

Salary Schedules UniServ District Seven

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NOTE: Georgetown, Phippsburg, West Bath and Woolwich have been moved to UniServ District Six

***Indicates Salary Schedule not available at last update**

Salary Schedules - Teachers

MEA Collective Bargaining and Research Department
Schedules for this UniServ District last updated: 2/4/09

AUGUSTA

2007-08

Step	CAGS						
	BA	BA+24	MA	MA+12	MA+24	MA+30	PhD
0	27,866	28,937	29,473	30,545	31,617	32,153	33,492
1	29,205	30,277	30,813	31,885	32,956	33,492	34,832
2	30,545	31,617	32,153	33,224	34,296	34,832	36,172
3	31,885	32,956	33,492	34,564	35,636	36,172	37,511
4	33,224	34,296	34,832	35,904	36,975	37,511	38,851
5	34,564	35,636	36,172	37,243	38,315	38,851	40,191
6	35,904	36,975	37,511	38,583	39,655	40,191	41,530
7	37,243	38,315	38,851	39,923	40,994	41,530	42,870
8	38,583	39,655	40,191	41,262	42,334	42,870	44,210
9	39,923	40,994	41,530	42,602	43,674	44,210	45,549
10	41,262	42,334	42,870	43,942	45,014	45,549	46,889
11	42,602	43,674	44,210	45,281	46,353	46,889	48,229
12	43,942	45,014	45,549	46,621	47,693	48,229	49,568
13	...	...	46,889	47,961	49,033	49,568	50,908
14	45,281	46,353	48,229	49,301	50,372	50,908	52,248
15	46,621	47,693	49,568	50,640	51,712	52,248	53,588
16	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...
19	47,961	49,033	50,908	51,980	53,052	53,588	54,927
20	...	...	...	...	...	...	...
21	...	...	...	...	...	...	...
22	...	...	...	...	...	...	...
23	...	...	...	...	...	...	...
24	48,657	49,729	51,605	52,677	53,748	54,284	55,624
25	...	...	...	...	...	...	...
26	49,354	50,426	52,301	53,373	54,445	54,981	56,320

AUGUSTA Index CONT' NEXT PAGE

AUGUSTA

2007-08

Index	CAGS						
	BA	BA+24	MA	MA+12	MA+24	MA+30	PhD
0	1.000	1.038	1.058	1.096	1.135	1.154	1.202
1	1.048	1.087	1.106	1.144	1.183	1.202	1.250
2	1.096	1.135	1.154	1.192	1.231	1.250	1.298
3	1.144	1.183	1.202	1.240	1.279	1.298	1.346
4	1.192	1.231	1.250	1.288	1.327	1.346	1.394
5	1.240	1.279	1.298	1.337	1.375	1.394	1.442
6	1.288	1.327	1.346	1.385	1.423	1.442	1.490
7	1.337	1.375	1.394	1.433	1.471	1.490	1.538
8	1.385	1.423	1.442	1.481	1.519	1.538	1.587
9	1.433	1.471	1.490	1.529	1.567	1.587	1.635
10	1.481	1.519	1.538	1.577	1.615	1.635	1.683
11	1.529	1.567	1.587	1.625	1.663	1.683	1.731
12	1.577	1.615	1.635	1.673	1.712	1.731	1.779
13	...	...	1.683	1.721	1.760	1.779	1.827
14	1.625	1.663	1.731	1.769	1.808	1.827	1.875
15	1.673	1.712	1.779	1.817	1.856	1.875	1.923
16	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...
19	1.721	1.760	1.827	1.865	1.904	1.923	1.971
20	...	...	...	...	...	...	...
21	...	...	...	...	...	...	...
22	...	...	...	...	...	...	...
23	...	...	...	...	...	...	...
24	1.746	1.785	1.852	1.890	1.929	1.948	1.996
25	...	...	...	...	...	...	...
26	1.771	1.810	1.877	1.915	1.954	1.973	2.021

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

**BOOTHBAY-BOOTHBAY HARBOR CSD
2007-08**

Step	BA	MA	MA+15	PhD
0	30,565	33,422	34,850	36,278
1	31,708	34,564	35,993	37,421
2	32,850	35,707	37,135	38,564
3	33,993	36,850	38,278	39,706
4	35,136	37,992	39,421	40,849
5	35,993	38,849	40,278	41,706
6	37,135	39,992	41,420	42,848
7	38,514	41,420	42,848	44,277
8	39,992	42,848	44,277	45,705
9	41,420	44,277	45,705	47,133
10	42,848	45,705	47,133	48,562
11	44,277	47,133	48,562	49,990
12	45,705	48,562	49,990	51,418
13	47,133	49,990	51,418	52,846
14	48,562	51,418	52,846	54,275
15	49,990	52,846	54,275	55,703
16	51,418	54,275	55,703	57,131
17	52,846	55,703	57,131	58,560
18	54,274	57,131	58,559	59,988
19	...	...	...	...
20	...	...	...	...
21	54,988	57,845	59,273	60,702
22	...	...	...	...
23	...	...	...	...
24	...	...	...	...
25	55,703	58,560	59,988	61,417
26	...	...	...	...
27	...	...	...	...
28	...	...	...	...
29	...	...	...	...
30	56,274	59,131	60,559	61,988

**BOOTHBAY-BOOTHBAY HARBOR CSD
2007-08**

Index

Step	BA	MA	MA+15	PhD
0	1.000	1.093	1.140	1.187
1	1.037	1.131	1.178	1.224
2	1.075	1.168	1.215	1.262
3	1.112	1.206	1.252	1.299
4	1.150	1.243	1.290	1.336
5	1.178	1.271	1.318	1.365
6	1.215	1.308	1.355	1.402
7	1.260	1.355	1.402	1.449
8	1.308	1.402	1.449	1.495
9	1.355	1.449	1.495	1.542
10	1.402	1.495	1.542	1.589
11	1.449	1.542	1.589	1.636
12	1.495	1.589	1.636	1.682
13	1.542	1.636	1.682	1.729
14	1.589	1.682	1.729	1.776
15	1.636	1.729	1.776	1.822
16	1.682	1.776	1.822	1.869
17	1.729	1.822	1.869	1.916
18	1.776	1.869	1.916	1.963
19	...	...	...	...
20	...	...	...	...
21	1.799	1.893	1.939	1.986
22	...	...	...	...
23	...	...	...	...
24	...	...	...	...
25	1.822	1.916	1.963	2.009
26	...	...	...	...
27	...	...	...	...
28	...	...	...	...
29	...	...	...	...
30	1.841	1.935	1.981	2.028

BOOTHBAY HBR CONT' NEXT PAGE

**BOOTHBAY-BOOTHBAY HARBOR CSD
2008-09**

Step	BA	MA	MA+15	PhD
0	31,635	34,592	36,070	37,549
1	32,818	35,774	37,253	38,731
2	34,001	36,957	38,436	39,913
3	35,183	38,140	39,617	41,095
4	36,366	39,323	40,800	42,278
5	37,253	40,208	41,687	43,165
6	38,436	41,391	42,869	44,348
7	39,914	42,869	44,348	45,826
8	41,392	44,348	45,826	47,304
9	42,870	45,826	47,304	48,783
10	44,349	47,304	48,783	50,261
11	45,827	48,783	50,261	51,739
12	47,305	50,261	51,739	53,217
13	48,784	51,739	53,217	54,696
14	50,262	53,217	54,696	56,174
15	51,740	54,696	56,174	57,652
16	53,218	56,174	57,652	59,131
17	54,697	57,652	59,131	60,609
18	56,175	59,131	60,609	62,087
19	...	...	...	...
20	...	...	...	...
21	56,914	59,870	61,348	62,826
22	...	...	...	...
23	...	...	...	...
24	...	...	...	...
25	57,653	60,609	62,087	63,565
26	...	...	...	...
27	...	...	...	...
28	...	...	...	...
29	...	...	...	...
30	58,245	61,200	62,679	64,157

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

**BOOTHBAY-BOOTHBAY HARBOR CSD
2008-09**

Index

Step	BA	MA	MA+15	PhD
0	1.000	1.093	1.140	1.187
1	1.037	1.131	1.178	1.224
2	1.075	1.168	1.215	1.262
3	1.112	1.206	1.252	1.299
4	1.150	1.243	1.290	1.336
5	1.178	1.271	1.318	1.364
6	1.215	1.308	1.355	1.402
7	1.262	1.355	1.402	1.449
8	1.308	1.402	1.449	1.495
9	1.355	1.449	1.495	1.542
10	1.402	1.495	1.542	1.589
11	1.449	1.542	1.589	1.635
12	1.495	1.589	1.635	1.682
13	1.542	1.635	1.682	1.729
14	1.589	1.682	1.729	1.776
15	1.636	1.729	1.776	1.822
16	1.682	1.776	1.822	1.869
17	1.729	1.822	1.869	1.916
18	1.776	1.869	1.916	1.963
19	...	...	...	...
20	...	...	...	...
21	1.799	1.893	1.939	1.986
22	...	...	...	...
23	...	...	...	...
24	...	...	...	...
25	1.822	1.916	1.963	2.009
26	...	...	...	...
27	...	...	...	...
28	...	...	...	...
29	...	...	...	...
30	1.841	1.935	1.981	2.028

BRISTOL
2007-08

Step	BA	MA
0	34,320	36,400
1	35,693	37,856
2	37,121	39,370
3	38,605	40,945
4	40,150	42,583
5	41,756	44,286
6	43,426	46,058
7	45,163	47,900
8	46,969	49,816
9	48,848	51,809
10	50,802	53,881
11	52,834	56,036
12	54,947	58,278
13	57,145	60,609
14	59,431	63,033

BRISTOL
2007-08

Index	Step	BA	MA
0	0	1.000	1.061
1	1	1.040	1.103
2	2	1.082	1.147
3	3	1.125	1.193
4	4	1.170	1.241
5	5	1.217	1.290
6	6	1.265	1.342
7	7	1.316	1.396
8	8	1.369	1.452
9	9	1.423	1.510
10	10	1.480	1.570
11	11	1.539	1.633
12	12	1.601	1.698
13	13	1.665	1.766
14	14	1.732	1.837

BRISTOL
2008-09

Step	BA	MA
0	35,693	37,856
1	37,121	39,370
2	38,605	40,945
3	40,150	42,583
4	41,756	44,286
5	43,426	46,058
6	45,163	47,900
7	46,969	49,816
8	48,848	51,809
9	50,802	53,881
10	52,834	56,036
11	54,947	58,278
12	57,145	60,609
13	59,431	63,033
14	61,808	65,554

