46,300
13	45,000	47,300
14	46,000	48,300
15	47,000	49,300
16	48,000	50,300
17	49,000	51,300
18	50,000	52,300
19	51,000	53,300
20	52,000	54,300
21	53,000	55,300

**KNOX VOC REG 8  
2008-09**

Index		
Step	BA	MA
0	1.000	1.072
1	1.031	1.103
2	1.063	1.134
3	1.094	1.166
4	1.125	1.197
5	1.156	1.228
6	1.188	1.259
7	1.219	1.291
8	1.250	1.322
9	1.281	1.353
10	1.313	1.384
11	1.344	1.416
12	1.375	1.447
13	1.406	1.478
14	1.438	1.509
15	1.469	1.541
16	1.500	1.572
17	1.531	1.603
18	1.563	1.634
19	1.594	1.666
20	1.625	1.697
21	1.656	1.728

**TERM: 9/1/02-8/31/05**  
**Extended Contract**

**KNOX VOC REG 8  
2009-10**

Step	BA	MA
0	33,200	35,500
1	34,200	36,500
2	35,200	37,500
3	36,200	38,500
4	37,200	39,500
5	38,200	40,500
6	39,200	41,500
7	40,200	42,500
8	41,200	43,500
9	42,200	44,500
10	43,200	45,500
11	44,200	46,500
12	45,200	47,500
13	46,200	48,500
14	47,200	49,500
15	48,200	50,500
16	49,200	51,500
17	50,200	52,500
18	51,200	53,500
19	52,200	54,500
20	53,200	55,500
21	54,200	56,500

**KNOX VOC REG 8  
2009-10**

Index		
Step	BA	MA
0	1.000	1.069
1	1.030	1.099
2	1.060	1.130
3	1.090	1.160
4	1.120	1.190
5	1.151	1.220
6	1.181	1.250
7	1.211	1.280
8	1.241	1.310
9	1.271	1.340
10	1.301	1.370
11	1.331	1.401
12	1.361	1.431
13	1.392	1.461
14	1.422	1.491
15	1.452	1.521
16	1.482	1.551
17	1.512	1.581
18	1.542	1.611
19	1.572	1.642
20	1.602	1.672
21	1.633	1.702

**KNOX VOC REG 8  
2010-11**

Step	BA	MA
0	34,500	36,800
1	35,500	37,800
2	36,500	38,800
3	37,500	39,800
4	38,500	40,800
5	39,500	41,800
6	40,500	42,800
7	41,500	43,800
8	42,500	44,800
9	43,500	45,800
10	44,500	46,800
11	45,500	47,800
12	46,500	48,800
13	47,500	49,800
14	48,500	50,800
15	49,500	51,800
16	50,500	52,800
17	51,500	53,800
18	52,500	54,800
19	53,500	55,800
20	54,500	56,800
21	55,500	57,800

**KNOX VOC REG 8  
2010-11**

Index		
Step	BA	MA
0	1.000	1.067
1	1.029	1.096
2	1.058	1.125
3	1.087	1.154
4	1.116	1.183
5	1.145	1.212
6	1.174	1.241
7	1.203	1.270
8	1.232	1.299
9	1.261	1.328
10	1.290	1.357
11	1.319	1.386
12	1.348	1.414
13	1.377	1.443
14	1.406	1.472
15	1.435	1.501
16	1.464	1.530
17	1.493	1.559
18	1.522	1.588
19	1.551	1.617
20	1.580	1.646
21	1.609	1.675

**NOTE:** Contr states Master's - \$2,300.

**TERM: 9/1/08-8/31/11**

**LINCOLNVILLE  
2007-08**

Step	BA	MA
0	29,263	32,263
1	30,142	33,142
2	31,020	34,020
3	31,899	34,899
4	32,778	35,778
5	33,657	36,657
6	34,536	37,536
7	35,524	38,524
8	36,514	39,514
9	37,502	40,502
10	38,490	41,490
11	39,590	42,590
12	40,578	43,578
13	41,677	44,677
14	42,775	45,775
15	43,874	46,874
16	44,972	47,972
17	46,071	49,071
18	47,169	50,169
19	50,169	53,169

**NOTE:** Contr states MA as "Tchrs w/ Masters degree will rec add'l \$3000".

**LINCOLNVILLE  
2007-08  
Index**

Step	BA	MA
0	1.000	1.103
1	1.030	1.133
2	1.060	1.163
3	1.090	1.193
4	1.120	1.223
5	1.150	1.253
6	1.180	1.283
7	1.214	1.316
8	1.248	1.350
9	1.282	1.384
10	1.315	1.418
11	1.353	1.455
12	1.387	1.489
13	1.424	1.527
14	1.462	1.564
15	1.499	1.602
16	1.537	1.639
17	1.574	1.677
18	1.612	1.714
19	1.714	1.817

**LINCOLNVILLE  
2008-09**

Step	BA	MA
0	30,141	33,341
1	31,046	34,246
2	31,951	35,151
3	32,856	36,056
4	33,761	36,961
5	34,667	37,867
6	35,572	38,772
7	36,590	39,790
8	37,609	40,809
9	38,627	41,827
10	39,645	42,845
11	40,777	43,977
12	41,795	44,995
13	42,927	46,127
14	44,058	47,258
15	45,190	48,390
16	46,321	49,521
17	47,453	50,653
18	48,584	51,784
19	51,825	55,025

