

Salary Schedules

UniServ District One

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Salary and Benefits - Teachers
 MEA Collective Bargaining and Research Department
 Schedules for this UniServ District last updated: 9/9/08

ARUNDEL			
2007-08			
Step	BA	MA	MA+30
0	28,300	30,645	32,145
1	...	...	...
2	29,050	31,545	33,045
3	29,800	32,445	33,945
4	30,550	33,345	34,845
5	31,300	34,245	35,745
6	32,050	35,145	36,645
7	32,800	36,045	37,545
8	33,550	36,945	38,445
9	34,300	37,845	39,345
10	35,050	38,745	40,245
11	35,800	39,645	41,145
12	36,550	40,545	42,045
13	37,300	41,445	42,945
14	38,050	42,345	43,845
15	38,800	43,245	44,745
16	39,650	44,145	45,645
17	40,500	45,045	46,545
18	41,350	45,945	47,445
19	42,200	46,845	48,345
20	43,050	47,745	49,245
21	43,900	48,745	50,245
22	44,750	49,745	51,245
23	45,750	50,745	52,245
24	46,750	51,745	53,245
25	49,022	54,205	55,705

TERM: 9/1/07-8/31/08

ARUNDEL			
2007-08			
Index	BA	MA	MA+30
0	1.000	1.083	1.136
1	...	...	...
2	1.027	1.115	1.168
3	1.053	1.146	1.199
4	1.080	1.178	1.231
5	1.106	1.210	1.263
6	1.133	1.242	1.295
7	1.159	1.274	1.327
8	1.186	1.305	1.358
9	1.212	1.337	1.390
10	1.239	1.369	1.422
11	1.265	1.401	1.454
12	1.292	1.433	1.486
13	1.318	1.464	1.517
14	1.345	1.496	1.549
15	1.371	1.528	1.581
16	1.401	1.560	1.613
17	1.431	1.592	1.645
18	1.461	1.623	1.677
19	1.491	1.655	1.708
20	1.521	1.687	1.740
21	1.551	1.722	1.775
22	1.581	1.758	1.811
23	1.617	1.793	1.846
24	1.652	1.828	1.881
25	1.732	1.915	1.968

ARUNDEL CONT' NEXT PAGE

ARUNDEL			
2008-09			
Step	BA	MA	MA+30
0	32,250	34,500	36,000
1	...	...	...
2	...	...	...
3	34,650	37,305	38,805
4	...	...	...
5	...	...	...
6	37,050	40,110	41,610
7	...	...	...
8	...	...	...
9	39,450	42,915	44,415
10	...	...	...
11	...	...	...
12	41,850	45,720	47,220
13	...	...	...
14	...	...	...
15	44,250	48,525	50,025
16	...	...	...
17	...	...	...
18	46,650	51,330	52,830
19	...	...	...
20	...	...	...
21	49,050	54,135	55,635
22	...	...	...
23	...	...	...
24	51,450	56,940	58,440

ARUNDEL			
2008-09			
Index	BA	MA	MA+30
0	1.000	1.070	1.116
1	...	...	...
2	...	...	...
3	1.074	1.157	1.203
4	...	...	...
5	...	...	...
6	1.149	1.244	1.290
7	...	...	...
8	...	...	...
9	1.223	1.331	1.377
10	...	...	...
11	...	...	...
12	1.298	1.418	1.464
13	...	...	...
14	...	...	...
15	1.372	1.505	1.551
16	...	...	...
17	...	...	...
18	1.447	1.592	1.638
19	...	...	...
20	...	...	...
21	1.521	1.679	1.725
22	...	...	...
23	...	...	...
24	1.595	1.766	1.812

LONGEVITY: After 26 yrs of exp - \$500.

