

# *Salary Schedules*

## *UniServ District Five*

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### **Salary Schedules - Teachers**

MEA Collective Bargaining and Research Department  
Schedules for this UniServ District last updated: 2/19/09

AUBURN

2007-08

Step	BA	BA+30	MA	MA+30	PhD
0	28,013	29,717	31,625	33,258	37,411
1	...	...	...	...	...
2	28,915	30,630	32,515	34,123	38,223
3	29,821	31,546	33,407	34,988	39,038
4	30,634	32,370	34,209	35,765	39,769
5	31,447	33,194	35,011	36,907	40,501
6	32,498	34,304	36,159	38,130	41,965
7	33,548	35,415	37,307	39,394	43,246
8	34,429	36,383	38,493	40,819	45,442
9	35,785	37,754	39,830	42,115	46,663
10	37,073	39,125	41,165	43,411	47,882
11	38,428	40,496	42,501	44,707	49,102
12	39,784	41,868	43,838	46,003	50,322
13	41,139	43,241	45,175	47,299	51,541
14	42,495	44,612	46,512	48,594	52,762
15	43,850	45,983	47,846	49,890	53,982
16	44,731	47,354	49,030	51,186	55,201
17	45,816	48,728	50,136	51,834	56,422
18	46,900	50,099	51,243	53,130	57,642
19	48,255	51,470	52,578	54,426	58,861

TERM: 9/1/06-8/31/08

AUBURN

2007-08

Index

Step	BA	BA+30	MA	MA+30	PhD
0	1.000	1.061	1.129	1.187	1.335
1	...	...	...	...	...
2	1.032	1.093	1.161	1.218	1.364
3	1.065	1.126	1.193	1.249	1.394
4	1.094	1.156	1.221	1.277	1.420
5	1.123	1.185	1.250	1.317	1.446
6	1.160	1.225	1.291	1.361	1.498
7	1.198	1.264	1.332	1.406	1.544
8	1.229	1.299	1.374	1.457	1.622
9	1.277	1.348	1.422	1.503	1.666
10	1.323	1.397	1.469	1.550	1.709
11	1.372	1.446	1.517	1.596	1.753
12	1.420	1.495	1.565	1.642	1.796
13	1.469	1.544	1.613	1.688	1.840
14	1.517	1.593	1.660	1.735	1.883
15	1.565	1.641	1.708	1.781	1.927
16	1.597	1.690	1.750	1.827	1.971
17	1.636	1.739	1.790	1.850	2.014
18	1.674	1.788	1.829	1.897	2.058
19	1.723	1.837	1.877	1.943	2.101

**FREEPORT****2007-08**

Step	BA	MA	MA+30
0	29,900	32,890	37,076
1	31,096	34,236	38,123
2	32,442	35,700	39,020
3	33,787	37,050	40,066
4	35,133	38,400	41,113
5	36,748	39,750	42,159
6	37,824	41,100	43,505
7	39,169	42,450	44,850
8	40,515	43,800	46,196
9	41,860	45,150	47,541
10	43,206	46,500	48,887
11	44,551	47,850	50,292
12	45,897	49,200	51,697
13	47,242	50,550	53,102
14	47,840	51,150	54,448
15	48,438	51,750	55,793
16	49,036	52,350	57,139
17	49,634	53,010	57,737
18	50,232	53,610	58,335
19	50,830	54,210	58,933
20	51,428	54,960	59,710
21		55,860	60,488
22		56,460	60,847
23		56,970	61,205
24		57,570	61,564
25			61,923
26			62,282

**FREEPORT****2007-08**

Index	Step	BA	MA	MA+30
	0	1.000	1.100	1.240
	1	1.040	1.145	1.275
	2	1.085	1.194	1.305
	3	1.130	1.239	1.340
	4	1.175	1.284	1.375
	5	1.229	1.329	1.410
	6	1.265	1.375	1.455
	7	1.310	1.420	1.500
	8	1.355	1.465	1.545
	9	1.400	1.510	1.590
	10	1.445	1.555	1.635
	11	1.490	1.600	1.682
	12	1.535	1.645	1.729
	13	1.580	1.691	1.776
	14	1.600	1.711	1.821
	15	1.620	1.731	1.866
	16	1.640	1.751	1.911
	17	1.660	1.773	1.931
	18	1.680	1.793	1.951
	19	1.700	1.813	1.971
	20	1.720	1.838	1.997
	21		1.868	2.023
	22		1.888	2.035
	23		1.905	2.047
	24		1.925	2.059
	25			2.071
	26			2.083

**FREEPORT CONT' NEXT PAGE**

**FREEPORT****2008-09**

Step	BA	MA	MA+30
0	31,050	34,466	38,192
1	32,292	35,708	39,278
2	33,534	37,105	40,365
3	34,776	38,502	41,452
4	36,018	39,899	42,539
5	37,260	41,297	43,625
6	38,502	42,694	44,712
7	39,744	44,091	45,799
8	40,986	45,488	46,886
9	42,228	46,886	47,972
10	43,470	48,283	49,059
11	44,712	49,680	50,518
12	45,954	51,077	51,978
13	47,351	52,475	53,437
14	48,749	52,785	54,834
15	49,370	53,406	56,232
16	49,991	54,089	57,629
17	50,612	54,772	58,871
18	51,233	55,455	59,492
19	51,854	56,138	60,113
20	52,475	56,822	60,765
21		57,598	61,572
22		58,281	62,379
23		58,902	62,752
24		59,368	63,125
25			63,497
26			63,870

**TERM: 9/1/06-8/31/09****FREEPORT****2008-09**

Index	Step	BA	MA	MA+30
	0	1.000	1.110	1.230
	1	1.040	1.150	1.265
	2	1.080	1.195	1.300
	3	1.120	1.240	1.335
	4	1.160	1.285	1.370
	5	1.200	1.330	1.405
	6	1.240	1.375	1.440
	7	1.280	1.420	1.475
	8	1.320	1.465	1.510
	9	1.360	1.510	1.545
	10	1.400	1.555	1.580
	11	1.440	1.600	1.627
	12	1.480	1.645	1.674
	13	1.525	1.690	1.721
	14	1.570	1.700	1.766
	15	1.590	1.720	1.811
	16	1.610	1.742	1.856
	17	1.630	1.764	1.896
	18	1.650	1.786	1.916
	19	1.670	1.808	1.936
	20	1.690	1.830	1.957
	21		1.855	1.983
	22		1.877	2.009
	23		1.897	2.021
	24		1.912	2.033
	25			2.045
	26			2.057