**NOTE:** Contr states MA as " Tchrs w/ Masters degree will rec add'l \$3200".

**LINCOLNVILLE  
2008-09  
Index**

Step	BA	MA
0	1.000	1.106
1	1.030	1.136
2	1.060	1.166
3	1.090	1.196
4	1.120	1.226
5	1.150	1.256
6	1.180	1.286
7	1.214	1.320
8	1.248	1.354
9	1.282	1.388
10	1.315	1.421
11	1.353	1.459
12	1.387	1.493
13	1.424	1.530
14	1.462	1.568
15	1.499	1.605
16	1.537	1.643
17	1.574	1.681
18	1.612	1.718
19	1.719	1.826

**LINCOLNVILLE  
2009-10**

Step	BA	MA
0	31,045	34,245
1	31,978	35,178
2	32,909	36,109
3	33,842	37,042
4	34,774	37,974
5	35,707	38,907
6	36,639	39,839
7	37,688	40,888
8	38,737	41,937
9	39,786	42,986
10	40,834	44,034
11	42,001	45,201
12	43,049	46,249
13	44,215	47,415
14	45,380	48,580
15	46,545	49,745
16	47,711	50,911
17	48,876	52,076
18	50,042	53,242
19	53,535	56,735

**NOTE:** Contr states MA as " Tchrs w/ Masters degree will rec add'l \$3200".

**TERM: 9/1/07-8/31/10**

**LINCOLNVILLE  
2009-10  
Index**

Step	BA	MA
0	1.000	1.103
1	1.030	1.133
2	1.060	1.163
3	1.090	1.193
4	1.120	1.223
5	1.150	1.253
6	1.180	1.283
7	1.214	1.317
8	1.248	1.351
9	1.282	1.385
10	1.315	1.418
11	1.353	1.456
12	1.387	1.490
13	1.424	1.527
14	1.462	1.565
15	1.499	1.602
16	1.537	1.640
17	1.574	1.677
18	1.612	1.715
19	1.724	1.828

**SAD 03, UNITY AREA  
2007-08**

Step	BA+30	
	BA	MA
0	28,748	30,748
1	...	...
2	31,234	33,234
3	...	...
4	32,849	34,849
5	...	...
6	34,467	36,467
7	...	...
8	36,082	38,082
9	...	...
10	37,761	39,761
11	...	...
12	39,500	41,500
13	...	...
14	41,240	43,240
15	...	...
16	44,720	46,720
17	...	...
18	45,965	47,965
19	...	...
20	47,581	49,581

**SAD 03, UNITY AREA  
2007-08**

Index Step	BA+30	
	BA	MA
0	1.000	1.070
1	...	...
2	1.086	1.156
3	...	...
4	1.143	1.212
5	...	...
6	1.199	1.269
7	...	...
8	1.255	1.325
9	...	...
10	1.314	1.383
11	...	...
12	1.374	1.444
13	...	...
14	1.435	1.504
15	...	...
16	1.556	1.625
17	...	...
18	1.599	1.668
19	...	...
20	1.655	1.725

**SAD 03, UNITY AREA  
2008-09**

Step	BA+30	
	BA	MA
0	29,755	31,755
1	...	...
2	32,327	34,327
3	...	...
4	33,999	35,999
5	...	...
6	35,673	37,673
7	...	...
8	37,345	39,345
9	...	...
10	39,082	41,082
11	...	...
12	40,883	42,883
13	...	...
14	42,683	44,683
15	...	...
16	46,286	48,286
17	...	...
18	47,574	49,574
19	...	...
20	49,246	51,246

**SAD 03, UNITY AREA  
2008-09**

Index Step	BA+30	
	BA	MA
0	1.000	1.067
1	...	...
2	1.086	1.154
3	...	...
4	1.143	1.210
5	...	...
6	1.199	1.266
7	...	...
8	1.255	1.322
9	...	...
10	1.313	1.381
11	...	...
12	1.374	1.441
13	...	...
14	1.434	1.502
15	...	...
16	1.556	1.623
17	...	...
18	1.599	1.666
19	...	...
20	1.655	1.722

**LONGEVITY:** After 15 yrs in SAD 3, \$500; after 20, \$1500.

**TERM: 9/1/06-8/31/09**

**SAD 05, ROCKLAND AREA  
2007-08**

Step	BA	BA+15	MA	MA+15
0	33,557	34,554	35,550	36,547
1	34,557	35,552	36,550	37,547
2	35,587	36,584	37,580	38,577
3	36,648	37,645	38,640	39,638
4	37,024	38,002	38,980	39,958
5	38,636	38,734	39,701	40,671
6	38,889	39,859	40,826	41,794
7	39,283	40,233	41,182	42,132
8	40,063	41,004	41,944	42,886
9	40,858	41,789	42,720	43,652
10	41,262	42,176	43,090	44,003
11	41,659	42,554	43,449	44,345
12	42,059	42,936	43,814	44,692
13	42,463	43,324	44,183	45,045
14	43,728	44,588	45,450	46,311
15	45,031	45,891	46,752	47,613
16	46,374	47,234	48,095	48,956
17	47,755	48,615	49,477	50,337
18	49,147	50,007	50,869	51,730
19	53,112	53,972	54,834	55,695