TERM: 9/1/08-8/31/09

BIDDEFORD**2007-08**

Step	BA	BA+15	MA	MA+30
0	30,001	31,426	32,851	34,276
1	31,426	32,851	34,276	35,701
2	32,851	34,276	35,701	37,126
3	34,276	35,701	37,126	38,551
4	35,701	37,126	38,551	39,976
5	37,126	38,551	39,976	41,401
6	38,551	39,976	41,401	42,826
7	39,976	41,401	42,826	44,251
8	41,401	42,826	44,251	45,676
9	42,826	44,251	45,676	47,101
10	44,251	45,676	47,101	48,526
11	45,676	47,101	48,526	49,951
12	47,101	48,526	49,951	51,376
13	48,526	49,951	51,376	52,801
14	49,951	51,376	52,801	54,226
15		54,226	55,652	

BIDDEFORD**2007-08****Index**

Step	BA	BA+15	MA	MA+30
0	1.000	1.047	1.095	1.142
1	1.047	1.095	1.142	1.190
2	1.095	1.142	1.190	1.237
3	1.142	1.190	1.237	1.285
4	1.190	1.237	1.285	1.332
5	1.237	1.285	1.332	1.380
6	1.285	1.332	1.380	1.427
7	1.332	1.380	1.427	1.475
8	1.380	1.427	1.475	1.522
9	1.427	1.475	1.522	1.570
10	1.475	1.522	1.570	1.617
11	1.522	1.570	1.617	1.665
12	1.570	1.617	1.665	1.712
13	1.617	1.665	1.712	1.760
14	1.665	1.712	1.760	1.807
15			1.807	1.855

LONGEVITY: Eff with 16 yrs in Biddeford, add'l 4.75% of base BA; with 21 yrs, add'l 4.75%.**LONGEVITY A:** BA - 51,376; BA+15 - 52,801; MA - 55,652; MA+30 - 57,077.**LONGEVITY B:** BA - 52,801; BA+15 - 54,226; MA - 57,077; MA+30 - 58,502.**BIDDEFORD****2008-09**

Step	BA	BA+15	MA	MA+30
0	30,901	32,369	33,837	35,304
1	32,369	33,837	35,304	36,772
2	33,837	35,304	36,772	38,240
3	35,304	36,772	38,240	39,708
4	36,772	38,240	39,708	41,176
5	38,240	39,708	41,176	42,643
6	39,708	41,176	42,643	44,111
7	41,176	42,643	44,111	45,579
8	42,643	44,111	45,579	47,047
9	44,111	45,579	47,047	48,515
10	45,579	47,047	48,515	49,982
11	47,047	48,515	49,982	51,450
12	48,515	49,982	51,450	52,918
13	49,982	51,450	52,918	54,386
14	51,450	52,918	54,386	55,854
15		55,854	57,321	

BIDDEFORD**2008-09****Index**

Step	BA	BA+15	MA	MA+30
0	1.000	1.048	1.095	1.142
1	1.048	1.095	1.142	1.190
2	1.095	1.142	1.190	1.238
3	1.142	1.190	1.238	1.285
4	1.190	1.238	1.285	1.333
5	1.238	1.285	1.333	1.380
6	1.285	1.333	1.380	1.427
7	1.333	1.380	1.427	1.475
8	1.380	1.427	1.475	1.523
9	1.427	1.475	1.523	1.570
10	1.475	1.523	1.570	1.617
11	1.523	1.570	1.617	1.665
12	1.570	1.617	1.665	1.713
13	1.617	1.665	1.713	1.760
14	1.665	1.713	1.760	1.808
15			1.808	1.855

LONGEVITY: Eff with 16 yrs in Biddeford, add'l 4.75% of base BA; with 21 yrs, add'l 4.75%.**LONGEVITY A:** BA - 52,918; BA+15 - 54,386; MA - 57,321; MA+30 - 58,789.**LONGEVITY B:** BA - 54,386; BA+15 - 55,854; MA - 58,789; MA+30 - 60,257.**TERM: 9/1/06-8/31/09**