BRISTOL
2008-09

Index	Step	BA	MA
0	0	1.000	1.061
1	1	1.040	1.103
2	2	1.082	1.147
3	3	1.125	1.193
4	4	1.170	1.241
5	5	1.217	1.290
6	6	1.265	1.342
7	7	1.316	1.396
8	8	1.369	1.452
9	9	1.423	1.510
10	10	1.480	1.570
11	11	1.539	1.633
12	12	1.601	1.698
13	13	1.665	1.766
14	14	1.732	1.837

BRISTOL
2009-10

Step	BA	MA
0	37,121	39,370
1	38,605	40,945
2	40,150	42,583
3	41,756	44,286
4	43,426	46,058
5	45,163	47,900
6	46,969	49,816
7	48,848	51,809
8	50,802	53,881
9	52,834	56,036
10	54,947	58,278
11	57,145	60,609
12	59,431	63,033
13	61,808	65,554
14	64,281	68,177

BRISTOL
2009-10

Index	Step	BA	MA
0	0	1.000	1.061
1	1	1.040	1.103
2	2	1.082	1.147
3	3	1.125	1.193
4	4	1.170	1.241
5	5	1.217	1.290
6	6	1.265	1.342
7	7	1.316	1.396
8	8	1.369	1.452
9	9	1.423	1.510
10	10	1.480	1.570
11	11	1.539	1.633
12	12	1.601	1.698
13	13	1.665	1.766
14	14	1.732	1.837

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

DRESDEN (AFT)
2007-08

Step	BA	BA+15	MA
0	27,809	28,446	29,931
1	28,811	29,447	30,933
2	30,706	31,361	32,891
3	31,737	32,393	33,923
4	32,769	33,424	34,954
5	33,799	34,455	35,985
6	34,831	35,486	37,016
7	35,862	36,518	38,048
8	36,893	37,548	39,078
9	37,924	38,580	40,110
10	38,956	39,611	41,141
11	39,986	40,642	42,172
12	41,018	41,673	43,203
13	42,049	42,705	44,235
14	43,080	43,735	45,265
15	44,111	44,767	46,297
16	45,143	45,798	47,328
17	46,173	46,829	48,359
18	47,205	47,860	49,390
19	48,236	48,892	50,422

DRESDEN (AFT)
2007-08

Index			
Step	BA	BA+15	MA
0	1.000	1.023	1.076
1	1.036	1.059	1.112
2	1.104	1.128	1.183
3	1.141	1.165	1.220
4	1.178	1.202	1.257
5	1.215	1.239	1.294
6	1.253	1.276	1.331
7	1.290	1.313	1.368
8	1.327	1.350	1.405
9	1.364	1.387	1.442
10	1.401	1.424	1.479
11	1.438	1.461	1.516
12	1.475	1.499	1.554
13	1.512	1.536	1.591
14	1.549	1.573	1.628
15	1.586	1.610	1.665
16	1.623	1.647	1.702
17	1.660	1.684	1.739
18	1.697	1.721	1.776
19	1.735	1.758	1.813

LONGEVITY: 20 yrs exp add'l \$500; 25 yrs exp add'l \$750; 30 yrs exp add'l \$1000.
TERM: 9/1/05-8/31/08

DRESDEN (AFT)
2008-09

Step	BA	BA+15	MA
0	28,643	29,299	30,829
1	29,675	30,330	31,861
2	31,627	32,302	33,878
3	32,689	33,365	34,941
4	33,752	34,427	36,003
5	34,813	35,489	37,065
6	35,876	36,551	38,126
7	36,938	37,614	39,189
8	38,000	38,674	40,250
9	39,062	39,737	41,313
10	40,125	40,799	42,375
11	41,186	41,861	43,437
12	42,249	42,923	44,499
13	43,310	43,986	45,562
14	44,372	45,047	46,623
15	45,434	46,110	47,686
16	46,497	47,170	48,748
17	47,558	48,234	49,810
18	48,621	49,296	50,872
19	49,683	50,359	51,935

DRESDEN (AFT)
2008-09

Index			
Step	BA	BA+15	MA
0	1.000	1.023	1.076
1	1.036	1.059	1.112
2	1.104	1.128	1.183
3	1.141	1.165	1.220
4	1.178	1.202	1.257
5	1.215	1.239	1.294
6	1.253	1.276	1.331
7	1.290	1.313	1.368
8	1.327	1.350	1.405
9	1.364	1.387	1.442
10	1.401	1.424	1.479
11	1.438	1.461	1.516
12	1.475	1.499	1.554
13	1.512	1.536	1.591
14	1.549	1.573	1.628
15	1.586	1.610	1.665
16	1.623	1.647	1.702
17	1.660	1.684	1.739
18	1.697	1.721	1.776
19	1.735	1.758	1.813

LONGEVITY: 20 yrs exp add'l \$500; 25 yrs exp add'l \$750; 30 yrs exp add'l \$1000.

DRESDEN CONT' NEXT PAGE

DRESDEN (AFT)
2009-10

Step	BA	BA+15	MA
0	29,502	30,178	31,754
1	30,565	31,240	32,817
2	32,576	33,271	34,894
3	33,670	34,366	35,989
4	34,765	35,460	37,083
5	35,857	36,554	38,177
6	36,952	37,648	39,270
7	38,046	38,742	40,365
8	39,140	39,834	41,458
9	40,234	40,929	42,552
10	41,329	42,023	43,646
11	42,422	43,117	44,740
12	43,516	44,211	45,834
13	44,609	45,306	46,929
14	45,703	46,398	48,022
15	46,797	47,493	49,117
16	47,892	48,587	50,210
17	48,985	49,681	51,304
18	50,080	50,775	52,398
19	51,173	51,870	53,493
20	52,708	53,426	55,098

DRESDEN (AFT)
2009-10

Index	Step	BA	BA+15	MA
	0	1.000	1.023	1.076
	1	1.036	1.059	1.112
	2	1.104	1.128	1.183
	3	1.141	1.165	1.220
	4	1.178	1.202	1.257
	5	1.215	1.239	1.294
	6	1.253	1.276	1.331
	7	1.290	1.313	1.368
	8	1.327	1.350	1.405
	9	1.364	1.387	1.442
	10	1.401	1.424	1.479
	11	1.438	1.461	1.517
	12	1.475	1.499	1.554
	13	1.512	1.536	1.591
	14	1.549	1.573	1.628
	15	1.586	1.610	1.665
	16	1.623	1.647	1.702
	17	1.660	1.684	1.739
	18	1.698	1.721	1.776
	19	1.735	1.758	1.813
	20	1.787	1.811	1.868

DRESDEN (AFT)
2010-11

Step	BA	BA+15	MA
0	30,387	31,083	32,707
1	31,482	32,177	33,802
2	33,553	34,269	35,941
3	34,680	35,397	37,069
4	35,808	36,524	38,195
5	36,933	37,651	39,322
6	38,061	38,777	40,448
7	39,187	39,904	41,576
8	40,314	41,029	42,702
9	41,441	42,157	43,829
10	42,569	43,284	44,955
11	43,695	44,411	46,082
12	44,821	45,537	47,209
13	45,947	46,665	48,337
14	47,074	47,790	49,463
15	48,201	48,918	50,591
16	49,329	50,045	51,716
17	50,455	51,171	52,843
18	51,582	52,298	53,970
19	52,708	53,426	55,098
20	54,289	55,029	56,751
21	55,918	56,680	58,454

DRESDEN (AFT)
2010-11

Index	Step	BA	BA+15	MA
	0	1.000	1.023	1.076
	1	1.036	1.059	1.112
	2	1.104	1.128	1.183
	3	1.141	1.165	1.220
	4	1.178	1.202	1.257
	5	1.215	1.239	1.294
	6	1.253	1.276	1.331
	7	1.290	1.313	1.368
	8	1.327	1.350	1.405
	9	1.364	1.387	1.442
	10	1.401	1.424	1.479
	11	1.438	1.462	1.517
	12	1.475	1.499	1.554
	13	1.512	1.536	1.591
	14	1.549	1.573	1.628
	15	1.586	1.610	1.665
	16	1.623	1.647	1.702
	17	1.660	1.684	1.739
	18	1.698	1.721	1.776
	19	1.735	1.758	1.813
	20	1.787	1.811	1.868
	21	1.840	1.865	1.924

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

2007-08

EDGECOMB

Step	BA+45 BA+60				
	BA	BA+15	BA+30	MA	MA+15
0	36,000	37,000	38,000	39,000	40,000
1	37,000	38,000	39,000	40,000	41,000
2	38,000	39,000	40,000	41,000	42,000
3	39,000	40,000	41,000	42,000	43,000
4	40,000	41,000	42,000	43,000	44,000
5	41,000	42,000	43,000	44,000	45,000
6	42,000	43,000	44,000	45,000	46,000
7	43,000	44,000	45,000	46,000	47,000
8	44,000	45,000	46,000	47,000	48,000
9	45,000	46,000	47,000	48,000	49,000
10	46,000	47,000	48,000	49,000	50,000
11	47,000	48,000	49,000	50,000	51,000
12	48,000	49,000	50,000	51,000	52,000
13	49,000	50,000	51,000	52,000	53,000
14	50,000	51,000	52,000	53,000	54,000
15	51,000	52,000	53,000	54,000	55,000
16	52,000	53,000	54,000	55,000	56,000
17	53,000	54,000	55,000	56,000	57,000
18	54,000	55,000	56,000	57,000	58,000
19	55,000	56,000	57,000	58,000	59,000
20	56,600	57,600	58,600	59,600	60,000

2007-08

EDGECOMB

Index Step	BA+45 BA+60				
	BA	BA+15	BA+30	MA	MA+15
0	1.000	1.028	1.056	1.083	1.111
1	1.028	1.056	1.083	1.111	1.139
2	1.056	1.083	1.111	1.139	1.167
3	1.083	1.111	1.139	1.167	1.194
4	1.111	1.139	1.167	1.194	1.222
5	1.139	1.167	1.194	1.222	1.250
6	1.167	1.194	1.222	1.250	1.278
7	1.194	1.222	1.250	1.278	1.306
8	1.222	1.250	1.278	1.306	1.333
9	1.250	1.278	1.306	1.333	1.361
10	1.278	1.306	1.333	1.361	1.389
11	1.306	1.333	1.361	1.389	1.417
12	1.333	1.361	1.389	1.417	1.444
13	1.361	1.389	1.417	1.444	1.472
14	1.389	1.417	1.444	1.472	1.500
15	1.417	1.444	1.472	1.500	1.528
16	1.444	1.472	1.500	1.528	1.556
17	1.472	1.500	1.528	1.556	1.583
18	1.500	1.528	1.556	1.583	1.611
19	1.528	1.556	1.583	1.611	1.639
20	1.572	1.600	1.628	1.656	1.667