**MECHANIC FALLS****2007-08**

Step	BA	BA+15	MA
0	26,930	28,277	29,625
1	27,530	28,877	30,225
2	28,130	29,477	30,825
3	28,730	30,077	31,425
4	29,330	30,677	32,025
5	29,930	31,277	32,625
6	30,530	31,877	33,225
7	31,130	32,477	33,825
8	31,730	33,077	34,425
9	32,330	33,677	35,025
10	32,930	34,277	35,625
11	33,530	34,877	36,225
12	34,130	35,477	36,825
13	34,730	36,077	37,425
14	35,330	36,677	38,025
15	35,930	37,277	38,625
16	36,530	37,877	39,225
17	37,130	38,477	39,825
18	37,730	39,077	40,425
19	38,330	39,677	41,025

**OFF SCALE:** 4.5% inc over prev yrs salaries.**TERM:** 8/15/05-8/31/08**MECHANIC FALLS****2007-08**

Index			
Step	BA	BA+15	MA
0	1.000	1.050	1.100
1	1.022	1.072	1.122
2	1.045	1.095	1.145
3	1.067	1.117	1.167
4	1.089	1.139	1.189
5	1.111	1.161	1.211
6	1.134	1.184	1.234
7	1.156	1.206	1.256
8	1.178	1.228	1.278
9	1.201	1.251	1.301
10	1.223	1.273	1.323
11	1.245	1.295	1.345
12	1.267	1.317	1.367
13	1.290	1.340	1.390
14	1.312	1.362	1.412
15	1.334	1.384	1.434
16	1.356	1.406	1.457
17	1.379	1.429	1.479
18	1.401	1.451	1.501
19	1.423	1.473	1.523

**MECHANIC FALLS****2008-09**

Step	BA	BA+15	MA
0	28,495	29,095	29,695
1	29,350	29,950	30,550
2	30,230	30,830	31,430
3	31,137	31,737	32,337
4	32,072	32,672	33,272
5	33,034	33,634	34,234
6	34,025	34,625	35,225
7	34,535	35,135	35,735
8	35,053	35,653	36,253
9	35,579	36,179	36,779
10	36,113	36,713	37,313
11	36,654	37,254	37,854
12	37,204	37,804	38,404
13	37,762	38,362	38,962
14	38,329	38,929	39,529
15	38,929	39,529	40,129
16	39,529	40,129	40,729
17	40,129	40,729	41,329

**OFF SCALE:** 6% inc over prev yr salary.**MECHANIC FALLS****2008-09**

Index			
Step	BA	BA+15	MA
0	1.000	1.021	1.042
1	1.030	1.051	1.072
2	1.061	1.082	1.103
3	1.093	1.114	1.135
4	1.126	1.147	1.168
5	1.159	1.180	1.201
6	1.194	1.215	1.236
7	1.212	1.233	1.254
8	1.230	1.251	1.272
9	1.249	1.270	1.291
10	1.267	1.288	1.309
11	1.286	1.307	1.328
12	1.306	1.327	1.348
13	1.325	1.346	1.367
14	1.345	1.366	1.387
15	1.366	1.387	1.408
16	1.387	1.408	1.429
17	1.408	1.429	1.450

**MECHANIC FALLS CONT' NEXT PAGE**

**MECHANIC FALLS**

**2009-10**

Step	BA	BA+15	MA
0	29,326	30,240	31,155
1	30,206	30,894	31,582
2	31,112	31,812	32,511
3	32,046	32,757	33,469
4	33,007	33,731	34,455
5	33,997	34,734	35,471
6	35,017	35,767	36,517
7	35,812	36,576	37,340
8	36,628	37,405	38,183
9	37,464	38,255	39,047
10	38,321	39,127	39,934
11	39,199	40,021	40,843
12	40,101	40,938	41,775
13	41,024	41,878	42,732
14	41,972	42,842	43,712
15	43,651	43,668	44,551

**OFF SCALE:** 2.25% inc over prev yr salary.

**MECHANIC FALLS**

**2009-10**

<b>Index</b>			
Step	BA	BA+15	MA
0	1.000	1.031	1.062
1	1.030	1.053	1.077
2	1.061	1.085	1.109
3	1.093	1.117	1.141
4	1.126	1.150	1.175
5	1.159	1.184	1.210
6	1.194	1.220	1.245
7	1.221	1.247	1.273
8	1.249	1.275	1.302
9	1.277	1.304	1.331
10	1.307	1.334	1.362
11	1.337	1.365	1.393
12	1.367	1.396	1.425
13	1.399	1.428	1.457
14	1.431	1.461	1.491
15	1.488	1.489	1.519

**MECHANIC FALLS**

**2010-11**

Step	BA	BA+15	MA
0	30,157	31,385	32,614
1	31,062	31,838	...
2	31,994	32,793	33,592
3	32,954	33,777	34,601
4	33,942	34,791	35,639
5	34,960	35,834	36,708
6	36,009	36,909	37,810
7	37,090	38,017	38,944
8	38,202	39,157	40,112
9	39,348	40,332	41,316
10	40,529	41,542	42,555
11	41,745	42,788	43,832
12	42,997	44,072	45,147
13	44,287	45,394	46,501
14	45,615	46,756	47,896

**OFF SCALE:** 2.5% inc over prev yr salary.

**TERM: 8/15/08-8/31/11**

**MECHANIC FALLS**

**2010-11**

<b>Index</b>			
Step	BA	BA+15	MA
0	1.000	1.041	1.081
1	1.030	1.056	...
2	1.061	1.087	1.114
3	1.093	1.120	1.147
4	1.126	1.154	1.182
5	1.159	1.188	1.217
6	1.194	1.224	1.254
7	1.230	1.261	1.291
8	1.267	1.298	1.330
9	1.305	1.337	1.370
10	1.344	1.378	1.411
11	1.384	1.419	1.453
12	1.426	1.461	1.497
13	1.469	1.505	1.542
14	1.513	1.550	1.588

**MINOT**  
**2007-08**

Step	BA	MA
0	27,400	29,070
1	27,390	29,060
2	27,880	29,550
3	28,370	30,040
4	28,860	30,530
5	29,350	31,020
6	29,840	31,510
7	30,740	32,410
8	31,540	33,210
9	32,340	34,010
10	33,140	34,810
11	33,940	35,610
12	34,740	36,410
13	35,540	37,210
14	36,340	38,010