KITTERY**2007-08**

Step	BA	MA	MA+30	MA+45
0	30,337	33,067	33,370	33,977
1	...	...	...	...
2	...	...	...	...
3	32,012	34,893	35,213	35,853
4	33,116	36,096	36,428	37,090
5	34,258	37,342	37,684	38,369
6	35,440	38,630	38,984	39,693
7	36,663	...	...	...
8	37,928	39,963	40,329	41,063
9	39,236	41,341	41,721	42,479
10	...	42,768	43,160	43,945
11	40,590	...	...	...
12	41,990	44,243	44,649	45,461
13	43,439	45,770	46,189	...
14	...	47,349	47,783	47,029
15	44,938	...	...	48,652
16	46,488	48,982	49,432	50,330
17	...	...	...	...
18	48,092	50,672	51,137	52,067
19	49,751	52,420	52,901	53,863
20	...	...	...	...
21	51,468	54,229	54,726	55,721
22	...	...	...	...
23	53,243	56,100	56,614	...
24	...	...	...	57,644
25	...	58,035	...	...
26	...	...	58,567	59,632

KITTERY**2007-08****Index**

Step	BA	MA	MA+30	MA+45
0	1.000	1.090	1.100	1.120
1	...	...	...	...
2	...	...	...	...
3	1.035	1.128	1.138	1.159
4	1.070	1.167	1.177	1.199
5	1.107	1.207	1.218	1.240
6	1.145	1.248	1.260	1.283
7	1.185	...	...	...
8	1.226	1.291	1.303	1.327
9	1.268	1.336	1.348	1.373
10	...	1.382	1.395	1.420
11	1.312	...	...	...
12	1.357	1.430	1.443	1.469
13	1.404	1.479	1.493	...
14	...	1.530	1.544	1.520
15	1.452	...	...	1.572
16	1.502	1.583	1.597	1.626
17	...	...	...	...
18	1.554	1.638	1.653	1.683
19	1.608	1.694	1.710	1.741
20	...	...	...	...
21	1.663	1.752	1.769	1.801
22	...	...	...	...
23	1.721	1.813	1.830	1.801
24	...	...	...	1.863
25	...	1.875	...	...
26	...	...	1.893	1.927

KITTERY CONT' NEXT PAGE

KITTERY**2008-09**

Step	BA	MA	MA+30	MA+45
0	31,563	34,403	34,719	35,350
1	...	...	...	...
2	...	...	...	...
3	32,652	35,590	35,917	36,570
4	33,778	36,818	37,156	37,831
5	34,943	38,088	38,438	39,137
6	36,149	39,402	39,764	40,487
7	37,396	...	...	...
8	38,686	40,762	41,136	41,884
9	40,021	42,168	42,555	43,329
10	...	43,623	44,023	44,823
11	41,402	...	...	...
12	42,830	45,128	45,542	46,370
13	44,308	46,685	47,113	...
14	...	48,295	48,738	47,970
15	45,836	...	...	49,624
16	47,418	49,961	50,420	51,336
17	...	...	...	...
18	49,053	51,685	52,159	53,108
19	50,746	53,468	53,959	54,940
20	...	...	...	...
21	52,496	55,313	55,820	56,835
22	...	...	...	...
23	54,308	57,221	57,746	...
24	...	...	...	58,796
25	...	59,195	...	...
26	...	...	59,738	60,825

KITTERY**2008-09****Index**

Step	BA	MA	MA+30	MA+45
0	1.000	1.090	1.100	1.120
1	...	...	...	...
2	...	...	...	...
3	1.034	1.128	1.138	1.159
4	1.070	1.167	1.177	1.199
5	1.107	1.207	1.218	1.240
6	1.145	1.248	1.260	1.283
7	1.185	...	...	...
8	1.226	1.291	1.303	1.327
9	1.268	1.336	1.348	1.373
10	...	1.382	1.395	1.420
11	1.312	...	...	...
12	1.357	1.430	1.443	1.469
13	1.404	1.479	1.493	...
14	...	1.530	1.544	1.520
15	1.452	...	...	1.572
16	1.502	1.583	1.597	1.626
17	...	...	...	...
18	1.554	1.638	1.653	1.683
19	1.608	1.694	1.710	1.741
20	...	...	...	...
21	1.663	1.752	1.769	1.801
22	...	...	...	...
23	1.721	1.813	1.830	1.801
24	...	...	...	1.863
25	...	1.875	...	...
26	...	...	1.893	1.927