2008-09

EDGECOMB

Step	BA+45 BA+60				
	BA	BA+15	BA+30	MA	MA+15
0	37,800	38,800	39,800	40,800	41,800
1	38,800	39,800	40,800	41,800	42,800
2	39,800	40,800	41,800	42,800	43,800
3	40,800	41,800	42,800	43,800	44,800
4	41,800	42,800	43,800	44,800	45,800
5	42,800	43,800	44,800	45,800	46,800
6	43,800	44,800	45,800	46,800	47,800
7	44,800	45,800	46,800	47,800	48,800
8	45,800	46,800	47,800	48,800	49,800
9	46,800	47,800	48,800	49,800	50,800
10	47,800	48,800	49,800	50,800	51,800
11	48,800	49,800	50,800	51,800	52,800
12	49,800	50,800	51,800	52,800	53,800
13	50,800	51,800	52,800	53,800	54,800
14	51,800	52,800	53,800	54,800	55,800
15	52,800	53,800	54,800	55,800	56,800
16	53,800	54,800	55,800	56,800	57,800
17	54,800	55,800	56,800	57,800	58,800
18	55,800	56,800	57,800	58,800	59,800
19	56,800	57,800	58,800	59,800	60,800
20	59,024	60,024	61,024	62,024	63,024

2008-09

EDGECOMB

Index Step	BA+45 BA+60				
	BA	BA+15	BA+30	MA	MA+15
0	1.000	1.026	1.053	1.079	1.106
1	1.026	1.053	1.079	1.106	1.132
2	1.053	1.079	1.106	1.132	1.159
3	1.079	1.106	1.132	1.159	1.185
4	1.106	1.132	1.159	1.185	1.212
5	1.132	1.159	1.185	1.212	1.238
6	1.159	1.185	1.212	1.238	1.265
7	1.185	1.212	1.238	1.265	1.291
8	1.212	1.238	1.265	1.291	1.317
9	1.238	1.265	1.291	1.317	1.344
10	1.265	1.291	1.317	1.344	1.370
11	1.291	1.317	1.344	1.370	1.397
12	1.317	1.344	1.370	1.397	1.423
13	1.344	1.370	1.397	1.423	1.450
14	1.370	1.397	1.423	1.450	1.476
15	1.397	1.423	1.450	1.476	1.503
16	1.423	1.450	1.476	1.503	1.529
17	1.450	1.476	1.503	1.529	1.556
18	1.476	1.503	1.529	1.556	1.582
19	1.503	1.529	1.556	1.582	1.608
20	1.561	1.588	1.614	1.641	1.667

EDGECOMB CONT' NEXT PAGE

2009-10

EDGECOMB

Step	EDGECOMB				
	BA	BA+15	BA+30	BA+45 MA	BA+60 MA+15
0	39,690	40,690	41,690	42,690	43,690
1	40,690	41,690	42,690	43,690	44,690
2	41,690	42,690	43,690	44,690	45,690
3	42,690	43,690	44,690	45,690	46,690
4	43,690	44,690	45,690	46,690	47,690
5	44,690	45,690	46,690	47,690	48,690
6	45,690	46,690	47,690	48,690	49,690
7	46,690	47,690	48,690	49,690	50,690
8	47,690	48,690	49,690	50,690	51,690
9	48,690	49,690	50,690	51,690	52,690
10	49,690	50,690	51,690	52,690	53,690
11	50,690	51,690	52,690	53,690	54,690
12	51,690	52,690	53,690	54,690	55,690
13	52,690	53,690	54,690	55,690	56,690
14	53,690	54,690	55,690	56,690	57,690
15	54,690	55,690	56,690	57,690	58,690
16	55,690	56,690	57,690	58,690	59,690
17	56,690	57,690	58,690	59,690	60,690
18	57,690	58,690	59,690	60,690	61,690
19	58,690	59,690	60,690	61,690	62,690
20	61,545	62,545	63,545	64,545	65,545

2009-10

EDGECOMB

Index Step	EDGECOMB				
	BA	BA+15	BA+30	BA+45 MA	BA+60 MA+15
0	1.000	1.025	1.050	1.076	1.101
1	1.025	1.050	1.076	1.101	1.126
2	1.050	1.076	1.101	1.126	1.151
3	1.076	1.101	1.126	1.151	1.176
4	1.101	1.126	1.151	1.176	1.202
5	1.126	1.151	1.176	1.202	1.227
6	1.151	1.176	1.202	1.227	1.252
7	1.176	1.202	1.227	1.252	1.277
8	1.202	1.227	1.252	1.277	1.302
9	1.227	1.252	1.277	1.302	1.328
10	1.252	1.277	1.302	1.328	1.353
11	1.277	1.302	1.328	1.353	1.378
12	1.302	1.328	1.353	1.378	1.403
13	1.328	1.353	1.378	1.403	1.428
14	1.353	1.378	1.403	1.428	1.454
15	1.378	1.403	1.428	1.454	1.479
16	1.403	1.428	1.454	1.479	1.504
17	1.428	1.454	1.479	1.504	1.529
18	1.454	1.479	1.504	1.529	1.554
19	1.479	1.504	1.529	1.554	1.579
20	1.551	1.576	1.601	1.626	1.651

NOTE: Any emp moving fr step 19 to 20 shall be capped at a 5% inc above their 08-09 sal.

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

**GREAT SALT BAY CSD
2007-08**

Step	BA	MA	CAGS
0	30,750	32,750	34,250
1	31,870	33,950	35,450
2	33,070	35,150	36,650
3	34,270	36,350	37,850
4	35,470	37,550	39,050
5	36,670	38,750	40,250
6	37,870	39,950	41,450
7	39,070	41,150	42,650
8	40,270	42,350	43,850
9	41,470	43,550	45,050
10	42,670	44,750	46,250
11	43,870	45,950	47,450
12	44,770	46,770	48,270
13	45,870	47,870	49,370
14	46,970	48,970	50,470
15	48,070	50,070	51,570
16	49,170	51,170	52,670
17	50,350	52,350	53,850
18	51,450	53,450	54,950
19	53,550	55,550	57,050
20	55,000	57,000	58,500

**GREAT SALT BAY CSD
2007-08**

Index			
Step	BA	MA	CAGS
0	1.000	1.065	1.114
1	1.036	1.104	1.153
2	1.075	1.143	1.192
3	1.114	1.182	1.231
4	1.153	1.221	1.270
5	1.193	1.260	1.309
6	1.232	1.286	1.335
7	1.271	1.336	1.384
8	1.310	1.375	1.423
9	1.349	1.414	1.462
10	1.384	1.449	1.498
11	1.420	1.485	1.534
12	1.456	1.521	1.570
13	1.492	1.557	1.606
14	1.527	1.593	1.641
15	1.563	1.628	1.677
16	1.599	1.664	1.713
17	1.637	1.702	1.751
18	1.673	1.738	1.787
19	1.741	1.807	1.855
20	1.789	1.854	1.902

**GREAT SALT BAY CSD
2008-09**

Step	BA	MA	CAGS
0	31,519	33,519	35,019
1	32,667	34,667	36,167
2	33,897	35,897	37,397
3	35,127	37,127	38,627
4	36,357	38,357	39,857
5	37,587	39,587	41,087
6	38,817	40,817	42,317
7	40,047	42,047	43,547
8	41,277	43,277	44,777
9	42,507	44,507	46,007
10	43,634	45,634	47,134
11	44,762	46,762	48,262
12	45,889	47,889	49,389
13	47,017	49,017	50,517
14	48,144	50,144	51,644
15	49,272	51,272	52,772
16	50,399	52,399	53,899
17	51,609	53,609	55,109
18	52,736	54,736	56,236
19	54,889	56,889	58,389
20	56,375	58,375	59,875

**GREAT SALT BAY CSD
2008-09**

Index			
Step	BA	MA	CAGS
0	1.000	1.063	1.111
1	1.036	1.100	1.147
2	1.075	1.139	1.186
3	1.114	1.178	1.226
4	1.153	1.217	1.265
5	1.193	1.256	1.304
6	1.232	1.295	1.343
7	1.271	1.334	1.382
8	1.310	1.373	1.421
9	1.349	1.412	1.460
10	1.384	1.448	1.495
11	1.420	1.484	1.531
12	1.456	1.519	1.567
13	1.492	1.555	1.603
14	1.527	1.591	1.639
15	1.563	1.627	1.674
16	1.599	1.662	1.710
17	1.637	1.701	1.748
18	1.673	1.737	1.784
19	1.741	1.805	1.853
20	1.789	1.852	1.900

GREAT SALT BAY CONT' NEXT PAGE

**GREAT SALT BAY CSD
2009-10**

Step	BA	MA	CAGS
0	32,622	34,622	36,122
1	33,810	35,810	37,310
2	35,083	37,083	38,583
3	36,356	38,356	39,856
4	37,629	39,629	41,129
5	38,902	40,902	42,402
6	40,175	42,175	43,675
7	41,448	43,448	44,948
8	42,721	44,721	46,221
9	43,994	45,994	47,494
10	45,161	47,161	48,661
11	46,328	48,328	49,828
12	47,495	49,495	50,995
13	48,662	50,662	52,162
14	49,829	51,829	53,329
15	50,996	52,996	54,496
16	52,163	54,163	55,663
17	53,415	55,415	56,915
18	54,582	56,582	58,082
19	56,810	58,810	60,310
20	58,348	60,348	61,848

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

**GREAT SALT BAY CSD
2009-10
Index**

Step	BA	MA	CAGS
0	1.000	1.061	1.107
1	1.036	1.098	1.144
2	1.075	1.137	1.183
3	1.114	1.176	1.222
4	1.153	1.215	1.261
5	1.193	1.254	1.300
6	1.232	1.293	1.339
7	1.271	1.332	1.378
8	1.310	1.371	1.417
9	1.349	1.410	1.456
10	1.384	1.446	1.492
11	1.420	1.481	1.527
12	1.456	1.517	1.563
13	1.492	1.553	1.599
14	1.527	1.589	1.635
15	1.563	1.625	1.671
16	1.599	1.660	1.706
17	1.637	1.699	1.745
18	1.673	1.734	1.780
19	1.741	1.803	1.849
20	1.789	1.850	1.896