**MINOT**  
**2007-08**

<b>Index</b>		
Step	BA	MA
0	1.000	1.061
1	1.000	1.061
2	1.018	1.078
3	1.035	1.096
4	1.053	1.114
5	1.071	1.132
6	1.089	1.150
7	1.122	1.183
8	1.151	1.212
9	1.180	1.241
10	1.209	1.270
11	1.239	1.300
12	1.268	1.329
13	1.297	1.358
14	1.326	1.387

**OFF SCALE:** Tchrs emp'd during the yr, who will have more than step 14 exp, 4.4% inc over prev yr's sal.

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

**POLAND (Elem)**  
**2007-08**

Step	BA	MA
0	27,800	29,190
1	28,634	30,065
2	29,493	30,967
3	30,378	31,897
4	31,289	32,853
5	32,227	33,839
6	33,194	34,854
7	34,190	35,900
8	35,216	36,977
9	36,272	38,086
10	37,361	39,229
11	38,481	40,406
12	39,636	41,618
13	40,825	42,866
14	42,050	44,153

**POLAND (Elem)**  
**2007-08**

Index		
Step	BA	MA
0	1.000	1.050
1	1.030	1.081
2	1.061	1.114
3	1.093	1.147
4	1.126	1.182
5	1.159	1.217
6	1.194	1.254
7	1.230	1.291
8	1.267	1.330
9	1.305	1.370
10	1.344	1.411
11	1.384	1.453
12	1.426	1.497
13	1.469	1.542
14	1.513	1.588

**POLAND (Elem)**  
**2008-09**

Step	BA	MA
0	28,426	29,847
1	29,278	30,741
2	30,157	31,664
3	31,062	32,615
4	31,993	33,592
5	32,952	34,600
6	33,941	35,638
7	34,959	36,708
8	36,008	37,809
9	37,088	38,943
10	38,202	40,112
11	39,347	41,315
12	40,528	42,554
13	41,744	43,830
14	42,996	45,146

**POLAND (Elem)**  
**2008-09**

Index		
Step	BA	MA
0	1.000	1.050
1	1.030	1.081
2	1.061	1.114
3	1.093	1.147
4	1.125	1.182
5	1.159	1.217
6	1.194	1.254
7	1.230	1.291
8	1.267	1.330
9	1.305	1.370
10	1.344	1.411
11	1.384	1.453
12	1.426	1.497
13	1.469	1.542
14	1.513	1.588

**LONGEVITY:** After 14 yrs - 3.5% inc over prev yr's sal.  
**TERM: 9/1/07-8/31/08**

**POLAND (Elem)**  
**2009-10**

Step	BA	MA
0	29,136	30,593
1	30,010	31,510
2	30,911	32,455
3	31,838	33,430
4	32,793	34,432
5	33,776	35,465
6	34,789	36,529
7	35,833	37,625
8	36,909	38,754
9	38,015	39,917
10	39,157	41,114
11	40,330	42,348
12	41,541	43,618
13	42,787	44,926
14	44,071	46,275

**POLAND (Elem)**  
**2009-10**

Index		
Step	BA	MA
0	1.000	1.050
1	1.030	1.081
2	1.061	1.114
3	1.093	1.147
4	1.126	1.182
5	1.159	1.217
6	1.194	1.254
7	1.230	1.291
8	1.267	1.330
9	1.305	1.370
10	1.344	1.411
11	1.384	1.453
12	1.426	1.497
13	1.469	1.542
14	1.513	1.588

**POLAND (Elem)**  
**2010-11**

Step	BA	MA
0	29,937	31,434
1	30,836	32,377
2	31,761	33,348
3	32,714	34,349
4	33,695	35,379
5	34,705	36,441
6	35,746	37,534
7	36,819	38,660
8	37,924	39,820
9	39,061	41,014
10	40,233	42,245
11	41,440	43,513
12	42,683	44,818
13	43,964	46,162
14	45,283	47,548

**POLAND (Elem)**  
**2010-11**

Index		
Step	BA	MA
0	1.000	1.050
1	1.030	1.082
2	1.061	1.114
3	1.093	1.147
4	1.126	1.182
5	1.159	1.217
6	1.194	1.254
7	1.230	1.291
8	1.267	1.330
9	1.305	1.370
10	1.344	1.411
11	1.384	1.453
12	1.426	1.497
13	1.469	1.542
14	1.513	1.588

**LONGEVITY:** After 14 yrs - 4% inc over prev yr's sal.  
**TERM: 9/1/08-8/31/11**

**POLAND (Reg High Sch)**

**2006-2009**

**NOTE:** Emp's pd under Performance Pay System. Pay Sched not possible

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

**SAD 15, GRAY AREA  
2007-08**

Step	BA	MA	MA+30
0	28,286	30,679	31,333
1	29,309	31,747	32,438
2	30,333	32,814	33,543
3	31,357	33,881	34,649
4	32,380	34,949	35,754
5	33,404	36,015	36,859
6	34,428	37,083	37,964
7	35,453	38,151	39,070
8	36,476	39,217	40,175
9	37,500	40,285	41,280
10	38,524	41,352	42,386
11	39,548	42,419	43,491
12	40,571	43,487	44,596
13	41,595	44,554	45,701
14	42,619	45,621	46,807
15	43,642	46,688	47,912
16	50,515	54,041	55,458

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

**SAD 15, GRAY AREA  
2007-08**

Index			
Step	BA	MA	MA+30
0	1.000	1.085	1.108
1	1.036	1.122	1.147
2	1.072	1.160	1.186
3	1.109	1.198	1.225
4	1.145	1.236	1.264
5	1.181	1.273	1.303
6	1.217	1.311	1.342
7	1.253	1.349	1.381
8	1.290	1.386	1.420
9	1.326	1.424	1.459
10	1.362	1.462	1.498
11	1.398	1.500	1.538
12	1.434	1.537	1.577
13	1.471	1.575	1.616
14	1.507	1.613	1.655
15	1.543	1.651	1.694
16	1.786	1.911	1.961

**SAD 15, GRAY AREA  
2008-09**

Step	BA	MA	MA+30
0	30,000	30,679	31,333
1	30,450	32,223	32,925
2	30,788	33,306	34,046
3	31,827	34,389	35,169
4	32,866	35,473	36,290
5	33,905	36,555	37,412
6	34,944	37,639	38,533
7	35,985	38,723	39,656
8	37,388	40,197	41,179
9	38,438	41,292	42,312
10	39,487	42,386	43,446
11	40,537	43,479	44,578
12	41,585	44,574	45,711
13	42,635	45,668	46,844
14	43,684	46,762	47,977
15	44,515	47,622	48,870
16	52,536	56,203	57,676