**SAD 05, ROCKLAND AREA  
2007-08  
Index**

Step	BA	BA+15	MA	MA+15
0	1.000	1.030	1.059	1.089
1	1.030	1.059	1.089	1.119
2	1.060	1.090	1.120	1.150
3	1.092	1.122	1.151	1.181
4	1.103	1.132	1.162	1.191
5	1.151	1.154	1.183	1.212
6	1.159	1.188	1.217	1.245
7	1.171	1.199	1.227	1.256
8	1.194	1.222	1.250	1.278
9	1.218	1.245	1.273	1.301
10	1.230	1.257	1.284	1.311
11	1.241	1.268	1.295	1.321
12	1.253	1.279	1.306	1.332
13	1.265	1.291	1.317	1.342
14	1.303	1.329	1.354	1.380
15	1.342	1.368	1.393	1.419
16	1.382	1.408	1.433	1.459
17	1.423	1.449	1.474	1.500
18	1.465	1.490	1.516	1.542
19	1.583	1.608	1.634	1.660

**SAD 05, ROCKLAND AREA  
2008-09**

Step	BA	BA+15	MA	MA+15
0	34,497	35,522	36,546	37,571
1	35,525	36,548	37,573	38,598
2	36,584	37,609	38,632	39,657
3	37,674	38,699	39,722	40,747
4	38,061	39,066	40,071	41,077
5	39,718	39,819	40,813	41,810
6	39,978	40,975	41,969	42,965
7	40,383	41,359	42,335	43,311
8	41,185	42,152	43,119	44,087
9	42,002	42,959	43,916	44,874
10	42,417	43,357	44,296	45,235
11	42,825	43,746	44,666	45,586
12	43,236	44,139	45,041	45,944
13	43,652	44,537	45,421	46,306
14	44,952	45,837	46,723	47,608
15	46,291	47,176	48,061	48,946
16	47,673	48,556	49,442	50,327
17	49,092	49,976	50,862	51,746
18	50,523	51,407	52,293	53,178
19	54,599	55,483	56,369	57,254

**SAD 05, ROCKLAND AREA  
2008-09  
Index**

Step	BA	BA+15	MA	MA+15
0	1.000	1.030	1.059	1.089
1	1.030	1.059	1.089	1.119
2	1.060	1.090	1.120	1.150
3	1.092	1.122	1.151	1.181
4	1.103	1.132	1.162	1.191
5	1.151	1.154	1.183	1.212
6	1.159	1.188	1.217	1.245
7	1.171	1.199	1.227	1.256
8	1.194	1.222	1.250	1.278
9	1.218	1.245	1.273	1.301
10	1.230	1.257	1.284	1.311
11	1.241	1.268	1.295	1.321
12	1.253	1.280	1.306	1.332
13	1.265	1.291	1.317	1.342
14	1.303	1.329	1.354	1.380
15	1.342	1.368	1.393	1.419
16	1.382	1.408	1.433	1.459
17	1.423	1.449	1.474	1.500
18	1.465	1.490	1.516	1.542
19	1.583	1.608	1.634	1.660

**NOTE:** Salary for Phych Serv seperate scale.

**LONGEVITY:** After 13 yrs in SAD 5: \$550; after 20 yrs: \$650; after 25 yrs: \$750; after 30 yrs: \$850; after 35 yrs: \$950; after 40 yrs: \$1,100.

**TERM: 9/1/07-8/31/09**

**SAD 8, VINALHAVEN AREA  
2007-08**

Step	BA	MA
0	30,000	31,000
1	...	...
2	...	...
3	30,900	31,900
4	31,833	32,833
5	33,034	34,034
6	34,284	35,284
7	35,583	36,583
8	36,934	37,934
9	38,340	39,340
10	39,801	40,801
11	41,321	42,321
12	42,902	43,902
13	44,546	45,546
14	45,935	46,935
15	47,259	48,259
16	48,623	49,623
17	50,730	51,730

**SAD 8, VINALHAVEN AREA  
2007-08**

Index		
Step	BA	MA
0	1.000	1.033
1	...	...
2	...	...
3	1.030	1.063
4	1.061	1.094
5	1.101	1.134
6	1.143	1.176
7	1.186	1.219
8	1.231	1.264
9	1.278	1.311
10	1.327	1.360
11	1.377	1.411
12	1.430	1.463
13	1.485	1.518
14	1.531	1.565
15	1.575	1.609
16	1.621	1.654
17	1.691	1.724

**SAD 8, VINALHAVEN AREA  
2008-09**

Step	BA	MA
0	30,000	31,000
1	...	...
2	30,900	31,900
3	31,800	32,800
4	32,733	33,733
5	33,934	34,934
6	35,184	36,184
7	36,483	37,483
8	37,834	38,834
9	39,240	40,240
10	40,701	41,701
11	42,221	43,221
12	43,802	44,802
13	45,446	46,446
14	46,835	47,835
15	48,159	49,159
16	49,523	50,523
17	51,630	52,630

**SAD 8, VINALHAVEN AREA  
2008-09**

Index		
Step	BA	MA
0	1.000	1.033
1	...	...
2	1.030	1.063
3	1.060	1.093
4	1.091	1.124
5	1.131	1.164
6	1.173	1.206
7	1.216	1.249
8	1.261	1.294
9	1.308	1.341
10	1.357	1.390
11	1.407	1.441
12	1.460	1.493
13	1.515	1.548
14	1.561	1.595
15	1.605	1.639
16	1.651	1.684
17	1.721	1.754

**NOTE:** Contr specifies MA to be \$1000 over BA.

**LONGEVITY:** "Longevity steps will be 3.75% over step 17 or the last preceding step that the tchr was on (ie. 17L1, 17L2)."