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

**WELLS-OGUNQUIT CSD
2007-08**

Step	BA	MA	CAGS
0	33,455	36,641	39,828
1	...	...	...
2	35,048	38,235	41,421
3	36,641	39,828	43,014
4	38,235	41,421	44,607
5	39,828	43,014	46,200
6	41,421	44,607	47,793
7	43,014	46,200	49,386
8	44,607	47,793	50,979
9	46,200	49,386	52,573
10	47,793	50,979	54,166
11	49,386	52,573	55,759
12	50,979	54,166	57,352
13	...	...	...
14	52,573	55,759	58,945
15	...	...	...
16	...	...	...
17	54,325	57,671	60,857
18	...	...	...
19	...	...	...
20	56,237	59,582	62,768
21	...	...	...
22	...	...	...
23	58,308	61,494	64,680

**WELLS-OGUNQUIT CSD
2007-08**

Index	Step	BA	MA	CAGS
	0	1.000	1.095	1.190
	1	...	...	...
	2	1.048	1.143	1.238
	3	1.095	1.190	1.286
	4	1.143	1.238	1.333
	5	1.190	1.286	1.381
	6	1.238	1.333	1.429
	7	1.286	1.381	1.476
	8	1.333	1.429	1.524
	9	1.381	1.476	1.571
	10	1.429	1.524	1.619
	11	1.476	1.571	1.667
	12	1.524	1.619	1.714
	13	...	...	...
	14	1.571	1.667	1.762
	15	...	...	...
	16	...	...	...
	17	1.624	1.724	1.819
	18	...	...	...
	19	...	...	...
	20	1.681	1.781	1.876
	21	...	...	...
	22	...	...	...
	23	1.743	1.838	1.933

LONGEVITY: Step 13 after 5 yrs in district.
TERM: 9/1/05-8/31/08

YORK**2007-08**

Step	BA	MA	MA+30	2 MA's
0	32,998	36,298	37,288	38,278
1	...	...	...	...
2	36,142	39,755	40,839	41,922
3	...	...	...	...
4	39,283	43,210	44,391	45,569
5	40,854	44,939	46,165	47,392
6	42,426	46,669	47,940	49,214
7	43,999	48,397	49,717	51,038
8	45,568	50,126	51,493	52,860
9	47,141	51,852	53,267	54,683
10	48,712	53,583	55,044	56,506
11	50,281	55,310	56,820	58,327
12	51,852	57,039	58,594	60,151
13	53,426	58,768	60,370	61,973
14	55,290	60,825	62,485	64,143
15	53,524	58,882	60,489	62,094

YORK**2007-08****Index**

Step	BA	MA	MA+30	2 MA's
0	1.000	1.100	1.130	1.160
1	...	...	...	...
2	1.095	1.205	1.238	1.270
3	...	...	...	...
4	1.190	1.309	1.345	1.381
5	1.238	1.362	1.399	1.436
6	1.286	1.414	1.453	1.491
7	1.333	1.467	1.507	1.547
8	1.381	1.519	1.560	1.602
9	1.429	1.571	1.614	1.657
10	1.476	1.624	1.668	1.712
11	1.524	1.676	1.722	1.768
12	1.571	1.729	1.776	1.823
13	1.619	1.781	1.830	1.878
14	1.676	1.843	1.894	1.944
15	1.622	1.784	1.833	1.882

LONGEVITY: Tchrs with 10 yrs in York as of 03-04 - 10 yrs: \$451; 15 yrs: \$601; 20 yrs: \$301; 25 yrs: \$301, Max \$1654.
 Tchrs with less than 10 yrs will rec long inc upon obtaining 15 yrs of serv in York.