**SAD 15, GRAY AREA  
2008-09**

Index			
Step	BA	MA	MA+30
0	1.000	1.023	1.044
1	1.015	1.074	1.098
2	1.026	1.110	1.135
3	1.061	1.146	1.172
4	1.096	1.182	1.210
5	1.130	1.219	1.247
6	1.165	1.255	1.284
7	1.200	1.291	1.322
8	1.246	1.340	1.373
9	1.281	1.376	1.410
10	1.316	1.413	1.448
11	1.351	1.449	1.486
12	1.386	1.486	1.524
13	1.421	1.522	1.561
14	1.456	1.559	1.599
15	1.484	1.587	1.629
16	1.751	1.873	1.923

**SAD 15 CONT' NEXT PAGE**

**SAD 15, GRAY AREA**  
**2009-10**

Step	BA	MA	MA+30
0	30,000	30,679	31,333
1	30,907	32,707	33,418
2	31,250	33,806	34,557
3	32,305	34,905	35,696
4	33,359	36,005	36,835
5	34,414	37,104	37,973
6	35,469	38,204	39,111
7	36,525	39,304	40,251
8	38,323	41,202	42,209
9	39,398	42,324	43,370
10	40,474	43,445	44,532
11	41,550	44,566	45,693
12	42,625	45,689	46,854
13	43,701	46,810	48,015
14	44,777	47,931	49,177
15	45,405	48,574	49,848
16	54,637	58,451	59,983

**SAD 15, GRAY AREA**  
**2009-10**

<b>Index</b>			
Step	BA	MA	MA+30
0	1.000	1.023	1.044
1	1.030	1.090	1.114
2	1.042	1.127	1.152
3	1.077	1.164	1.190
4	1.112	1.200	1.228
5	1.147	1.237	1.266
6	1.182	1.273	1.304
7	1.218	1.310	1.342
8	1.277	1.373	1.407
9	1.313	1.411	1.446
10	1.349	1.448	1.484
11	1.385	1.486	1.523
12	1.421	1.523	1.562
13	1.457	1.560	1.601
14	1.493	1.598	1.639
15	1.514	1.619	1.662
16	1.821	1.948	1.999

**SAD 15, GRAY AREA**  
**2010-11**

Step	BA	MA	MA+30
0	30,000	30,679	31,333
1	31,370	33,197	33,920
2	31,719	34,313	35,075
3	32,789	35,429	36,232
4	33,859	36,545	37,387
5	34,930	37,660	38,543
6	36,001	38,777	39,698
7	37,072	39,894	40,855
8	39,281	42,232	43,264
9	40,383	43,383	44,454
10	41,486	44,532	45,645
11	42,589	45,681	46,835
12	43,691	46,831	48,025
13	44,793	47,980	49,215
14	45,896	49,129	50,406
15	46,313	49,546	50,845
16	56,823	60,789	62,383

**SAD 15, GRAY AREA**  
**2010-11**

<b>Index</b>			
Step	BA	MA	MA+30
0	1.000	1.023	1.044
1	1.046	1.107	1.131
2	1.057	1.144	1.169
3	1.093	1.181	1.208
4	1.129	1.218	1.246
5	1.164	1.255	1.285
6	1.200	1.293	1.323
7	1.236	1.330	1.362
8	1.309	1.408	1.442
9	1.346	1.446	1.482
10	1.383	1.484	1.522
11	1.420	1.523	1.561
12	1.456	1.561	1.601
13	1.493	1.599	1.641
14	1.530	1.638	1.680
15	1.544	1.652	1.695
16	1.894	2.026	2.079

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

**SAD 17, PARIS AREA  
2007-08**

Step	BA	MA	MA+30
0	26,540	28,663	30,785
1	27,601	29,724	31,847
2	28,663	30,785	32,908
3	29,724	31,847	33,969
4	30,785	32,908	35,031
5	31,847	33,969	36,092
6	32,908	35,031	37,154
7	33,969	36,092	38,215
8	35,031	37,154	39,276
9	36,092	38,215	40,338
10	37,154	39,276	41,399
11	38,215	40,338	42,460
12	39,276	41,399	43,522
13	40,338	42,460	44,583
14	41,399	43,522	45,644
15	42,460	44,583	46,706
16	43,522	45,644	47,767
17	44,583	46,706	48,828
18	45,644	47,767	49,890
19	46,706	48,828	50,951
20	47,767	49,890	52,013

**SAD 17, PARIS AREA  
2007-08**

<b>Index</b>			
Step	BA	MA	MA+30
0	1.000	1.080	1.160
1	1.040	1.120	1.200
2	1.080	1.160	1.240
3	1.120	1.200	1.280
4	1.160	1.240	1.320
5	1.200	1.280	1.360
6	1.240	1.320	1.400
7	1.280	1.360	1.440
8	1.320	1.400	1.480
9	1.360	1.440	1.520
10	1.400	1.480	1.560
11	1.440	1.520	1.600
12	1.480	1.560	1.640
13	1.520	1.600	1.680
14	1.560	1.640	1.720
15	1.600	1.680	1.760
16	1.640	1.720	1.800
17	1.680	1.760	1.840
18	1.720	1.800	1.880
19	1.760	1.840	1.920
20	1.800	1.880	1.960

**SAD 17, PARIS AREA  
2008-09**

Step	BA	MA	MA+30
0	27,354	29,541	31,729
1	28,447	30,635	32,823
2	29,541	31,729	33,917
3	30,635	32,823	35,011
4	31,729	33,917	36,105
5	32,823	35,011	37,198
6	33,917	36,105	38,292
7	35,011	37,198	39,386
8	36,105	38,292	40,480
9	37,198	39,386	41,574
10	38,292	40,480	42,668
11	39,386	41,574	43,762
12	40,480	42,668	44,856
13	41,574	43,762	45,950
14	42,668	44,856	47,043
15	43,762	45,950	48,137
16	44,856	47,043	49,231
17	45,950	48,137	50,325
18	47,043	49,231	51,419
19	48,137	50,325	52,513
20	49,231	51,419	53,607