**TERM: 9/1/06-8/31/09**

**SAD 28, CAMDEN AREA  
2007-08**

Step	PhD		
	BA	MA	2 MA's
0	31,468	34,030	36,593
1	32,412	34,974	37,537
2	33,384	35,946	38,509
3	34,385	36,948	39,510
4	35,417	37,979	40,542
5	36,479	39,042	41,604
6	37,574	40,136	42,699
7	38,701	41,264	43,826
8	39,862	42,425	44,987
9	41,058	43,620	46,183
10	42,290	44,852	47,415
11	43,558	46,121	48,683
12	44,865	47,428	49,990
13	46,211	48,774	51,336
14	47,597	50,160	52,722
15	49,025	51,588	54,150
16	50,496	53,059	55,621
17	52,011	54,573	57,136
18	53,571	56,134	58,696
19	55,178	57,741	60,303
20	56,972	59,541	62,110

**SAD 28, CAMDEN AREA  
2007-08**

Index Step	PhD		
	BA	MA	2 MA's
0	1.000	1.081	1.163
1	1.030	1.111	1.193
2	1.061	1.142	1.224
3	1.093	1.174	1.256
4	1.125	1.207	1.288
5	1.159	1.241	1.322
6	1.194	1.275	1.357
7	1.230	1.311	1.393
8	1.267	1.348	1.430
9	1.305	1.386	1.468
10	1.344	1.425	1.507
11	1.384	1.466	1.547
12	1.426	1.507	1.589
13	1.469	1.550	1.631
14	1.513	1.594	1.675
15	1.558	1.639	1.721
16	1.605	1.686	1.768
17	1.653	1.734	1.816
18	1.702	1.784	1.865
19	1.753	1.835	1.916
20	1.810	1.892	1.974

**SAD 28, CAMDEN AREA  
2008-09**

Step	PhD		
	BA	MA	2 MA's
0	32,254	34,881	37,507
1	33,222	35,848	38,475
2	34,218	36,845	39,472
3	35,245	37,872	40,498
4	36,302	38,929	41,555
5	37,391	40,018	42,645
6	38,513	41,140	43,766
7	39,669	42,295	44,922
8	40,859	43,485	46,112
9	42,084	44,711	47,338
10	43,347	45,973	48,600
11	44,647	47,274	49,900
12	45,987	48,613	51,240
13	47,366	49,993	52,619
14	48,787	51,414	54,040
15	50,251	52,878	55,504
16	51,759	54,385	57,012
17	53,311	55,938	58,564
18	54,911	57,537	60,164
19	56,558	59,184	61,811
20	58,539	61,179	63,818

**SAD 28, CAMDEN AREA  
2008-09**

Index Step	PhD		
	BA	MA	2 MA's
0	1.000	1.081	1.163
1	1.030	1.111	1.193
2	1.061	1.142	1.224
3	1.093	1.174	1.256
4	1.126	1.207	1.288
5	1.159	1.241	1.322
6	1.194	1.276	1.357
7	1.230	1.311	1.393
8	1.267	1.348	1.430
9	1.305	1.386	1.468
10	1.344	1.425	1.507
11	1.384	1.466	1.547
12	1.426	1.507	1.589
13	1.469	1.550	1.631
14	1.513	1.594	1.675
15	1.558	1.639	1.721
16	1.605	1.686	1.768
17	1.653	1.734	1.816
18	1.702	1.784	1.865
19	1.754	1.835	1.916
20	1.815	1.897	1.979

SAD 28 CONT' NEXT PAGE

**SAD 28, CAMDEN AREA  
2009-10**

Step	PhD		
	BA	MA	2 MA's
0	33,061	35,753	38,445
1	34,052	36,745	39,437
2	35,074	37,766	40,458
3	36,126	38,818	41,511
4	37,210	39,902	42,594
5	38,326	41,018	43,711
6	39,476	42,168	44,860
7	40,660	43,353	46,045
8	41,880	44,572	47,265
9	43,137	45,829	48,521
10	44,431	47,123	49,815
11	45,764	48,456	51,148
12	47,136	49,829	52,521
13	48,551	51,243	53,935
14	50,007	52,699	55,391
15	51,507	54,199	56,892
16	53,052	55,745	58,437
17	54,644	57,336	60,028
18	56,283	58,976	61,668
19	57,972	60,664	63,356
20	60,149	62,861	65,573