LITCHFIELD**2007-08**

Step	BA	BA+15	BA+33	MA
0	27,300	28,665	30,030	31,395
1	28,665	30,098	31,531	32,965
2	30,030	31,531	33,033	34,534
3	31,395	32,965	34,534	36,104
4	32,760	34,398	36,036	37,674
5	34,125	35,831	37,537	39,243
6	35,490	37,264	39,039	40,813
7	36,855	38,697	40,540	42,383
8	38,220	40,130	42,041	43,952
9	39,584	41,564	43,543	45,522
10	40,949	42,997	45,044	47,092
11	42,314	44,430	46,546	48,661
12	43,679	45,863	48,047	50,231
13	45,044	47,296	49,549	51,801
14	48,184	50,367	52,826	55,007

LITCHFIELD**2007-08****Index**

Step	BA	BA+15	BA+33	MA
0	1.000	1.050	1.100	1.150
1	1.050	1.102	1.155	1.208
2	1.100	1.155	1.210	1.265
3	1.150	1.208	1.265	1.322
4	1.200	1.260	1.320	1.380
5	1.250	1.312	1.375	1.437
6	1.300	1.365	1.430	1.495
7	1.350	1.417	1.485	1.552
8	1.400	1.470	1.540	1.610
9	1.450	1.522	1.595	1.667
10	1.500	1.575	1.650	1.725
11	1.550	1.627	1.705	1.782
12	1.600	1.680	1.760	1.840
13	1.650	1.732	1.815	1.897
14	1.765	1.845	1.935	2.015

LITCHFIELD**2008-09**

Step	BA	BA+15	BA+33	MA
0	28,225	29,636	31,047	32,459
1	29,636	31,118	32,600	34,081
2	31,047	32,600	34,152	35,704
3	32,459	34,081	35,704	37,327
4	33,870	35,563	37,257	38,950
5	35,281	37,045	38,809	40,573
6	36,692	38,527	40,361	42,196
7	38,103	40,008	41,914	43,819
8	39,515	41,490	43,466	45,442
9	40,926	42,972	45,018	47,064
10	42,337	44,454	46,570	48,687
11	43,748	45,935	48,123	50,310
12	45,159	47,417	49,675	51,933
13	46,570	48,899	51,227	53,556
14	49,818	52,074	54,616	56,871

LITCHFIELD**2008-09****Index**

Step	BA	BA+15	BA+33	MA
0	1.000	1.050	1.100	1.150
1	1.050	1.102	1.155	1.207
2	1.100	1.155	1.210	1.265
3	1.150	1.207	1.265	1.322
4	1.200	1.260	1.320	1.380
5	1.250	1.312	1.375	1.437
6	1.300	1.365	1.430	1.495
7	1.350	1.417	1.485	1.552
8	1.400	1.470	1.540	1.610
9	1.450	1.522	1.595	1.667
10	1.500	1.575	1.650	1.725
11	1.550	1.627	1.705	1.782
12	1.600	1.680	1.760	1.840
13	1.650	1.732	1.815	1.897
14	1.765	1.845	1.935	2.015

LITCHFIELD**2009-10**

Step	BA	BA+15	BA+33	MA
0	29,200	30,660	32,120	33,580
1	30,660	32,193	33,726	35,259
2	32,120	33,726	35,332	36,938
3	33,580	35,259	36,938	38,617
4	35,040	36,792	38,544	40,296
5	36,500	38,325	40,150	41,974
6	37,960	39,858	41,755	43,653
7	39,420	41,391	43,361	45,332
8	40,880	42,923	44,967	47,011
9	42,339	44,456	46,573	48,690
10	43,799	45,989	48,179	50,369
11	45,259	47,522	49,785	52,048
12	46,719	49,055	51,391	53,727
13	48,179	50,588	52,997	55,406
14	51,538	53,873	56,502	58,837

LITCHFIELD**2009-10****Index**

Step	BA	BA+15	BA+33	MA
0	1.000	1.050	1.100	1.150
1	1.050	1.103	1.155	1.208
2	1.100	1.155	1.210	1.265
3	1.150	1.208	1.265	1.323
4	1.200	1.260	1.320	1.380
5	1.250	1.313	1.375	1.437
6	1.300	1.365	1.430	1.495
7	1.350	1.418	1.485	1.552
8	1.400	1.470	1.540	1.610
9	1.450	1.522	1.595	1.667
10	1.500	1.575	1.650	1.725
11	1.550	1.627	1.705	1.782
12	1.600	1.680	1.760	1.840
13	1.650	1.732	1.815	1.897
14	1.765	1.845	1.935	2.015

NOTE: Any tchr not elig for an exp step or col chg add'l \$550 at top of sched.**TERM: 9/1/07-8/31/10**

2007-08 MONMOUTH					
Step	BA	BA+15	MA	MA+15	CAGS
					2 MA'S
0	25,400	26,650	28,000	29,250	30,600
1	26,350	27,600	28,950	30,200	31,550
2	27,300	28,550	29,900	31,150	32,500
3	28,250	29,500	30,850	32,100	33,450
4	29,200	30,450	31,800	33,050	34,400
5	30,150	31,400	32,750	34,000	35,350
6	31,100	32,350	33,700	34,950	36,300
7	32,050	33,300	34,650	35,900	37,250
8	33,000	34,250	35,600	36,850	38,200
9	33,950	35,200	36,550	37,800	39,150
10	34,900	36,150	37,500	38,750	40,100
11	35,850	37,100	38,450	39,700	41,050
12	36,800	38,050	39,400	40,650	42,000
13	37,550	39,000	40,350	41,600	42,950
14	38,300	39,750	41,300	42,550	43,900
15	39,050	40,500	42,050	43,500	44,850
16	39,800	41,250	42,800	44,250	45,800
17	40,550	42,000	43,550	45,000	46,550
18	41,300	42,750	44,300	45,750	47,300
19	42,050	43,500	45,050	46,500	48,050
20	42,800	44,250	45,800	47,250	48,800
21	43,350	45,000	46,250	48,000	49,550
22	43,900	45,550	47,300	48,750	50,300
23	44,450	46,100	47,850	49,500	51,050
24	45,000	46,650	48,400	50,050	51,800
25	45,550	47,200	48,950	50,600	52,350

2007-08 MONMOUTH					
Index Step	BA	BA+15	MA	MA+15	CAGS
					2 MA'S
0	1.000	1.049	1.102	1.152	1.205
1	1.037	1.087	1.140	1.189	1.242
2	1.075	1.124	1.177	1.226	1.280
3	1.112	1.161	1.215	1.264	1.317
4	1.150	1.199	1.252	1.301	1.354
5	1.187	1.236	1.289	1.339	1.392
6	1.224	1.274	1.327	1.376	1.429
7	1.262	1.311	1.364	1.413	1.467
8	1.299	1.348	1.402	1.451	1.504
9	1.337	1.386	1.439	1.488	1.541
10	1.374	1.423	1.476	1.526	1.579
11	1.411	1.461	1.514	1.563	1.616
12	1.449	1.498	1.551	1.600	1.654
13	1.478	1.535	1.589	1.638	1.691
14	1.508	1.565	1.626	1.675	1.728
15	1.537	1.594	1.656	1.713	1.766
16	1.567	1.624	1.685	1.742	1.803
17	1.596	1.654	1.715	1.772	1.833
18	1.626	1.683	1.744	1.801	1.862
19	1.656	1.713	1.774	1.831	1.892
20	1.685	1.742	1.803	1.860	1.921
21	1.707	1.772	1.821	1.890	1.951
22	1.728	1.793	1.862	1.919	1.980
23	1.750	1.815	1.884	1.949	2.010
24	1.772	1.837	1.906	1.970	2.039
25	1.793	1.858	1.927	1.992	2.061

MONMOUTH CONT' NEXT PAGE

2008-09 MONMOUTH					
Step	BA	BA+15	MA	MA+15	CAGS
					2 MA'S
0	26,450	27,700	29,050	30,300	31,650
1	27,400	28,650	30,000	31,250	32,600
2	28,350	29,600	30,950	32,200	33,550
3	29,300	30,550	31,900	33,150	34,500
4	30,250	31,500	32,850	34,100	35,450
5	31,200	32,450	33,800	35,050	36,400
6	32,150	33,400	34,750	36,000	37,350
7	33,100	34,350	35,700	36,950	38,300
8	34,050	35,300	36,650	37,900	39,250
9	35,000	36,250	37,600	38,850	40,200
10	35,950	37,200	38,550	39,800	41,150
11	36,900	38,150	39,500	40,750	42,100
12	37,850	39,100	40,450	41,700	43,050
13	38,800	40,050	41,400	42,650	44,000
14	39,550	41,000	42,350	43,600	44,950
15	40,300	41,750	43,300	44,550	45,900
16	41,050	42,500	44,050	45,500	46,850
17	41,800	43,250	44,800	46,250	47,800
18	42,550	44,000	45,550	47,000	48,550
19	43,300	44,750	46,300	47,750	49,300
20	44,050	45,500	47,050	48,500	50,050
21	44,800	46,250	47,800	49,250	50,800
22	45,350	47,000	48,250	50,000	51,550
23	45,900	47,550	49,300	50,750	52,300
24	46,450	48,100	49,850	51,500	53,050
25	47,000	48,650	50,400	52,050	53,800

2008-09 MONMOUTH						
Index	Step	BA	BA+15	MA	MA+15	CAGS
						2 MA'S
0	0	1.000	1.047	1.098	1.146	1.197
1	1	1.036	1.083	1.134	1.181	1.233
2	2	1.072	1.119	1.170	1.217	1.268
3	3	1.108	1.155	1.206	1.253	1.304
4	4	1.144	1.191	1.242	1.289	1.340
5	5	1.180	1.227	1.278	1.325	1.376
6	6	1.216	1.263	1.314	1.361	1.412
7	7	1.251	1.299	1.350	1.397	1.448
8	8	1.287	1.335	1.386	1.433	1.484
9	9	1.323	1.371	1.422	1.469	1.520
10	10	1.359	1.406	1.457	1.505	1.556
11	11	1.395	1.442	1.493	1.541	1.592
12	12	1.431	1.478	1.529	1.577	1.628
13	13	1.467	1.514	1.565	1.612	1.664
14	14	1.495	1.550	1.601	1.648	1.699
15	15	1.524	1.578	1.637	1.684	1.735
16	16	1.552	1.607	1.665	1.720	1.771
17	17	1.580	1.635	1.694	1.749	1.807
18	18	1.609	1.664	1.722	1.777	1.836
19	19	1.637	1.692	1.750	1.805	1.864
20	20	1.665	1.720	1.779	1.834	1.892
21	21	1.694	1.749	1.807	1.862	1.921
22	22	1.715	1.777	1.824	1.890	1.949
23	23	1.735	1.798	1.864	1.919	1.977
24	24	1.756	1.819	1.885	1.947	2.006
25	25	1.777	1.839	1.905	1.968	2.034

OFF SCALE: With 25 yrs exp, prev yrs sal plus \$2000.