**SAD 17, PARIS AREA  
2008-09**

<b>Index</b>			
Step	BA	MA	MA+30
0	1.000	1.080	1.160
1	1.040	1.120	1.200
2	1.080	1.160	1.240
3	1.120	1.200	1.280
4	1.160	1.240	1.320
5	1.200	1.280	1.360
6	1.240	1.320	1.400
7	1.280	1.360	1.440
8	1.320	1.400	1.480
9	1.360	1.440	1.520
10	1.400	1.480	1.560
11	1.440	1.520	1.600
12	1.480	1.560	1.640
13	1.520	1.600	1.680
14	1.560	1.640	1.720
15	1.600	1.680	1.760
16	1.640	1.720	1.800
17	1.680	1.760	1.840
18	1.720	1.800	1.880
19	1.760	1.840	1.920
20	1.800	1.880	1.960

**SAD 17 CONT' NEXT PAGE**

**SAD 17, PARIS AREA  
2009-10**

Step	BA	MA	MA+30
0	28,106	30,354	32,602
1	29,230	31,478	33,726
2	30,354	32,602	34,850
3	31,478	33,726	35,974
4	32,602	34,850	37,097
5	33,726	35,974	38,221
6	34,850	37,097	39,345
7	35,974	38,221	40,469
8	37,097	39,345	41,593
9	38,221	40,469	42,717
10	39,345	41,593	43,841
11	40,469	42,717	44,965
12	41,593	43,841	46,089
13	42,717	44,965	47,213
14	43,841	46,089	48,337
15	44,965	47,213	49,461
16	46,089	48,337	50,585
17	47,213	49,461	51,709
18	48,337	50,585	52,833
19	49,461	51,709	53,957
20	50,585	52,833	55,081

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

**SAD 17, PARIS AREA  
2009-10**

<b>Index</b>			
Step	BA	MA	MA+30
0	1.000	1.080	1.160
1	1.040	1.120	1.200
2	1.080	1.160	1.240
3	1.120	1.200	1.280
4	1.160	1.240	1.320
5	1.200	1.280	1.360
6	1.240	1.320	1.400
7	1.280	1.360	1.440
8	1.320	1.400	1.480
9	1.360	1.440	1.520
10	1.400	1.480	1.560
11	1.440	1.520	1.600
12	1.480	1.560	1.640
13	1.520	1.600	1.680
14	1.560	1.640	1.720
15	1.600	1.680	1.760
16	1.640	1.720	1.800
17	1.680	1.760	1.840
18	1.720	1.800	1.880
19	1.760	1.840	1.920
20	1.800	1.880	1.960

**SAD 39, BUCKFIELD AREA**  
**2007-08**

Step	BA	BA+15	MA	MA+15
0	24,705	25,583	27,046	27,632
1	25,554	26,431	27,895	28,459
2	26,402	27,280	28,744	29,329
3	27,651	28,529	29,993	30,578
4	28,500	29,379	30,841	31,427
5	29,349	30,227	31,690	32,276
6	30,197	31,076	32,540	33,125
7	31,978	32,883	34,391	34,993
8	32,853	33,756	35,264	35,867
9	33,726	34,631	36,139	36,741
10	34,601	35,505	37,013	37,616
11	35,475	36,380	37,886	38,491
12	36,350	37,254	38,761	39,365
13	37,916	38,848	40,400	41,022
14	38,816	39,749	41,302	41,923
15	39,718	40,648	42,202	42,822
16	40,619	41,549	43,102	43,723
17	41,518	42,450	44,003	44,624
18	43,720	44,650	46,203	46,825

**SAD 39, BUCKFIELD AREA**  
**2007-08**

<b>Index</b>				
Step	BA	BA+15	MA	MA+15
0	1.000	1.036	1.095	1.118
1	1.034	1.070	1.129	1.152
2	1.069	1.104	1.163	1.187
3	1.119	1.155	1.214	1.238
4	1.154	1.189	1.248	1.272
5	1.188	1.224	1.283	1.306
6	1.222	1.258	1.317	1.341
7	1.294	1.331	1.392	1.416
8	1.330	1.366	1.427	1.452
9	1.365	1.402	1.463	1.487
10	1.401	1.437	1.498	1.523
11	1.436	1.473	1.534	1.558
12	1.471	1.508	1.569	1.593
13	1.535	1.572	1.635	1.660
14	1.571	1.609	1.672	1.697
15	1.608	1.645	1.708	1.733
16	1.644	1.682	1.745	1.770
17	1.681	1.718	1.781	1.806
18	1.770	1.807	1.870	1.895

**SAD 39, BUCKFIELD AREA**  
**2008-09**

Step	BA	BA+15	MA	MA+15
0	30,000	30,900	31,800	32,700
1	30,562	31,462	32,362	33,262
2	31,124	32,024	32,924	33,824
3	31,686	32,586	33,486	34,386
4	32,248	33,148	34,048	34,948
5	32,810	33,710	34,610	35,510
6	33,372	34,272	35,172	36,072
7	34,184	35,084	35,984	36,884
8	34,996	35,896	36,796	37,696
9	35,808	36,708	37,608	38,508
10	36,620	37,520	38,420	39,320
11	37,432	38,332	39,232	40,132
12	38,244	39,144	40,044	40,944
13	39,306	40,206	41,106	42,006
14	40,368	41,268	42,168	43,068
15	41,430	42,330	43,330	44,230
16	42,492	43,392	44,592	45,492
17	43,554	44,454	45,854	46,754
18	44,616	45,516	47,116	48,016

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

**SAD 39, BUCKFIELD AREA**  
**2008-09**

<b>Index</b>				
Step	BA	BA+15	MA	MA+15
0	1.000	1.030	1.060	1.090
1	1.019	1.049	1.079	1.109
2	1.037	1.067	1.097	1.127
3	1.056	1.086	1.116	1.146
4	1.075	1.105	1.135	1.165
5	1.094	1.124	1.154	1.184
6	1.112	1.142	1.172	1.202
7	1.139	1.169	1.199	1.229
8	1.167	1.197	1.227	1.257
9	1.194	1.224	1.254	1.284
10	1.221	1.251	1.281	1.311
11	1.248	1.278	1.308	1.338
12	1.275	1.305	1.335	1.365
13	1.310	1.340	1.370	1.400
14	1.346	1.376	1.406	1.436
15	1.381	1.411	1.444	1.474
16	1.416	1.446	1.486	1.516
17	1.452	1.482	1.528	1.558
18	1.487	1.517	1.571	1.601