**SAD 28, CAMDEN AREA  
2009-10**

Index Step	PhD		
	BA	MA	2 MA's
0	1.000	1.081	1.163
1	1.030	1.111	1.193
2	1.061	1.142	1.224
3	1.093	1.174	1.256
4	1.125	1.207	1.288
5	1.159	1.241	1.322
6	1.194	1.275	1.357
7	1.230	1.311	1.393
8	1.267	1.348	1.430
9	1.305	1.386	1.468
10	1.344	1.425	1.507
11	1.384	1.466	1.547
12	1.426	1.507	1.589
13	1.469	1.550	1.631
14	1.513	1.594	1.675
15	1.558	1.639	1.721
16	1.605	1.686	1.768
17	1.653	1.734	1.816
18	1.702	1.784	1.865
19	1.753	1.835	1.916
20	1.819	1.901	1.983

**NOTE:** Nat'l Brd Cert will qualify as a Master's Degree.

**TERM: 9/1/07-8/31/10**

**SAD 34, BELFAST AREA  
2007-08**

Step	BA	MA
0	28,763	30,959
1	29,942	32,138
2	31,173	33,369
3	32,459	34,655
4	33,806	36,002
5	35,212	37,408
6	36,679	38,875
7	38,849	41,055
8	41,019	43,236
9	43,189	45,417
10	45,360	47,598
11	47,531	49,779
12	49,702	51,960

**LONGEVITY:** 15 yrs-\$1300; 20 yrs-\$1600; 25 yrs-\$1900; 30 yrs-\$2200.

**LONGEVITY NOTE:** Tchrs with current Distr exp of 13 or 14 yrs will cont to rec long stip of \$850 until they have 15 yrs of exp; with 18 or 19 yrs will rec long stip of \$1325 until they reach 20 yr level.

**SAD 34, BELFAST AREA  
2007-08**

Index		
Step	BA	MA
0	1.000	1.076
1	1.041	1.117
2	1.084	1.160
3	1.128	1.205
4	1.175	1.252
5	1.224	1.301
6	1.275	1.352
7	1.351	1.427
8	1.426	1.503
9	1.502	1.579
10	1.577	1.655
11	1.653	1.731
12	1.728	1.807

**SAD 34, BELFAST AREA  
2008-09**

Step	BA	MA
0	29,697	31,965
1	30,876	33,144
2	32,107	34,375
3	33,393	35,661
4	34,740	37,008
5	36,146	38,414
6	37,613	39,881
7	39,783	42,061
8	41,953	44,242
9	44,123	46,423
10	46,294	48,604
11	48,465	50,785
12	50,636	52,966

**LONGEVITY:** 15 yrs-\$1400; 20 yrs-\$1700; 25 yrs-\$2000; 30 yrs-\$2300.

**LONGEVITY NOTE:** Tchrs with current Distr exp of 14 yrs will cont to rec long stip of \$850 until they have 15 yrs of exp; with 19 yrs will rec long stip of \$1325 until they reach 20 yr level.

**SAD 34, BELFAST AREA  
2008-09**

Index		
Step	BA	MA
0	1.000	1.076
1	1.040	1.116
2	1.081	1.158
3	1.124	1.201
4	1.170	1.246
5	1.217	1.294
6	1.267	1.343
7	1.340	1.416
8	1.413	1.490
9	1.486	1.563
10	1.559	1.637
11	1.632	1.710
12	1.705	1.784

**SAD 34, BELFAST AREA  
2009-10**

Step	BA	MA
0	30,663	33,004
1	31,842	34,183
2	33,073	35,414
3	34,359	36,700
4	35,706	38,047
5	37,112	39,453
6	38,579	40,920
7	40,749	43,100
8	42,919	45,281
9	45,089	47,462
10	47,260	49,643
11	49,431	51,824
12	51,602	54,005

**LONGEVITY:** 15 yrs-\$1600; 20 yrs-\$1900; 25 yrs-\$2200; 30 yrs-\$2500.

**TERM: 9/1/07-8/31/10**

**SAD 34, BELFAST AREA  
2009-10**

Index		
Step	BA	MA
0	1.000	1.076
1	1.038	1.115
2	1.079	1.155
3	1.121	1.197
4	1.164	1.241
5	1.210	1.287
6	1.258	1.335
7	1.329	1.406
8	1.400	1.477
9	1.470	1.548
10	1.541	1.619
11	1.612	1.690
12	1.683	1.761

**SAD 40, WALDOBORO AREA  
2007-08**

Step	BA	BA+15	MA	MA+30
0	29,142	30,052	30,964	32,785
1	29,871	30,804	31,738	33,604
2	30,618	31,574	32,532	34,444
3	31,383	32,363	33,345	35,305
4	32,168	33,172	34,179	36,188
5	32,972	34,001	35,033	37,093
6	33,879	34,936	35,996	38,113
7	34,810	35,897	36,986	39,161
8	35,768	36,884	38,003	40,238
9	36,751	37,899	39,049	41,344
10	37,762	38,941	40,122	42,481
11	38,706	39,914	41,125	43,543
12	39,674	40,912	42,154	44,632
13	40,666	41,935	43,207	45,748
14	41,682	42,983	44,288	46,892
15	42,724	44,058	45,395	48,064
16	43,579	44,939	46,303	49,025
17	44,450	45,838	47,229	50,006
18	45,339	46,755	48,173	51,006
19	46,246	47,690	49,137	52,026
20	47,171	48,644	50,120	53,066
21	48,114	49,616	51,122	54,128
22	49,077	50,609	52,144	55,210
23	50,058	51,621	53,187	56,314