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

**NOBLEBORO
2007-08**

Step	BA	MA
0	30,760	32,760
1	32,040	34,040
2	33,320	35,320
3	34,600	36,600
4	35,880	37,880
5	37,180	39,180
6	38,600	40,600
7	40,140	42,140
8	41,780	43,780
9	43,520	45,520
10	45,290	47,290
11	47,150	49,150
12	49,090	51,090
13	51,090	53,090
14	53,200	55,200
15	54,400	56,800

**NOBLEBORO
2007-08**

Index		
Step	BA	MA
0	1.000	1.065
1	1.042	1.107
2	1.083	1.148
3	1.125	1.190
4	1.166	1.231
5	1.209	1.274
6	1.255	1.320
7	1.305	1.370
8	1.358	1.423
9	1.415	1.480
10	1.472	1.537
11	1.533	1.598
12	1.596	1.661
13	1.661	1.726
14	1.730	1.795
15	1.769	1.847

**NOBLEBORO
2008-09**

Step	BA	MA
0	32,040	34,040
1	33,320	35,320
2	34,600	36,600
3	35,880	37,880
4	37,180	39,180
5	38,600	40,600
6	40,140	42,140
7	41,780	43,780
8	43,520	45,520
9	45,290	47,290
10	47,150	49,150
11	49,090	51,090
12	51,090	53,090
13	53,200	55,200
14	54,400	56,800

**NOBLEBORO
2008-09**

Index		
Step	BA	MA
0	1.000	1.062
1	1.040	1.102
2	1.080	1.142
3	1.120	1.182
4	1.160	1.223
5	1.205	1.267
6	1.253	1.315
7	1.304	1.366
8	1.358	1.421
9	1.414	1.476
10	1.472	1.534
11	1.532	1.595
12	1.595	1.657
13	1.660	1.723
14	1.698	1.773

NOTE: Barg Unit Membs will remain on their 05-06 level unless attain master's degree.

LONGEVITY: Beyond last level - prev yr's sal times 1.035.

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

OAK HILL CSD
2007-08

Step	BA	BA+15	MA
0	27,040	28,391	31,095
1	...	...	...
2	28,327	29,743	32,576
3	29,615	31,095	34,056
4	30,903	32,447	35,537
5	32,190	33,799	37,018
6	33,478	35,151	38,499
7	34,765	36,503	39,979
8	36,053	37,855	41,460
9	37,341	39,207	42,941
10	38,628	40,559	44,421
11	39,916	41,911	45,902
12	41,203	43,263	47,383
13	42,491	44,615	48,864
14	...	...	...
15	43,779	45,967	50,344
16	45,066	47,319	51,825
17	46,354	48,671	53,306
18	...	...	...
19	...	...	...
20	47,289	49,612	54,258

OAK HILL CSD
2007-08

Index	Step	BA	BA+15	MA
0	0	1.000	1.050	1.150
1	1	...	...	...
2	2	1.048	1.100	1.205
3	3	1.095	1.150	1.259
4	4	1.143	1.200	1.314
5	5	1.190	1.250	1.369
6	6	1.238	1.300	1.424
7	7	1.286	1.350	1.479
8	8	1.333	1.400	1.533
9	9	1.381	1.450	1.588
10	10	1.429	1.500	1.643
11	11	1.476	1.550	1.698
12	12	1.524	1.600	1.752
13	13	1.571	1.650	1.807
14	14	...	...	...
15	15	1.619	1.700	1.862
16	16	1.667	1.750	1.917
17	17	1.714	1.800	1.971
18	18	...	...	...
19	19	...	...	...
20	20	1.749	1.835	2.007

OAK HILL CSD
2008-09

Step	BA	BA+15	MA
0	27,716	29,101	31,872
1	...	...	...
2	29,035	30,487	33,390
3	30,355	31,873	34,908
4	31,675	33,259	36,426
5	32,995	34,644	37,943
6	34,315	36,030	39,461
7	35,634	37,416	40,979
8	36,954	38,802	42,497
9	38,274	40,187	44,014
10	39,594	41,573	45,532
11	40,914	42,959	47,050
12	42,233	44,345	48,567
13	43,553	45,731	50,085
14	...	...	...
15	44,873	47,116	51,603
16	46,193	48,502	53,121
17	47,513	49,888	54,638
18	...	...	...
19	...	...	...
20	48,589	50,976	55,750

OAK HILL CSD
2008-09

Index	Step	BA	BA+15	MA
0	0	1.000	1.050	1.150
1	1	...	...	...
2	2	1.048	1.100	1.205
3	3	1.095	1.150	1.259
4	4	1.143	1.200	1.314
5	5	1.190	1.250	1.369
6	6	1.238	1.300	1.424
7	7	1.286	1.350	1.479
8	8	1.333	1.400	1.533
9	9	1.381	1.450	1.588
10	10	1.429	1.500	1.643
11	11	1.476	1.550	1.698
12	12	1.524	1.600	1.752
13	13	1.571	1.650	1.807
14	14	...	...	...
15	15	1.619	1.700	1.862
16	16	1.667	1.750	1.917
17	17	1.714	1.800	1.971
18	18	...	...	...
19	19	...	...	...
20	20	1.753	1.839	2.011

NOTE: Tchrs on BA+15 as of 1992-93 grandfathered.

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

2007-08

RICHMOND

Step	BA	BA+15	MA	MA+15	CAGS
0	26,700	27,700	28,700	29,700	30,700
1	26,800	27,800	28,800	29,800	30,800
2	27,718	28,718	29,718	30,718	31,718
3	29,035	30,082	31,130	32,177	33,225
4	30,352	31,447	32,542	33,637	34,732
5	31,668	32,811	33,953	35,096	36,238
6	32,985	34,175	35,365	36,555	37,745
7	34,301	35,539	36,776	38,014	39,251
8	35,618	36,903	38,188	39,473	40,758
9	36,935	38,267	39,600	40,932	42,265
10	38,251	39,631	41,011	42,391	43,771
11	39,568	40,995	42,423	43,850	45,278
12	40,885	42,360	43,835	45,310	46,785
13	42,201	43,724	45,246	46,769	48,291
14	43,518	45,088	46,658	48,228	49,798
15	45,735	47,385	49,035	50,685	52,335
16	46,290	47,960	49,630	51,300	52,970
17	46,844	48,534	50,224	51,914	53,604

2007-08

RICHMOND

Index	Step	BA	BA+15	MA	MA+15	CAGS
	0	1.000	1.037	1.075	1.112	1.150
	1	1.004	1.041	1.079	1.116	1.154
	2	1.038	1.076	1.113	1.150	1.188
	3	1.087	1.127	1.166	1.205	1.244
	4	1.137	1.178	1.219	1.260	1.301
	5	1.186	1.229	1.272	1.314	1.357
	6	1.235	1.280	1.325	1.369	1.414
	7	1.285	1.331	1.377	1.424	1.470
	8	1.334	1.382	1.430	1.478	1.527
	9	1.383	1.433	1.483	1.533	1.583
	10	1.433	1.484	1.536	1.588	1.639
	11	1.482	1.535	1.589	1.642	1.696
	12	1.531	1.587	1.642	1.697	1.752
	13	1.581	1.638	1.695	1.752	1.809
	14	1.630	1.689	1.747	1.806	1.865
	15	1.713	1.775	1.837	1.898	1.960
	16	1.734	1.796	1.859	1.921	1.984
	17	1.754	1.818	1.881	1.944	2.008

LONGEVITY: \$1000 for any tchr with 25 yrs of exp; \$1500 with 30 or more yrs.
TERM: 9/1/05-8/31/08

2008-09

RICHMOND

Step	BA	BA+15	MA	MA+15	CAGS
0	27,000	28,000	29,000	30,000	31,000
1	27,635	28,670	29,705	30,740	31,775
2	27,738	28,773	29,808	30,843	31,878
3	28,688	29,723	30,758	31,793	32,828
4	30,051	31,135	32,220	33,303	34,388
5	31,414	32,548	33,681	34,814	35,948
6	32,776	33,959	35,141	36,324	37,506
7	34,139	35,371	36,603	37,834	39,066
8	35,502	36,783	38,063	39,344	40,625
9	36,865	38,195	39,525	40,855	42,185
10	38,228	39,606	40,986	42,365	43,744
11	39,590	41,018	42,446	43,875	45,303
12	40,953	42,430	43,908	45,385	46,863
13	42,316	43,843	45,369	46,896	48,422
14	43,678	45,254	46,830	48,406	49,981
15	45,041	46,666	48,291	49,916	51,541
16	47,336	49,043	50,751	52,459	54,167
17	48,484	50,233	51,982	53,731	55,480

2008-09

RICHMOND

Index	Step	BA	BA+15	MA	MA+15	CAGS
	0	1.000	1.037	1.074	1.111	1.148
	1	1.024	1.062	1.100	1.139	1.177
	2	1.027	1.066	1.104	1.142	1.181
	3	1.063	1.101	1.139	1.178	1.216
	4	1.113	1.153	1.193	1.233	1.274
	5	1.163	1.205	1.247	1.289	1.331
	6	1.214	1.258	1.302	1.345	1.389
	7	1.264	1.310	1.356	1.401	1.447
	8	1.315	1.362	1.410	1.457	1.505
	9	1.365	1.415	1.464	1.513	1.562
	10	1.416	1.467	1.518	1.569	1.620
	11	1.466	1.519	1.572	1.625	1.678
	12	1.517	1.571	1.626	1.681	1.736
	13	1.567	1.624	1.680	1.737	1.793
	14	1.618	1.676	1.734	1.793	1.851
	15	1.668	1.728	1.789	1.849	1.909
	16	1.753	1.816	1.880	1.943	2.006
	17	1.796	1.860	1.925	1.990	2.055