SAD 51, CUMBERLAND AREA

2007-08

Step	MA			MA+30		
	BA	BA+15	BA+30	MA+15	BA+60	PhD
0	34,586	36,918	38,861	40,415	41,970	45,078
1	...	...	...	...	...	...
2	...	...	...	...	...	...
3	37,105	39,606	41,691	43,359	45,026	48,362
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	39,624	42,295	44,251	46,302	48,083	51,645
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	42,143	44,984	47,352	49,246	51,140	54,928
10	...	...	...	...	...	...
11	...	...	...	...	...	...
12	44,662	47,673	50,182	52,189	54,196	58,211
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	45,483	48,549	51,105	53,149	55,193	59,281
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	46,305	49,426	52,028	54,109	56,190	60,352
19	...	...	...	...	...	...
20	...	...	...	...	...	...
21	47,126	50,303	52,951	55,069	57,187	61,423
22	...	...	...	...	...	...
23	...	...	...	...	...	...
24	47,947	51,180	53,873	56,028	58,183	62,493
25	...	...	...	...	...	...
26	...	...	...	...	...	...
27	48,769	52,057	54,796	56,988	59,180	63,564
28	...	...	...	...	...	...
29	...	...	...	...	...	...
30	50,064	53,439	56,252	58,502	60,752	65,252
31	...	...	...	...	...	...
32	...	...	...	...	...	...
33	50,886	54,316	57,175	59,462	61,749	66,323
34	...	...	...	...	...	...
35	...	...	...	...	...	...
36	51,707	55,193	58,098	60,422	62,746	67,394
37	...	...	...	...	...	...
38	...	...	...	...	...	...
39	52,529	56,070	59,021	61,382	63,742	68,464

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

SAD 51, CUMBERLAND AREA

2007-08

Index Step	MA			MA+30		
	BA	BA+15	BA+30	MA+15	BA+60	PhD
0	1.000	1.067	1.124	1.169	1.213	1.303
1	...	...	...	...	...	...
2	...	...	...	...	...	...
3	1.073	1.145	1.205	1.254	1.302	1.398
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	1.146	1.223	1.279	1.339	1.390	1.493
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	1.218	1.301	1.369	1.424	1.479	1.588
10	...	...	...	...	...	...
11	...	...	...	...	...	...
12	1.291	1.378	1.451	1.509	1.567	1.683
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	1.315	1.404	1.478	1.537	1.596	1.714
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	1.339	1.429	1.504	1.564	1.625	1.745
19	...	...	...	...	...	...
20	...	...	...	...	...	...
21	1.363	1.454	1.531	1.592	1.653	1.776
22	...	...	...	...	...	...
23	...	...	...	...	...	...
24	1.386	1.480	1.558	1.620	1.682	1.807
25	...	...	...	...	...	...
26	...	...	...	...	...	...
27	1.410	1.505	1.584	1.648	1.711	1.838
28	...	...	...	...	...	...
29	...	...	...	...	...	...
30	1.448	1.545	1.626	1.691	1.757	1.887
31	...	...	...	...	...	...
32	...	...	...	...	...	...
33	1.471	1.570	1.653	1.719	1.785	1.918
34	...	...	...	...	...	...
35	...	...	...	...	...	...
36	1.495	1.596	1.680	1.747	1.814	1.949
37	...	...	...	...	...	...
38	...	...	...	...	...	...
39	1.519	1.621	1.706	1.775	1.843	1.980

SAD 51 CONT' NEXT PAGE

**SAD 51, CUMBERLAND AREA**

**2008-09**

Step	MA			MA+30		
	BA	BA+15	BA+30	MA+15	BA+60	PhD
0	35,624	38,025	40,027	41,628	43,229	46,431
1	...	...	...	...	...	...
2	...	...	...	...	...	...
3	38,218	40,795	42,942	44,659	46,377	49,812
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	40,813	43,564	45,857	47,691	49,525	53,194
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	43,407	46,333	48,772	50,723	52,674	56,576
10	...	...	...	...	...	...
11	...	...	...	...	...	...
12	46,448	49,580	52,189	54,277	56,364	60,539
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	47,303	50,491	53,149	55,275	57,401	61,653
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	48,157	51,403	54,109	56,273	58,437	62,766
19	...	...	...	...	...	...
20	...	...	...	...	...	...
21	49,011	52,315	55,069	57,271	59,474	63,880
22	...	...	...	...	...	...
23	...	...	...	...	...	...
24	49,865	53,227	56,028	58,270	60,511	64,993
25	...	...	...	...	...	...
26	...	...	...	...	...	...
27	50,719	54,139	56,988	59,268	61,547	66,106
28	...	...	...	...	...	...
29	...	...	...	...	...	...
30	52,067	55,577	58,502	60,842	63,182	67,863
31	...	...	...	...	...	...
32	...	...	...	...	...	...
33	52,921	56,489	59,462	61,840	64,219	68,976
34	...	...	...	...	...	...
35	...	...	...	...	...	...
36	53,775	57,401	60,422	62,839	65,256	70,089
37	...	...	...	...	...	...
38	...	...	...	...	...	...
39	54,630	58,313	61,382	63,837	66,292	71,203

**SAD 51, CUMBERLAND AREA**

**2008-09**

Index Step	MA			MA+30		
	BA	BA+15	BA+30	MA+15	BA+60	PhD
0	1.000	1.067	1.124	1.169	1.213	1.303
1	...	...	...	...	...	...
2	...	...	...	...	...	...
3	1.073	1.145	1.205	1.254	1.302	1.398
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	1.146	1.223	1.287	1.339	1.390	1.493
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	1.218	1.301	1.369	1.424	1.479	1.588
10	...	...	...	...	...	...
11	...	...	...	...	...	...
12	1.304	1.392	1.465	1.524	1.582	1.699
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	1.328	1.417	1.492	1.552	1.611	1.731
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	1.352	1.443	1.519	1.580	1.640	1.762
19	...	...	...	...	...	...
20	...	...	...	...	...	...
21	1.376	1.469	1.546	1.608	1.669	1.793
22	...	...	...	...	...	...
23	...	...	...	...	...	...
24	1.400	1.494	1.573	1.636	1.699	1.824
25	...	...	...	...	...	...
26	...	...	...	...	...	...
27	1.424	1.520	1.600	1.664	1.728	1.856
28	...	...	...	...	...	...
29	...	...	...	...	...	...
30	1.462	1.560	1.642	1.708	1.774	1.905
31	...	...	...	...	...	...
32	...	...	...	...	...	...
33	1.486	1.586	1.669	1.736	1.803	1.936
34	...	...	...	...	...	...
35	...	...	...	...	...	...
36	1.510	1.611	1.696	1.764	1.832	1.967
37	...	...	...	...	...	...
38	...	...	...	...	...	...
39	1.534	1.637	1.723	1.792	1.861	1.999