YORK**2008-09**

Step	BA	MA	MA+30	2 MA's
0	37,298	41,027	42,145	43,264
1	...	...	...	...
2	40,540	44,593	45,812	47,027
3	...	...	...	...
4	42,161	46,377	47,642	48,909
5	43,784	48,162	49,475	50,789
6	45,407	49,946	51,308	52,672
7	47,026	51,730	53,141	54,551
8	48,649	53,512	54,971	56,433
9	50,271	55,297	56,806	58,314
10	51,890	57,080	58,638	60,194
11	53,512	58,864	60,469	62,075
12	55,135	60,649	62,301	63,956
13	57,060	62,772	64,485	66,196

YORK**2008-09****Index**

Step	BA	MA	MA+30	2 MA's
0	1.000	1.100	1.130	1.160
1	...	...	...	...
2	1.087	1.196	1.228	1.261
3	...	...	...	...
4	1.130	1.243	1.277	1.311
5	1.174	1.291	1.326	1.362
6	1.217	1.339	1.376	1.412
7	1.261	1.387	1.425	1.463
8	1.304	1.435	1.474	1.513
9	1.348	1.483	1.523	1.563
10	1.391	1.530	1.572	1.614
11	1.435	1.578	1.621	1.664
12	1.478	1.626	1.670	1.715
13	1.530	1.683	1.729	1.775

LONGEVITY: Tchrs with 10 yrs in York as of 03-04 - 10 yrs: \$466; 15 yrs: \$620; 20 yrs: \$310; 25 yrs: \$310, Max \$1706.
 Tchrs with less than 10 yrs will rec long inc upon obtaining 15 yrs of serv in York.

YORK CONT' NEXT PAGE

2009-10 YORK				
Step	BA	MA	MA+30	2 MA's
0	38,454	42,299	43,452	44,605
1	...	...	...	...
2	41,797	45,976	47,232	48,485
3	...	...	...	...
4	43,468	47,814	49,119	50,425
5	45,141	49,655	51,008	52,364
6	46,814	51,494	52,899	54,305
7	48,484	53,334	54,788	56,242
8	50,158	55,171	56,675	58,182
9	51,829	57,012	58,567	60,122
10	53,499	58,849	60,456	62,060
11	55,171	60,689	62,343	64,000
12	56,845	62,529	64,233	65,939
13	58,828	64,717	66,484	68,248

2009-10 YORK					
Index	Step	BA	MA	MA+30	2 MA's
0	0	1.000	1.100	1.130	1.160
1	1	...	...	...	...
2	2	1.087	1.196	1.228	1.261
3	3	...	...	...	...
4	4	1.130	1.243	1.277	1.311
5	5	1.174	1.291	1.326	1.362
6	6	1.217	1.339	1.376	1.412
7	7	1.261	1.387	1.425	1.463
8	8	1.304	1.435	1.474	1.513
9	9	1.348	1.483	1.523	1.563
10	10	1.391	1.530	1.572	1.614
11	11	1.435	1.578	1.621	1.664
12	12	1.478	1.626	1.670	1.715
13	13	1.530	1.683	1.729	1.775

LONGEVITY: Tchrs with 10 yrs in York as of 03-04 - 10 yrs: \$480; 15 yrs: \$640; 20 yrs: \$320; 25 yrs: \$320, Max \$1760.

Tchrs with less than 10 yrs will rec long inc upon obtaining 15 yrs of serv in York.