RICHMOND CONT' NEXT PAGE

2009-10 RICHMOND

Step	BA	BA+15	MA	MA+15	CAGS
0	27,500	28,500	29,500	30,500	31,500
1	27,945	28,980	30,015	31,050	32,085
2	28,602	29,673	30,744	31,815	32,887
3	28,709	29,780	30,851	31,923	32,994
4	29,692	30,763	31,835	32,906	33,977
5	31,103	32,225	33,347	34,469	35,591
6	32,514	33,687	34,860	36,033	37,206
7	33,924	35,148	36,371	37,596	38,819
8	35,334	36,609	37,884	39,159	40,433
9	36,744	38,070	39,395	40,722	42,047
10	38,155	39,531	40,908	42,284	43,661
11	39,566	40,993	42,421	43,847	45,275
12	40,975	42,454	43,932	45,410	46,889
13	42,386	43,915	45,445	46,973	48,503
14	43,797	45,377	46,957	48,537	50,117
15	45,207	46,838	48,469	50,100	51,731
16	46,618	48,299	49,981	51,663	53,345
17	50,180	51,991	53,801	55,612	57,422

2009-10 RICHMOND

Index					
Step	BA	BA+15	MA	MA+15	CAGS
0	1.000	1.036	1.073	1.109	1.145
1	1.016	1.054	1.091	1.129	1.167
2	1.040	1.079	1.118	1.157	1.196
3	1.044	1.083	1.122	1.161	1.200
4	1.080	1.119	1.158	1.197	1.236
5	1.131	1.172	1.213	1.253	1.294
6	1.182	1.225	1.268	1.310	1.353
7	1.234	1.278	1.323	1.367	1.412
8	1.285	1.331	1.378	1.424	1.470
9	1.336	1.384	1.433	1.481	1.529
10	1.387	1.437	1.488	1.538	1.588
11	1.439	1.491	1.543	1.594	1.646
12	1.490	1.544	1.598	1.651	1.705
13	1.541	1.597	1.653	1.708	1.764
14	1.593	1.650	1.708	1.765	1.822
15	1.644	1.703	1.763	1.822	1.881
16	1.695	1.756	1.817	1.879	1.940
17	1.825	1.891	1.956	2.022	2.088

2010-11 RICHMOND

Step	BA	BA+15	MA	MA+15	CAGS
0	28,000	29,000	30,000	31,000	32,000
1	28,463	29,498	30,533	31,568	32,603
2	28,923	29,994	31,066	32,137	33,208
3	29,603	30,711	31,820	32,929	34,038
4	29,714	30,822	31,931	33,040	34,149
5	30,731	31,840	32,949	34,058	35,166
6	32,192	33,352	34,514	35,675	36,837
7	33,652	34,866	36,080	37,294	38,508
8	35,111	36,378	37,644	38,912	40,178
9	36,571	37,890	39,210	40,529	41,849
10	38,030	39,403	40,774	42,147	43,518
11	39,490	40,915	42,340	43,764	45,189
12	40,950	42,427	43,905	45,382	46,860
13	42,410	43,940	45,470	47,000	48,530
14	43,870	45,452	47,035	48,617	50,201
15	45,330	46,965	48,601	50,236	51,871
16	46,789	48,478	50,165	51,854	53,541
17	51,936	53,811	55,684	57,558	59,432

2010-11 RICHMOND

Index					
Step	BA	BA+15	MA	MA+15	CAGS
0	1.000	1.036	1.071	1.107	1.143
1	1.017	1.054	1.090	1.127	1.164
2	1.033	1.071	1.110	1.148	1.186
3	1.057	1.097	1.136	1.176	1.216
4	1.061	1.101	1.140	1.180	1.220
5	1.098	1.137	1.177	1.216	1.256
6	1.150	1.191	1.233	1.274	1.316
7	1.202	1.245	1.289	1.332	1.375
8	1.254	1.299	1.344	1.390	1.435
9	1.306	1.353	1.400	1.447	1.495
10	1.358	1.407	1.456	1.505	1.554
11	1.410	1.461	1.512	1.563	1.614
12	1.463	1.515	1.568	1.621	1.674
13	1.515	1.569	1.624	1.679	1.733
14	1.567	1.623	1.680	1.736	1.793
15	1.619	1.677	1.736	1.794	1.853
16	1.671	1.731	1.792	1.852	1.912
17	1.855	1.922	1.989	2.056	2.123

LONGEVITY: \$1000 for any tchr with 25 yrs of exp; \$1500 with 30 or more yrs.

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

SABATTUS

2007-08

Step	BA	BA+15	MA
0	27,802	29,192	31,972
1	...	...	...
2	29,126	30,582	33,494
3	30,449	31,972	35,017
4	31,773	33,362	36,539
5	33,097	34,752	38,062
6	34,421	36,142	39,584
7	35,745	37,532	41,107
8	37,069	38,922	42,629
9	38,393	40,312	44,152
10	39,717	41,703	45,674
11	41,041	43,093	47,197
12	42,364	44,483	48,719
13	43,688	45,873	50,242
14	...	...	...
15	45,012	47,263	51,764
16	...	...	...
17	46,336	48,653	53,287
18	...	...	...
19	47,660	50,043	54,809
20	48,322	50,738	55,570
21	49,646	52,128	57,093

SABATTUS

2007-08

Step	BA	BA+15	MA
0	1.000	1.050	1.150
1	...	...	...
2	1.048	1.100	1.205
3	1.095	1.150	1.260
4	1.143	1.200	1.314
5	1.190	1.250	1.369
6	1.238	1.300	1.424
7	1.286	1.350	1.479
8	1.333	1.400	1.533
9	1.381	1.450	1.588
10	1.429	1.500	1.643
11	1.476	1.550	1.698
12	1.524	1.600	1.752
13	1.571	1.650	1.807
14	...	...	...
15	1.619	1.700	1.862
16	...	...	...
17	1.667	1.750	1.917
18	...	...	...
19	1.714	1.800	1.971
20	1.738	1.825	1.999
21	1.786	1.875	2.054

SABATTUS

2008-09

Step	BA	BA+15	MA
0	28,497	29,922	32,771
1	...	...	...
2	29,854	31,346	34,332
3	31,211	32,771	35,892
4	32,568	34,196	37,453
5	33,925	35,621	39,013
6	35,282	37,046	40,574
7	36,639	38,471	42,134
8	37,996	39,895	43,695
9	39,353	41,320	45,256
10	40,710	42,745	46,816
11	42,067	44,170	48,377
12	43,424	45,595	49,937
13	44,781	47,020	51,498
14	...	...	...
15	46,138	48,444	53,058
16	...	...	...
17	47,495	49,869	54,619
18	...	...	...
19	48,852	51,294	56,179
20	49,530	52,007	56,960
21	50,887	53,431	58,520

SABATTUS

2008-09

Step	BA	BA+15	MA
0	1.000	1.050	1.150
1	...	...	...
2	1.048	1.100	1.205
3	1.095	1.150	1.260
4	1.143	1.200	1.314
5	1.190	1.250	1.369
6	1.238	1.300	1.424
7	1.286	1.350	1.479
8	1.333	1.400	1.533
9	1.381	1.450	1.588
10	1.429	1.500	1.643
11	1.476	1.550	1.698
12	1.524	1.600	1.752
13	1.571	1.650	1.807
14	...	...	...
15	1.619	1.700	1.862
16	...	...	...
17	1.667	1.750	1.917
18	...	...	...
19	1.714	1.800	1.971
20	1.738	1.825	1.999
21	1.786	1.875	2.054

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

**SO BRISTOL
2007-08**

Step	BA	MA
0	34,004	36,270
1	35,364	37,721
2	36,778	39,230
3	38,249	40,799
4	39,779	42,431
5	41,371	44,129
6	43,025	45,894
7	44,746	47,729
8	46,536	49,639
9	48,398	51,624
10	50,334	53,689
11	52,347	55,837
12	54,441	58,070
13	56,618	60,393
14	58,883	62,809

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

**SO BRISTOL
2007-08
Index**

Step	BA	MA
0	1.000	1.067
1	1.040	1.109
2	1.082	1.154
3	1.125	1.200
4	1.170	1.248
5	1.217	1.298
6	1.265	1.350
7	1.316	1.404
8	1.369	1.460
9	1.423	1.518
10	1.480	1.579
11	1.539	1.642
12	1.601	1.708
13	1.665	1.776
14	1.732	1.847

**SO BRISTOL
2008-09**

Step	BA	MA
0	35,364	37,721
1	36,779	39,230
2	38,250	40,799
3	39,780	42,431
4	41,371	44,128
5	43,026	45,893
6	44,747	47,729
7	46,537	49,638
8	48,398	51,624
9	50,334	53,688
10	52,348	55,863
11	54,441	58,069
12	56,619	60,392
13	58,884	62,808
14	61,239	65,320

**SO BRISTOL
2008-09
Index**

Step	BA	MA
0	1.000	1.067
1	1.040	1.109
2	1.082	1.154
3	1.125	1.200
4	1.170	1.248
5	1.217	1.298
6	1.265	1.350
7	1.316	1.404
8	1.369	1.460
9	1.423	1.518
10	1.480	1.580
11	1.539	1.642
12	1.601	1.708
13	1.665	1.776
14	1.732	1.847

**SO BRISTOL
2009-10**

Step	BA	MA
0	36,779	39,230
1	38,250	40,799
2	39,780	42,431
3	41,371	44,128
4	43,026	45,893
5	44,747	47,729
6	46,537	49,638
7	48,398	51,624
8	50,334	53,688
9	52,348	55,863
10	54,441	58,069
11	56,619	60,392
12	58,884	62,808
13	61,239	65,320
14	63,439	67,620

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

**SO BRISTOL
2009-10
Index**

Step	BA	MA
0	1.000	1.067
1	1.040	1.109
2	1.082	1.154
3	1.125	1.200
4	1.170	1.248
5	1.217	1.298
6	1.265	1.350
7	1.316	1.404
8	1.369	1.460
9	1.423	1.519
10	1.480	1.579
11	1.539	1.642
12	1.601	1.708
13	1.665	1.776
14	1.725	1.839

**SO BRISTOL
2010-11**

Step	BA	MA
0	38,250	40,799
1	39,780	42,431
2	41,371	44,128
3	43,026	45,893
4	44,747	47,729
5	46,537	49,638
6	48,398	51,624
7	50,334	53,688
8	52,348	55,863
9	54,441	58,069
10	56,619	60,392
11	58,884	62,808
12	61,239	65,320
13	63,439	67,620
14	65,639	69,920

**SO BRISTOL
2010-11
Index**

Step	BA	MA
0	1.000	1.067
1	1.040	1.109
2	1.082	1.154
3	1.125	1.200
4	1.170	1.248
5	1.217	1.298
6	1.265	1.350
7	1.316	1.404
8	1.369	1.460
9	1.423	1.518
10	1.480	1.579
11	1.539	1.642
12	1.601	1.708
13	1.659	1.768
14	1.716	1.828