**SAD 51 CONT' NEXT PAGE**

**SAD 51, CUMBERLAND AREA**

**2009-10**

Step	MA			MA+30		
	BA	BA+15	BA+30	MA+15	BA+60	PhD
0	36,692	39,166	41,227	42,876	44,526	47,824
1	...	...	...	...	...	...
2	...	...	...	...	...	...
3	39,365	42,018	44,230	45,999	47,768	51,307
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	42,037	44,871	47,233	49,122	51,011	54,790
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	44,709	47,723	50,235	52,245	54,254	58,273
10	...	...	...	...	...	...
11	...	...	...	...	...	...
12	48,771	52,059	54,799	56,990	59,182	63,566
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	49,668	53,016	55,806	58,039	60,271	64,735
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	50,565	53,973	56,814	59,087	61,359	65,904
19	...	...	...	...	...	...
20	...	...	...	...	...	...
21	51,462	54,931	57,822	60,135	62,448	67,073
22	...	...	...	...	...	...
23	...	...	...	...	...	...
24	52,359	55,888	58,830	61,183	63,536	68,243
25	...	...	...	...	...	...
26	...	...	...	...	...	...
27	53,255	56,846	59,838	62,231	64,625	69,412
28	...	...	...	...	...	...
29	...	...	...	...	...	...
30	54,670	58,356	61,427	63,884	66,341	71,256
31	...	...	...	...	...	...
32	...	...	...	...	...	...
33	55,567	59,313	62,435	64,932	67,430	72,425
34	...	...	...	...	...	...
35	...	...	...	...	...	...
36	56,464	60,271	63,443	65,981	68,518	73,594
37	...	...	...	...	...	...
38	...	...	...	...	...	...
39	57,361	61,228	64,451	67,029	69,607	74,763

**SAD 51, CUMBERLAND AREA**

**2009-10**

Index Step	MA			MA+30		
	BA	BA+15	BA+30	MA+15	BA+60	PhD
0	1.000	1.067	1.124	1.169	1.214	1.303
1	...	...	...	...	...	...
2	...	...	...	...	...	...
3	1.073	1.145	1.205	1.254	1.302	1.398
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	1.146	1.223	1.287	1.339	1.390	1.493
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	1.218	1.301	1.369	1.424	1.479	1.588
10	...	...	...	...	...	...
11	...	...	...	...	...	...
12	1.329	1.419	1.493	1.553	1.613	1.732
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	1.354	1.445	1.521	1.582	1.643	1.764
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	1.378	1.471	1.548	1.610	1.672	1.796
19	...	...	...	...	...	...
20	...	...	...	...	...	...
21	1.403	1.497	1.576	1.639	1.702	1.828
22	...	...	...	...	...	...
23	...	...	...	...	...	...
24	1.427	1.523	1.603	1.667	1.732	1.860
25	...	...	...	...	...	...
26	...	...	...	...	...	...
27	1.451	1.549	1.631	1.696	1.761	1.892
28	...	...	...	...	...	...
29	...	...	...	...	...	...
30	1.490	1.590	1.674	1.741	1.808	1.942
31	...	...	...	...	...	...
32	...	...	...	...	...	...
33	1.514	1.617	1.702	1.770	1.838	1.974
34	...	...	...	...	...	...
35	...	...	...	...	...	...
36	1.539	1.643	1.729	1.798	1.867	2.006
37	...	...	...	...	...	...
38	...	...	...	...	...	...
39	1.563	1.669	1.757	1.827	1.897	2.038

**SAD 51 CONT' NEXT PAGE**

SAD 51, CUMBERLAND AREA

2010-11

Step	MA			MA+30		
	BA	BA+15	BA+30	MA+15	BA+60	PhD
0	38,160	40,733	42,876	44,592	46,307	49,737
1	...	...	...	...	...	...
2	...	...	...	...	...	...
3	40,939	43,699	45,999	47,839	49,679	53,359
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	43,718	46,666	49,122	51,087	53,052	56,981
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	46,498	49,632	52,245	54,334	56,424	60,604
10	...	...	...	...	...	...
11	...	...	...	...	...	...
12	52,063	55,573	58,497	60,837	63,177	67,857
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	53,020	56,595	59,573	61,956	64,339	69,105
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	53,978	57,617	60,649	63,075	65,501	70,353
19	...	...	...	...	...	...
20	...	...	...	...	...	...
21	54,935	58,639	61,725	64,194	66,663	71,601
22	...	...	...	...	...	...
23	...	...	...	...	...	...
24	55,893	59,661	62,801	65,313	67,825	72,849
25	...	...	...	...	...	...
26	...	...	...	...	...	...
27	56,850	60,683	63,877	66,432	68,987	74,097
28	...	...	...	...	...	...
29	...	...	...	...	...	...
30	58,361	62,295	65,574	68,197	70,820	76,065
31	...	...	...	...	...	...
32	...	...	...	...	...	...
33	59,318	63,317	66,649	69,315	71,981	77,313
34	...	...	...	...	...	...
35	...	...	...	...	...	...
36	60,276	64,339	67,725	70,434	73,143	78,561
37	...	...	...	...	...	...
38	...	...	...	...	...	...
39	61,233	65,361	68,801	71,553	74,305	79,809

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

SAD 51, CUMBERLAND AREA

2010-11

Index Step	MA			MA+30		
	BA	BA+15	BA+30	MA+15	BA+60	PhD
0	1.000	1.067	1.124	1.169	1.213	1.303
1	...	...	...	...	...	...
2	...	...	...	...	...	...
3	1.073	1.145	1.205	1.254	1.302	1.398
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	1.146	1.223	1.287	1.339	1.390	1.493
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	1.219	1.301	1.369	1.424	1.479	1.588
10	...	...	...	...	...	...
11	...	...	...	...	...	...
12	1.364	1.456	1.533	1.594	1.656	1.778
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	1.389	1.483	1.561	1.624	1.686	1.811
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	1.415	1.510	1.589	1.653	1.716	1.844
19	...	...	...	...	...	...
20	...	...	...	...	...	...
21	1.440	1.537	1.618	1.682	1.747	1.876
22	...	...	...	...	...	...
23	...	...	...	...	...	...
24	1.465	1.563	1.646	1.712	1.777	1.909
25	...	...	...	...	...	...
26	...	...	...	...	...	...
27	1.490	1.590	1.674	1.741	1.808	1.942
28	...	...	...	...	...	...
29	...	...	...	...	...	...
30	1.529	1.632	1.718	1.787	1.856	1.993
31	...	...	...	...	...	...
32	...	...	...	...	...	...
33	1.554	1.659	1.747	1.816	1.886	2.026
34	...	...	...	...	...	...
35	...	...	...	...	...	...
36	1.580	1.686	1.775	1.846	1.917	2.059
37	...	...	...	...	...	...
38	...	...	...	...	...	...
39	1.605	1.713	1.803	1.875	1.947	2.091