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

**SAD 35, ELIOT AREA
2007-08**

Step	BA	MA	2 MA's CAGS
0	30,805	33,886	34,502
1	...	...	...
2	31,883	35,071	35,709
3	32,999	36,299	36,959
4	34,154	37,569	38,253
5	35,349	38,884	39,591
6	36,587	40,245	40,977
7	37,867	41,654	42,411
8	39,193	43,112	43,896
9	40,564	44,621	45,432
10	41,984	46,182	47,022
11	43,453	47,799	48,668
12	44,974	49,774	50,371
13	46,548	51,203	52,134
14	48,178	52,995	53,959
15	49,864	54,850	55,848
16	51,609	56,770	57,802

**SAD 35, ELIOT AREA
2007-08**

Index Step	BA	MA	2 MA's CAGS
0	1.000	1.100	1.120
1	...	...	...
2	1.035	1.138	1.159
3	1.071	1.178	1.200
4	1.109	1.220	1.242
5	1.148	1.262	1.285
6	1.188	1.306	1.330
7	1.229	1.352	1.377
8	1.272	1.400	1.425
9	1.317	1.448	1.475
10	1.363	1.499	1.526
11	1.411	1.552	1.580
12	1.460	1.616	1.635
13	1.511	1.662	1.692
14	1.564	1.720	1.752
15	1.619	1.781	1.813
16	1.675	1.843	1.876

NOTE: Beginning with 2002-03, the BA scale will be capped at step 10 for newly hired tchrs.

LONGEVITY: After 15 yrs of cont serv, \$1000/yr; after 20 yrs, \$1500/yr.

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

**SAD 60, BERWICK AREA
2007-08**

Step	BA	MA
0	30,700	32,700
1	31,781	33,781
2	33,063	35,063
3	34,344	36,344
4	35,625	37,625
5	36,906	38,906
6	38,188	40,188
7	39,469	41,469
8	40,750	42,750
9	42,031	44,031
10	43,313	45,313
11	44,594	46,594
12	45,875	47,875
13	47,156	49,156
14	48,438	50,438
15	49,719	51,719
16	51,000	53,000

**SAD 60, BERWICK AREA
2007-08**

Index		
Step	BA	MA
0	1.000	1.065
1	1.035	1.100
2	1.077	1.142
3	1.119	1.184
4	1.160	1.226
5	1.202	1.267
6	1.244	1.309
7	1.286	1.351
8	1.327	1.393
9	1.369	1.434
10	1.411	1.476
11	1.453	1.518
12	1.494	1.559
13	1.536	1.601
14	1.578	1.643
15	1.620	1.685
16	1.661	1.726

**SAD 60, BERWICK AREA
2008-09**

Step	BA	MA
0	31,700	33,700
1	32,346	34,346
2	33,691	35,691
3	35,037	37,037
4	36,383	38,383
5	37,728	39,728
6	39,074	41,074
7	40,419	42,419
8	41,765	43,765
9	43,111	45,111
10	44,456	46,456
11	45,802	47,802
12	47,148	49,148
13	48,493	50,493
14	49,839	51,839
15	51,184	53,184
16	52,530	54,530

**SAD 60, BERWICK AREA
2008-09**

Index		
Step	BA	MA
0	1.000	1.063
1	1.020	1.083
2	1.063	1.126
3	1.105	1.168
4	1.148	1.211
5	1.190	1.253
6	1.233	1.296
7	1.275	1.338
8	1.318	1.381
9	1.360	1.423
10	1.402	1.465
11	1.445	1.508
12	1.487	1.550
13	1.530	1.593
14	1.572	1.635
15	1.615	1.678
16	1.657	1.720

NOTE: In transition fr 06-07 to 07-08 and 07-08 to 08-09 sched, some tchrs were placed at steps that do not reflect actual exp.

LONGEVITY: After 10 yrs in SAD 60, add'l \$400; after 13 yrs, add'l \$500; after 18 yrs, add'l \$600.

SIGNING BONUS: \$5000 for hard to fill positions.