SOUTHPORT**2007-08**

Step	BA	MA	MA+15	PhD
0	29,036	31,940	33,391	34,843
1	30,488	33,391	34,843	36,295
2	31,940	34,843	36,295	37,747
3	33,391	36,295	37,747	39,199
4	34,843	37,747	39,199	40,650
5	36,295	39,199	40,650	42,102
6	37,747	40,650	42,102	43,554
7	39,199	42,102	43,554	45,006
8	40,650	43,554	45,006	46,458
9	42,102	45,006	46,458	47,909
10	43,554	46,458	47,909	49,361
11	45,006	47,909	49,361	50,813
12	46,458	49,361	50,813	52,265
13	47,909	50,813	52,265	53,717
14	49,361	52,265	53,717	55,168
15	50,813	53,717	55,168	56,620
16	52,265	55,168	56,620	58,072

SOUTHPORT**2007-08****Index**

Step	BA	MA	MA+15	PhD
0	1.000	1.100	1.150	1.200
1	1.050	1.150	1.200	1.250
2	1.100	1.200	1.250	1.300
3	1.150	1.250	1.300	1.350
4	1.200	1.300	1.350	1.400
5	1.250	1.350	1.400	1.450
6	1.300	1.400	1.450	1.500
7	1.350	1.450	1.500	1.550
8	1.400	1.500	1.550	1.600
9	1.450	1.550	1.600	1.650
10	1.500	1.600	1.650	1.700
11	1.550	1.650	1.700	1.750
12	1.600	1.700	1.750	1.800
13	1.650	1.750	1.800	1.850
14	1.700	1.800	1.850	1.900
15	1.750	1.850	1.900	1.950
16	1.800	1.900	1.950	2.000

SOUTHPORT**2008-09**

Step	BA	MA	MA+15	PhD
0	30,052	33,057	34,560	36,062
1	31,555	34,560	36,062	37,565
2	33,057	36,062	37,565	39,068
3	34,560	37,565	39,068	40,570
4	36,062	39,068	40,570	42,073
5	37,565	40,570	42,073	43,575
6	39,068	42,073	43,575	45,078
7	40,570	43,575	45,078	46,581
8	42,073	45,078	46,581	48,083
9	43,575	46,581	48,083	49,586
10	45,078	48,083	49,586	51,088
11	46,581	49,586	51,088	52,591
12	48,083	51,088	52,591	54,094
13	49,586	52,591	54,094	55,596
14	51,088	54,094	55,596	57,099
15	52,591	55,596	57,099	58,601
16	54,094	57,099	58,601	60,104

SOUTHPORT**2008-09****Index**

Step	BA	MA	MA+15	PhD
0	1.000	1.100	1.150	1.200
1	1.050	1.150	1.200	1.250
2	1.100	1.200	1.250	1.300
3	1.150	1.250	1.300	1.350
4	1.200	1.300	1.350	1.400
5	1.250	1.350	1.400	1.450
6	1.300	1.400	1.450	1.500
7	1.350	1.450	1.500	1.550
8	1.400	1.500	1.550	1.600
9	1.450	1.550	1.600	1.650
10	1.500	1.600	1.650	1.700
11	1.550	1.650	1.700	1.750
12	1.600	1.700	1.750	1.800
13	1.650	1.750	1.800	1.850
14	1.700	1.800	1.850	1.900
15	1.750	1.850	1.900	1.950
16	1.800	1.900	1.950	2.000

SOUTHPORT CONT' NEXT PAGE

SOUTHPORT

2009-10

Step	BA	MA	MA+15	PhD
0	31,043	34,147	35,699	37,252
1	32,595	35,699	37,252	38,804
2	34,147	37,252	38,804	40,356
3	35,699	38,804	40,356	41,908
4	37,252	40,356	41,908	43,460
5	38,804	41,908	43,460	45,012
6	40,356	43,460	45,012	46,565
7	41,908	45,012	46,565	48,117
8	43,460	46,565	48,117	49,669
9	45,012	48,117	49,669	51,221
10	46,565	49,669	51,221	52,773
11	48,117	51,221	52,773	54,325
12	49,669	52,773	54,325	55,877
13	51,221	54,325	55,877	57,430
14	52,773	55,877	57,430	58,982
15	54,325	57,430	58,982	60,534
16	55,877	58,982	60,534	62,086

SOUTHPORT

2009-10

Index

Step	BA	MA	MA+15	PhD
0	1.000	1.100	1.150	1.200
1	1.050	1.150	1.200	1.250
2	1.100	1.200	1.250	1.300
3	1.150	1.250	1.300	1.350
4	1.200	1.300	1.350	1.400
5	1.250	1.350	1.400	1.450
6	1.300	1.400	1.450	1.500
7	1.350	1.450	1.500	1.550
8	1.400	1.500	1.550	1.600
9	1.450	1.550	1.600	1.650
10	1.500	1.600	1.650	1.700
11	1.550	1.650	1.700	1.750
12	1.600	1.700	1.750	1.800
13	1.650	1.750	1.800	1.850
14	1.700	1.800	1.850	1.900
15	1.750	1.850	1.900	1.950
16	1.800	1.900	1.950	2.000

OFF SCALE: \$500 after step 16; add'l \$750 to any tchr who has been at step 16 for more than 3 yrs.

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

2008-09

WALES (AFT)

Step	BA	BA+15	MA
0	26,914	28,798	31,099
1	...	...	...
2	28,073	30,038	32,580
3	29,232	31,278	34,061
4	30,391	32,518	35,542
5	31,550	33,758	37,023
6	32,709	34,998	38,504
7	33,868	36,238	39,985
8	35,027	37,479	41,466
9	36,186	38,719	42,947
10	37,345	39,959	44,428
11	38,504	41,199	45,909
12	39,663	42,439	47,390
13	40,822	43,679	48,870
14	41,981	44,919	50,351

2008-09

WALES (AFT)

Index

Step	BA	BA+15	MA
0	1.000	1.070	1.155
1	...	...	...
2	1.043	1.116	1.211
3	1.086	1.162	1.266
4	1.129	1.208	1.321
5	1.172	1.254	1.376
6	1.215	1.300	1.431
7	1.258	1.346	1.486
8	1.301	1.393	1.541
9	1.345	1.439	1.596
10	1.388	1.485	1.651
11	1.431	1.531	1.706
12	1.474	1.577	1.761
13	1.517	1.623	1.816
14	1.560	1.669	1.871

2009-10

WALES (AFT)

Step	BA	BA+15	MA
0	27,587	29,518	31,877
1	...	...	...
2	28,775	30,789	33,395
3	29,963	32,060	34,913
4	31,151	33,331	36,431
5	32,339	34,602	37,949
6	33,527	35,873	39,467
7	34,715	37,144	40,984
8	35,903	38,416	42,502
9	37,091	39,687	44,020
10	38,279	40,958	45,538
11	39,467	42,229	47,056
12	40,655	43,500	48,574
13	41,843	44,771	50,092
14	43,030	46,042	51,610

2009-10

WALES (AFT)

Index

Step	BA	BA+15	MA
0	1.000	1.070	1.156
1	...	...	...
2	1.043	1.116	1.211
3	1.086	1.162	1.266
4	1.129	1.208	1.321
5	1.172	1.254	1.376
6	1.215	1.300	1.431
7	1.258	1.346	1.486
8	1.301	1.393	1.541
9	1.345	1.439	1.596
10	1.388	1.485	1.651
11	1.431	1.531	1.706
12	1.474	1.577	1.761
13	1.517	1.623	1.816
14	1.560	1.669	1.871

WALES CONT' NEXT PAGE

WALES (AFT)			
2010-11			
Step	BA	BA+15	MA
0	28,277	30,256	32,674
1	...	...	...
2	29,494	31,559	34,230
3	30,712	32,862	35,786
4	31,930	34,164	37,341
5	33,147	35,467	38,897
6	34,365	36,770	40,453
7	35,583	38,073	42,009
8	36,800	39,376	43,565
9	38,018	40,679	45,121
10	39,236	41,982	46,677
11	40,453	43,285	48,233
12	41,671	44,587	49,789
13	42,889	45,890	51,344
14	44,106	47,193	52,900

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

WALES (AFT)			
2010-11			
Index	BA	BA+15	MA
0	1.000	1.070	1.155
1	...	...	...
2	1.043	1.116	1.211
3	1.086	1.162	1.266
4	1.129	1.208	1.321
5	1.172	1.254	1.376
6	1.215	1.300	1.431
7	1.258	1.346	1.486
8	1.301	1.393	1.541
9	1.344	1.439	1.596
10	1.388	1.485	1.651
11	1.431	1.531	1.706
12	1.474	1.577	1.761
13	1.517	1.623	1.816
14	1.560	1.669	1.871

WINTHROP

2007-08

Step	BA	BA+15	MA	MA+30
0	28,800	29,800	32,000	34,000
1	...	...	...	...
2	29,808	30,808	33,008	35,008
3	30,851	31,851	34,051	36,051
4	31,931	32,931	35,131	37,131
5	33,049	34,049	36,249	38,249
6	34,205	35,205	37,405	39,405
7	35,403	36,403	38,603	40,603
8	36,642	37,642	39,842	41,842
9	37,924	38,924	41,124	43,124
10	39,251	40,251	42,451	44,451
11	40,625	41,625	43,825	45,825
12	42,047	43,047	45,247	47,247
13	43,519	44,519	46,719	48,719
14	45,042	46,042	48,242	50,242
15	46,618	47,618	49,818	51,818
16	48,250	49,250	51,450	53,450
17	49,939	50,939	53,139	55,139
18	51,687	52,687	54,887	56,887
19	53,496	54,496	56,696	58,696
20	55,368	56,368	58,568	60,568

WINTHROP

2007-08

Index

Step	BA	BA+15	MA	MA+30
0	1.000	1.035	1.111	1.181
1	...	...	...	...
2	1.035	1.070	1.146	1.216
3	1.071	1.106	1.182	1.252
4	1.109	1.143	1.220	1.289
5	1.148	1.182	1.259	1.328
6	1.188	1.222	1.299	1.368
7	1.229	1.264	1.340	1.410
8	1.272	1.307	1.383	1.453
9	1.317	1.352	1.428	1.497
10	1.363	1.398	1.474	1.543
11	1.411	1.445	1.522	1.591
12	1.460	1.495	1.571	1.641
13	1.511	1.546	1.622	1.692
14	1.564	1.599	1.675	1.745
15	1.619	1.653	1.730	1.799
16	1.675	1.710	1.786	1.856
17	1.734	1.769	1.845	1.915
18	1.795	1.829	1.906	1.975
19	1.858	1.892	1.969	2.038
20	1.923	1.957	2.034	2.103

NOTE: Salary Steps do not correspond to actual years of experience. See contract for conversion table.