**SAD 40, WALDOBORO AREA  
2007-08**

Index				
Step	BA	BA+15	MA	MA+30
0	1.000	1.031	1.063	1.125
1	1.025	1.057	1.089	1.153
2	1.051	1.083	1.116	1.182
3	1.077	1.111	1.144	1.211
4	1.104	1.138	1.173	1.242
5	1.131	1.167	1.202	1.273
6	1.163	1.199	1.235	1.308
7	1.194	1.232	1.269	1.344
8	1.227	1.266	1.304	1.381
9	1.261	1.300	1.340	1.419
10	1.296	1.336	1.377	1.458
11	1.328	1.370	1.411	1.494
12	1.361	1.404	1.447	1.532
13	1.395	1.439	1.483	1.570
14	1.430	1.475	1.520	1.609
15	1.466	1.512	1.558	1.649
16	1.495	1.542	1.589	1.682
17	1.525	1.573	1.621	1.716
18	1.556	1.604	1.653	1.750
19	1.587	1.636	1.686	1.785
20	1.619	1.669	1.720	1.821
21	1.651	1.703	1.754	1.857
22	1.684	1.737	1.789	1.895
23	1.718	1.771	1.825	1.932

**SAD 40, WALDOBORO AREA  
2008-09**

Step	BA	BA+15	MA	MA+30
0	29,798	30,728	31,661	33,522
1	30,543	31,497	32,452	34,360
2	31,307	32,284	33,264	35,219
3	32,089	33,091	34,095	36,100
4	32,892	33,918	34,948	37,002
5	33,714	34,766	35,821	37,927
6	34,641	35,722	36,806	38,970
7	35,594	36,705	37,819	40,042
8	36,573	37,714	38,859	41,143
9	37,578	38,751	39,927	42,275
10	38,612	39,817	41,025	43,437
11	39,577	40,812	42,051	44,523
12	40,566	41,833	43,102	45,636
13	41,581	42,879	44,180	46,777
14	42,620	43,951	45,284	47,947
15	43,686	45,049	46,416	49,145
16	44,559	45,950	47,345	50,128
17	45,450	46,869	48,291	51,131
18	46,359	47,807	49,257	52,153
19	47,287	48,763	50,242	53,196
20	48,232	49,738	51,247	54,260
21	49,197	50,733	52,272	55,346
22	50,181	51,748	53,318	56,452
23	51,185	52,782	54,384	57,582

**SAD 40, WALDOBORO AREA  
2008-09**

Index				
Step	BA	BA+15	MA	MA+30
0	1.000	1.031	1.063	1.125
1	1.025	1.057	1.089	1.153
2	1.051	1.083	1.116	1.182
3	1.077	1.111	1.144	1.211
4	1.104	1.138	1.173	1.242
5	1.131	1.167	1.202	1.273
6	1.163	1.199	1.235	1.308
7	1.195	1.232	1.269	1.344
8	1.227	1.266	1.304	1.381
9	1.261	1.300	1.340	1.419
10	1.296	1.336	1.377	1.458
11	1.328	1.370	1.411	1.494
12	1.361	1.404	1.446	1.532
13	1.395	1.439	1.483	1.570
14	1.430	1.475	1.520	1.609
15	1.466	1.512	1.558	1.649
16	1.495	1.542	1.589	1.682
17	1.525	1.573	1.621	1.716
18	1.556	1.604	1.653	1.750
19	1.587	1.636	1.686	1.785
20	1.619	1.669	1.720	1.821
21	1.651	1.703	1.754	1.857
22	1.684	1.737	1.789	1.894
23	1.718	1.771	1.825	1.932

**TERM: 9/1/06-8/31/09**

**SAD 50, THOMASTON AREA  
2007-08**

Step	BA	BA+15	MA	MA+15
0	31,200	31,810	32,420	33,030
1	31,659	32,269	32,879	33,489
2	31,950	32,560	33,170	33,780
3	32,780	33,390	34,000	34,610
4	33,632	34,242	34,852	35,462
5	34,507	35,117	35,727	36,337
6	35,404	36,014	36,624	37,234
7	36,325	36,935	37,545	38,155
8	37,268	37,879	38,489	39,099
9	38,238	38,848	39,458	40,068
10	39,232	39,842	40,452	41,062
11	40,253	40,863	41,473	42,083
12	41,299	41,909	42,519	43,129
13	42,373	42,983	43,593	44,203
14	43,475	44,085	44,695	45,305
15	44,605	45,215	45,825	46,435
16	45,853	46,463	47,073	47,683
17	47,999	48,609	49,219	49,829
18	50,246	50,856	51,466	52,076
19	...	...	...	...
20	51,386	51,996	52,606	53,216

**SAD 50, THOMASTON AREA  
2007-08**

Index				
Step	BA	BA+15	MA	MA+15
0	1.000	1.020	1.039	1.059
1	1.015	1.034	1.054	1.073
2	1.024	1.044	1.063	1.083
3	1.051	1.070	1.090	1.109
4	1.078	1.098	1.117	1.137
5	1.106	1.126	1.145	1.165
6	1.135	1.154	1.174	1.193
7	1.164	1.184	1.203	1.223
8	1.194	1.214	1.234	1.253
9	1.226	1.245	1.265	1.284
10	1.257	1.277	1.297	1.316
11	1.290	1.310	1.329	1.349
12	1.324	1.343	1.363	1.382
13	1.358	1.378	1.397	1.417
14	1.393	1.413	1.433	1.452
15	1.430	1.449	1.469	1.488
16	1.470	1.489	1.509	1.528
17	1.538	1.558	1.578	1.597
18	1.610	1.630	1.650	1.669
19	...	...	...	...
20	1.647	1.667	1.686	1.706