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

**SAD 71, KENNEBUNK AREA
2007-08**

Step	BA	MA	PhD
0	32,017	35,218	38,420
1	33,618	36,819	40,021
2	35,218	38,420	41,622
3	36,819	40,021	43,223
4	38,420	41,622	44,824
5	40,021	43,223	46,424
6	41,622	44,824	48,025
7	43,223	46,424	49,626
8	44,824	48,025	51,227
9	46,424	49,626	52,828
10	48,025	51,227	54,429
11	49,626	52,828	56,029
12	51,228	54,429	57,630
13	...	...	...
14	52,765	56,061	59,359
15	...	...	...
16	...	...	...
17	54,348	57,746	61,140
18	...	...	...
19	...	...	...
20	...	...	...
21	55,978	59,476	62,974
22	...	...	...
23	...	...	...
24	57,657	61,260	64,863
25	...	...	...
26	...	...	...
27	...	...	...
28	...	...	...
29	59,387	63,098	66,809

**SAD 71, KENNEBUNK AREA
2007-08**

Index

Step	BA	MA	PhD
0	1.000	1.100	1.200
1	1.050	1.150	1.250
2	1.100	1.200	1.300
3	1.150	1.250	1.350
4	1.200	1.300	1.400
5	1.250	1.350	1.450
6	1.300	1.400	1.500
7	1.350	1.450	1.550
8	1.400	1.500	1.600
9	1.450	1.550	1.650
10	1.500	1.600	1.700
11	1.550	1.650	1.750
12	1.600	1.700	1.800
13	...	...	...
14	1.648	1.751	1.854
15	...	...	...
16	...	...	...
17	1.697	1.804	1.910
18	...	...	...
19	...	...	...
20	...	...	...
21	1.748	1.858	1.967
22	...	...	...
23	...	...	...
24	1.801	1.913	2.026
25	...	...	...
26	...	...	...
27	...	...	...
28	...	...	...
29	1.855	1.971	2.087

SAD 71 CONT' NEXT PAGE

**SAD 71, KENNEBUNK AREA
2008-09**

Step	BA	MA	PhD
0	33,137	36,451	39,765
1	34,794	38,108	41,422
2	36,451	39,765	43,079
3	38,108	41,422	44,735
4	39,765	43,079	46,392
5	41,422	44,735	48,049
6	43,079	46,392	49,706
7	44,735	48,049	51,363
8	46,392	49,706	53,020
9	48,049	51,363	54,677
10	49,706	53,020	56,334
11	51,363	54,677	57,990
12	53,020	56,334	59,647
13	...	...	...
14	54,610	58,024	61,437
15	...	...	...
16	...	...	...
17	56,249	59,764	63,280
18	...	...	...
19	...	...	...
20	...	...	...
21	57,936	61,557	65,178
22	...	...	...
23	...	...	...
24	59,674	63,404	67,134
25	...	...	...
26	...	...	...
27	...	...	...
28	...	...	...
29	61,465	65,306	69,148

**SAD 71, KENNEBUNK AREA
2008-09**

Index

Step	BA	MA	PhD
0	1.000	1.100	1.200
1	1.050	1.150	1.250
2	1.100	1.200	1.300
3	1.150	1.250	1.350
4	1.200	1.300	1.400
5	1.250	1.350	1.450
6	1.300	1.400	1.500
7	1.350	1.450	1.550
8	1.400	1.500	1.600
9	1.450	1.550	1.650
10	1.500	1.600	1.700
11	1.550	1.650	1.750
12	1.600	1.700	1.800
13	...	...	...
14	1.648	1.751	1.854
15	...	...	...
16	...	...	...
17	1.697	1.804	1.910
18	...	...	...
19	...	...	...
20	...	...	...
21	1.748	1.858	1.967
22	...	...	...
23	...	...	...
24	1.801	1.913	2.026
25	...	...	...
26	...	...	...
27	...	...	...
28	...	...	...
29	1.855	1.971	2.087

LONGEVITY: Steps 14 through 29 with last 5 yrs in SAD 71.

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