**SAD 62, POWNAL AREA****2007-08**

Step	BA	BA+15	MA	MA+15
0	28,736	29,598	31,078	32,787
1	29,598	30,486	32,010	33,771
2	30,486	31,401	32,970	34,784
3	31,401	32,343	33,959	35,828
4	32,343	33,313	34,978	36,903
5	33,313	34,312	36,027	38,010
6	34,312	35,341	37,108	39,150
7	35,341	36,401	38,221	40,325
8	36,401	37,493	39,368	41,535
9	37,493	38,618	40,549	42,781
10	38,618	39,777	41,765	44,064
11	39,777	40,970	43,018	45,386
12	40,970	42,199	44,309	46,748
13	42,199	43,465	45,638	48,150
14	43,465	44,769	47,007	49,595
15	44,769	46,112	48,417	51,083
16	46,112	47,495	49,870	52,615
17	47,495	48,920	51,366	54,193

**OFF SCALE:** Tchr on step 18 who did not rec sal step inc - aggregate inc over prior yr of 3%.**TERM: 9/1/05-8/31/08****SAD 62, POWNAL AREA****2007-08**

<b>Index</b>				
Step	BA	BA+15	MA	MA+15
0	1.000	1.030	1.082	1.141
1	1.030	1.061	1.114	1.175
2	1.061	1.093	1.147	1.210
3	1.093	1.126	1.182	1.247
4	1.126	1.159	1.217	1.284
5	1.159	1.194	1.254	1.323
6	1.194	1.230	1.291	1.362
7	1.230	1.267	1.330	1.403
8	1.267	1.305	1.370	1.445
9	1.305	1.344	1.411	1.489
10	1.344	1.384	1.453	1.533
11	1.384	1.426	1.497	1.579
12	1.426	1.469	1.542	1.627
13	1.469	1.513	1.588	1.676
14	1.513	1.558	1.636	1.726
15	1.558	1.605	1.685	1.778
16	1.605	1.653	1.735	1.831
17	1.653	1.702	1.788	1.886

**SAD 62, POWNAL AREA****2008-09**

Step	BA	BA+15	MA	MA+15
0	29,469	30,353	31,870	33,623
1	30,353	31,263	32,827	34,632
2	31,263	32,201	33,811	35,671
3	32,201	33,167	34,826	36,741
4	33,167	34,162	35,870	37,843
5	34,162	35,187	36,974	38,979
6	35,187	36,243	38,055	40,148
7	36,243	37,330	39,197	41,352
8	37,330	38,450	40,373	42,593
9	38,450	39,604	41,584	43,871
10	39,604	40,792	42,831	45,187
11	40,792	42,015	44,116	46,543
12	42,015	43,276	45,440	47,939
13	43,276	44,574	46,803	49,377
14	44,574	45,911	48,207	50,858
15	45,911	47,289	49,653	52,384
16	47,289	48,707	51,143	53,956
17	48,707	50,169	52,677	55,574

**SAD 62, POWNAL AREA****2008-09**

<b>Index</b>				
Step	BA	BA+15	MA	MA+15
0	1.000	1.030	1.081	1.141
1	1.030	1.061	1.114	1.175
2	1.061	1.093	1.147	1.210
3	1.093	1.125	1.182	1.247
4	1.125	1.159	1.217	1.284
5	1.159	1.194	1.255	1.323
6	1.194	1.230	1.291	1.362
7	1.230	1.267	1.330	1.403
8	1.267	1.305	1.370	1.445
9	1.305	1.344	1.411	1.489
10	1.344	1.384	1.453	1.533
11	1.384	1.426	1.497	1.579
12	1.426	1.469	1.542	1.627
13	1.469	1.513	1.588	1.676
14	1.513	1.558	1.636	1.726
15	1.558	1.605	1.685	1.778
16	1.605	1.653	1.735	1.831
17	1.653	1.702	1.788	1.886

**SAD 62 CONT' NEXT PAGE**

**SAD 62, POWNAL AREA****2009-10**

Step	BA	BA+15	MA	MA+15
0	30,058	30,960	32,508	34,296
1	30,960	31,889	33,483	35,325
2	31,889	32,845	34,488	36,384
3	32,845	33,831	35,522	37,476
4	33,831	34,846	36,588	38,600
5	34,846	35,891	37,686	39,758
6	35,891	36,968	38,816	40,951
7	36,968	38,077	39,981	42,180
8	38,077	39,219	41,180	43,445
9	39,219	40,396	42,415	44,748
10	40,396	41,608	43,688	46,091
11	41,608	42,856	44,999	47,473
12	42,856	44,141	46,348	48,898
13	44,141	45,466	47,739	50,365
14	45,466	46,830	49,171	51,876
15	46,830	48,235	50,646	53,432
16	48,235	49,682	52,166	55,035
17	49,682	51,172	53,731	56,686

**SAD 62, POWNAL AREA****2009-10****Index**

Step	BA	BA+15	MA	MA+15
0	1.000	1.030	1.082	1.141
1	1.030	1.061	1.114	1.175
2	1.061	1.093	1.147	1.210
3	1.093	1.126	1.182	1.247
4	1.126	1.159	1.217	1.284
5	1.159	1.194	1.254	1.323
6	1.194	1.230	1.291	1.362
7	1.230	1.267	1.330	1.403
8	1.267	1.305	1.370	1.445
9	1.305	1.344	1.411	1.489
10	1.344	1.384	1.453	1.533
11	1.384	1.426	1.497	1.579
12	1.426	1.469	1.542	1.627
13	1.469	1.513	1.588	1.676
14	1.513	1.558	1.636	1.726
15	1.558	1.605	1.685	1.778
16	1.605	1.653	1.736	1.831
17	1.653	1.702	1.788	1.886

**OFF SCALE:** Tchr on step 18 who did not rec sal step inc - aggregate inc over prior yr of: BA & BA+15 4%;  
 MA 4.3%; MA+15 4.2%.

**TERM: 9/1/08-8/31/10**