**SAD 50, THOMASTON AREA  
2008-09**

Step	BA	BA+15	MA	MA+15
0	32,200	32,810	33,420	34,030
1	32,386	32,996	33,606	34,216
2	32,862	33,472	34,082	34,692
3	33,164	33,774	34,384	34,994
4	34,026	34,636	35,246	35,856
5	34,910	35,520	36,130	36,740
6	35,819	36,429	37,039	37,649
7	36,749	37,359	37,969	38,579
8	37,705	38,315	38,925	39,535
9	38,685	39,295	39,905	40,515
10	39,691	40,301	40,911	41,521
11	40,723	41,333	41,943	42,553
12	41,782	42,392	43,002	43,612
13	42,868	43,478	44,088	44,698
14	43,983	44,593	45,203	45,813
15	45,127	45,737	46,347	46,957
16	46,300	46,910	47,520	48,130
17	47,999	48,609	49,219	49,829
18	50,246	50,855	51,465	52,075
19	51,000	51,610	52,220	52,830
20	52,671	53,281	53,891	54,501

**SAD 50, THOMASTON AREA  
2008-09**

Index				
Step	BA	BA+15	MA	MA+15
0	1.000	1.019	1.038	1.057
1	1.006	1.025	1.044	1.063
2	1.021	1.040	1.058	1.077
3	1.030	1.049	1.068	1.087
4	1.057	1.076	1.095	1.114
5	1.084	1.103	1.122	1.141
6	1.112	1.131	1.150	1.169
7	1.141	1.160	1.179	1.198
8	1.171	1.190	1.209	1.228
9	1.201	1.220	1.239	1.258
10	1.233	1.252	1.271	1.289
11	1.265	1.284	1.303	1.322
12	1.298	1.317	1.335	1.354
13	1.331	1.350	1.369	1.388
14	1.366	1.385	1.404	1.423
15	1.401	1.420	1.439	1.458
16	1.438	1.457	1.476	1.495
17	1.491	1.510	1.529	1.547
18	1.560	1.579	1.598	1.617
19	1.584	1.603	1.622	1.641
20	1.636	1.655	1.674	1.693

**TERM: 9/1/07-8/31/09**

**SAD 56, SEARSPORT AREA**

**2007-08**

Step	BA	BA+15	MA	MA+15	CAGS
0	28,305	28,805	29,805	30,305	31,305
1	29,190	29,690	30,690	31,190	32,190
2	30,075	30,575	31,575	32,075	33,075
3	30,960	31,460	32,460	32,960	33,960
4	31,844	32,344	33,344	33,844	34,844
5	32,729	33,229	34,229	34,729	35,729
6	33,614	34,114	35,114	35,614	36,614
7	34,499	34,999	35,999	36,499	37,499
8	35,384	35,884	36,884	37,384	38,384
9	36,269	36,769	37,769	38,269	39,269
10	37,153	37,653	38,653	39,153	40,153
11	38,038	38,538	39,538	40,038	41,038
12	38,923	39,423	40,423	40,923	41,923
13	39,808	40,308	41,308	41,808	42,808
14	40,693	41,193	42,193	42,693	43,693
15	41,578	42,078	43,078	43,578	44,578
16	42,463	42,963	43,963	44,463	45,463
17	43,347	43,847	44,847	45,347	46,347
18	44,232	44,732	45,732	46,232	47,232
19	45,117	45,617	46,617	47,117	48,117

**LONGEVITY:** Tchrs with 20+ yrs of serv add'l \$500.

**SAD 56, SEARSPORT AREA**

**2007-08**

Index	Step	BA	BA+15	MA	MA+15	CAGS
	0	1.000	1.018	1.053	1.071	1.106
	1	1.031	1.049	1.084	1.102	1.137
	2	1.063	1.080	1.116	1.133	1.169
	3	1.094	1.111	1.147	1.164	1.200
	4	1.125	1.143	1.178	1.196	1.231
	5	1.156	1.174	1.209	1.227	1.262
	6	1.188	1.205	1.241	1.258	1.294
	7	1.219	1.236	1.272	1.289	1.325
	8	1.250	1.268	1.303	1.321	1.356
	9	1.281	1.299	1.334	1.352	1.387
	10	1.313	1.330	1.366	1.383	1.419
	11	1.344	1.362	1.397	1.415	1.450
	12	1.375	1.393	1.428	1.446	1.481
	13	1.406	1.424	1.459	1.477	1.512
	14	1.438	1.455	1.491	1.508	1.544
	15	1.469	1.487	1.522	1.540	1.575
	16	1.500	1.518	1.553	1.571	1.606
	17	1.531	1.549	1.584	1.602	1.637
	18	1.563	1.580	1.616	1.633	1.669
	19	1.594	1.612	1.647	1.665	1.700

**SAD 56, SEARSPORT AREA**

**2008-09**

Step	BA	BA+15	MA	MA+15	CAGS
0	29,225	29,725	30,725	31,225	32,225
1	30,138	30,638	31,638	32,138	33,138
2	31,052	31,552	32,552	33,052	34,052
3	31,966	32,466	33,466	33,966	34,966
4	32,879	33,379	34,379	34,879	35,879
5	33,793	34,293	35,293	35,793	36,793
6	34,707	35,207	36,207	36,707	37,707
7	35,620	36,120	37,120	37,620	38,620
8	36,534	37,034	38,034	38,534	39,534
9	37,447	37,947	38,947	39,447	40,447
10	38,361	38,861	39,861	40,361	41,361
11	39,275	39,775	40,775	41,275	42,275
12	40,188	40,688	41,688	42,188	43,188
13	41,102	41,602	42,602	43,102	44,102
14	42,015	42,515	43,515	44,015	45,015
15	42,929	43,429	44,429	44,929	45,929
16	43,843	44,343	45,343	45,843	46,843
17	44,756	45,256	46,256	46,756	47,756
18	45,670	46,170	47,170	47,670	48,670
19	46,583	47,083	48,083	48,583	49,583

**LONGEVITY:** Tchrs with 20+ yrs of serv add'l \$1,000.

**SAD 56, SEARSPORT AREA**

**2008-09**

Index	Step	BA	BA+15	MA	MA+15	CAGS
	0	1.000	1.017	1.051	1.068	1.103
	1	1.031	1.048	1.083	1.100	1.134
	2	1.063	1.080	1.114	1.131	1.165
	3	1.094	1.111	1.145	1.162	1.196
	4	1.125	1.142	1.176	1.193	1.228
	5	1.156	1.173	1.208	1.225	1.259
	6	1.188	1.205	1.239	1.256	1.290
	7	1.219	1.236	1.270	1.287	1.321
	8	1.250	1.267	1.301	1.319	1.353
	9	1.281	1.298	1.333	1.350	1.384
	10	1.313	1.330	1.364	1.381	1.415
	11	1.344	1.361	1.395	1.412	1.447
	12	1.375	1.392	1.426	1.444	1.478
	13	1.406	1.424	1.458	1.475	1.509
	14	1.438	1.455	1.489	1.506	1.540
	15	1.469	1.486	1.520	1.537	1.572
	16	1.500	1.517	1.552	1.569	1.603
	17	1.531	1.549	1.583	1.600	1.634
	18	1.563	1.580	1.614	1.631	1.665
	19	1.594	1.611	1.645	1.662	1.697

**SAD 56 CONT' NEXT PAGE**

**SAD 56, SEARSPORT AREA**

**2009-10**

Step	BA	BA+15	MA	MA+15	CAGS
0	30,175	30,675	31,675	32,175	33,175
1	31,118	31,618	32,618	33,118	34,118
2	32,061	32,561	33,561	34,061	35,061
3	33,005	33,505	34,505	35,005	36,005
4	33,948	34,448	35,448	35,948	36,948
5	34,891	35,391	36,391	36,891	37,891
6	35,834	36,334	37,334	37,834	38,834
7	36,778	37,278	38,278	38,778	39,778
8	37,721	38,221	39,221	39,721	40,721
9	38,664	39,164	40,164	40,664	41,664
10	39,608	40,108	41,108	41,608	42,608
11	40,551	41,051	42,051	42,551	43,551
12	41,494	41,994	42,994	43,494	44,494
13	42,438	42,938	43,938	44,438	45,438
14	43,381	43,881	44,881	45,381	46,381
15	44,324	44,824	45,824	46,324	47,324
16	45,268	45,768	46,768	47,268	48,268
17	46,211	46,711	47,711	48,211	49,211
18	47,154	47,654	48,654	49,154	50,154
19	48,097	48,597	49,597	50,097	51,097

**LONGEVITY:** Tchrs with 20+ yrs of serv add'l \$1,000.

**TERM: 9/1/07-8/31/10**

**SAD 56, SEARSPORT AREA**

**2009-10**

**Index**

Step	BA	BA+15	MA	MA+15	CAGS
0	1.000	1.017	1.050	1.066	1.099
1	1.031	1.048	1.081	1.098	1.131
2	1.063	1.079	1.112	1.129	1.162
3	1.094	1.110	1.143	1.160	1.193
4	1.125	1.142	1.175	1.191	1.224
5	1.156	1.173	1.206	1.223	1.256
6	1.188	1.204	1.237	1.254	1.287
7	1.219	1.235	1.269	1.285	1.318
8	1.250	1.267	1.300	1.316	1.349
9	1.281	1.298	1.331	1.348	1.381
10	1.313	1.329	1.362	1.379	1.412
11	1.344	1.360	1.394	1.410	1.443
12	1.375	1.392	1.425	1.441	1.475
13	1.406	1.423	1.456	1.473	1.506
14	1.438	1.454	1.487	1.504	1.537
15	1.469	1.485	1.519	1.535	1.568
16	1.500	1.517	1.550	1.566	1.600
17	1.531	1.548	1.581	1.598	1.631
18	1.563	1.579	1.612	1.629	1.662
19	1.594	1.611	1.644	1.660	1.693