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

WINTHROP

2008-09

Step	BA	BA+15	MA	MA+30
0	29,008	30,098	32,320	34,340
1	...	...	...	...
2	30,106	31,116	33,338	35,358
3	31,160	32,170	34,392	36,412
4	32,250	33,260	34,582	37,502
5	33,379	34,389	36,611	38,631
6	34,547	35,557	37,779	39,799
7	35,757	36,767	38,989	41,009
8	37,008	38,018	40,240	42,260
9	38,303	39,313	41,535	43,555
10	39,644	40,654	42,876	44,896
11	41,031	42,041	44,263	46,283
12	42,467	43,477	45,699	47,719
13	43,954	44,964	47,186	49,206
14	45,492	46,502	48,724	50,744
15	47,084	48,094	50,316	52,336
16	48,733	49,743	51,965	53,985
17	50,438	51,448	53,670	55,690
18	52,204	53,214	55,436	57,456
19	54,031	55,041	57,263	59,283
20	55,922	56,932	59,154	61,174

WINTHROP

2008-09

Index

Step	BA	BA+15	MA	MA+30
0	1.000	1.038	1.114	1.184
1	...	...	...	...
2	1.038	1.073	1.149	1.219
3	1.074	1.109	1.186	1.255
4	1.112	1.147	1.192	1.293
5	1.151	1.186	1.262	1.332
6	1.191	1.226	1.302	1.372
7	1.233	1.267	1.344	1.414
8	1.276	1.311	1.387	1.457
9	1.320	1.355	1.432	1.501
10	1.367	1.401	1.478	1.548
11	1.414	1.449	1.526	1.596
12	1.464	1.499	1.575	1.645
13	1.515	1.550	1.627	1.696
14	1.568	1.603	1.680	1.749
15	1.623	1.658	1.735	1.804
16	1.680	1.715	1.791	1.861
17	1.739	1.774	1.850	1.920
18	1.800	1.834	1.911	1.981
19	1.863	1.897	1.974	2.044
20	1.928	1.963	2.039	2.109

WINTHROP CONT' NEXT PAGE

WINTHROP**2009-10**

Step	BA	BA+15	MA	MA+30
0	29,379	30,399	32,643	34,683
1	...	...	...	...
2	30,407	31,427	33,671	35,712
3	31,472	32,492	34,736	36,776
4	32,573	33,593	35,837	37,877
5	33,713	34,733	36,977	39,017
6	34,892	35,913	38,157	40,197
7	36,115	37,135	39,379	41,419
8	37,378	38,398	40,642	42,683
9	38,686	39,706	41,950	43,991
10	40,040	41,061	43,305	45,345
11	41,441	42,461	44,706	46,746
12	42,892	43,912	46,156	48,196
13	44,394	45,414	47,658	49,698
14	45,947	46,967	49,211	51,251
15	47,555	48,575	50,819	52,859
16	49,220	50,240	52,485	54,525
17	50,942	51,962	54,207	56,247
18	52,726	53,746	55,990	58,031
19	54,571	55,591	57,836	59,876
20	56,481	57,501	59,746	61,786

WINTHROP**2009-10****Index**

Step	BA	BA+15	MA	MA+30
0	1.000	1.035	1.111	1.181
1	...	...	...	...
2	1.035	1.070	1.146	1.216
3	1.071	1.106	1.182	1.252
4	1.109	1.143	1.220	1.289
5	1.148	1.182	1.259	1.328
6	1.188	1.222	1.299	1.368
7	1.229	1.264	1.340	1.410
8	1.272	1.307	1.383	1.453
9	1.317	1.352	1.428	1.497
10	1.363	1.398	1.474	1.543
11	1.411	1.445	1.522	1.591
12	1.460	1.495	1.571	1.640
13	1.511	1.546	1.622	1.692
14	1.564	1.599	1.675	1.744
15	1.619	1.653	1.730	1.799
16	1.675	1.710	1.786	1.856
17	1.734	1.769	1.845	1.915
18	1.795	1.829	1.906	1.975
19	1.857	1.892	1.969	2.038
20	1.922	1.957	2.034	2.103

NOTE: Salary Steps do not correspond to actual years of experience. See contract for conversion table.**TERM: 9/1/08-8/31/10**

WISCASSET

2007-08

Step	BA	MA	MA+15	MA+30	2 MA's
0	30,000	32,100	32,400	32,700	33,000
1	31,065	33,240	33,550	33,861	34,172
2	32,130	34,379	34,700	35,022	35,343
3	33,195	35,519	35,851	36,183	36,515
4	34,260	36,658	37,001	37,343	37,686
5	35,325	37,798	38,151	38,504	38,858
6	36,390	38,937	39,301	39,665	40,029
7	37,455	40,077	40,451	40,826	41,201
8	38,520	41,216	41,602	41,987	42,372
9	39,585	42,356	42,752	43,148	43,544
10	40,650	43,496	43,902	44,309	44,715
11	41,715	44,635	45,052	45,469	45,887
12	42,780	45,775	46,202	46,630	47,058
13	43,845	46,914	47,353	47,791	48,230
14	44,910	48,054	48,503	48,952	49,401
15	45,975	49,193	49,653	50,113	50,573
16	47,040	50,333	50,803	51,274	51,744
17	48,105	51,472	51,953	52,434	52,916
18	49,170	52,612	53,104	53,595	54,087
19	50,235	53,751	54,254	54,756	55,259
20	51,300	54,891	55,404	55,917	56,430
21	52,365	56,031	56,554	57,078	57,602

WISCASSET

2007-08

Index

Step	BA	MA	MA+15	MA+30	2 MA's
0	1.000	1.070	1.080	1.090	1.100
1	1.036	1.108	1.118	1.129	1.139
2	1.071	1.146	1.157	1.167	1.178
3	1.107	1.184	1.195	1.206	1.217
4	1.142	1.222	1.233	1.245	1.256
5	1.178	1.260	1.272	1.283	1.295
6	1.213	1.298	1.310	1.322	1.334
7	1.249	1.336	1.348	1.361	1.373
8	1.284	1.374	1.387	1.400	1.412
9	1.320	1.412	1.425	1.438	1.451
10	1.355	1.450	1.463	1.477	1.491
11	1.391	1.488	1.502	1.516	1.530
12	1.426	1.526	1.540	1.554	1.569
13	1.462	1.564	1.578	1.593	1.608
14	1.497	1.602	1.617	1.632	1.647
15	1.533	1.640	1.655	1.670	1.686
16	1.568	1.678	1.693	1.709	1.725
17	1.604	1.716	1.732	1.748	1.764
18	1.639	1.754	1.770	1.787	1.803
19	1.675	1.792	1.808	1.825	1.842
20	1.710	1.830	1.847	1.864	1.881
21	1.746	1.868	1.885	1.903	1.920

WISCASSET

2008-09

Step	BA	MA	MA+15	MA+30	2 MA's
0	30,500	32,635	32,940	33,245	33,550
1	31,050	33,224	33,534	33,845	34,155
2	32,152	34,403	34,724	35,046	35,368
3	33,255	35,582	35,915	36,247	36,580
4	34,357	36,762	37,105	37,449	37,793
5	35,459	37,941	38,296	38,650	39,005
6	36,561	39,121	39,486	39,852	40,218
7	37,664	40,300	40,677	41,053	41,430
8	38,766	41,480	41,867	42,255	42,643
9	39,868	42,659	43,058	43,456	43,855
10	40,970	43,838	44,248	44,658	45,068
11	42,073	45,018	45,439	45,859	46,280
12	43,175	46,197	46,629	47,061	47,493
13	44,277	47,377	47,819	48,262	48,705
14	45,380	48,556	49,010	49,464	49,918
15	46,482	49,736	50,200	50,665	51,130
16	47,584	50,915	51,391	51,867	52,343
17	48,686	52,094	52,581	53,068	53,555
18	49,789	53,274	53,772	54,270	54,768
19	50,891	54,453	54,962	55,471	55,980
20	51,993	55,633	56,153	56,673	57,193
21	53,096	56,812	57,343	57,874	58,405
22	54,198	57,992	58,534	59,076	59,618

WISCASSET

2008-09

Index

Step	BA	MA	MA+15	MA+30	2 MA's
0	1.000	1.070	1.080	1.090	1.100
1	1.018	1.089	1.099	1.110	1.120
2	1.054	1.128	1.138	1.149	1.160
3	1.090	1.167	1.178	1.188	1.199
4	1.126	1.205	1.217	1.228	1.239
5	1.163	1.244	1.256	1.267	1.279
6	1.199	1.283	1.295	1.307	1.319
7	1.235	1.321	1.334	1.346	1.358
8	1.271	1.360	1.373	1.385	1.398
9	1.307	1.399	1.412	1.425	1.438
10	1.343	1.437	1.451	1.464	1.478
11	1.379	1.476	1.490	1.504	1.517
12	1.416	1.515	1.529	1.543	1.557
13	1.452	1.553	1.568	1.582	1.597
14	1.488	1.592	1.607	1.622	1.637
15	1.524	1.631	1.646	1.661	1.676
16	1.560	1.669	1.685	1.701	1.716
17	1.596	1.708	1.724	1.740	1.756
18	1.632	1.747	1.763	1.779	1.796
19	1.669	1.785	1.802	1.819	1.835
20	1.705	1.824	1.841	1.858	1.875
21	1.741	1.863	1.880	1.898	1.915
22	1.777	1.901	1.919	1.937	1.955

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

**SAD 11, GARDINER AREA
2007-08**

Step	BA	MA	CAGS
0	28,758	30,832	32,906
1	...	...	...
2	31,025	32,775	34,275
3	...	...	...
4	32,247	34,066	35,625
5	33,518	35,409	37,029
6	34,839	36,804	38,488
7	36,211	38,254	40,004
8	37,638	39,761	41,581
9	39,121	41,327	43,219
10	40,662	42,956	44,922
11	...	...	...
12	42,264	44,648	46,692
13	...	...	...
14	43,929	46,407	48,531
15	...	...	...
16	45,660	48,236	50,443
17	...	...	...
18	47,459	50,136	52,431
19	...	...	...
20	...	...	...
21	49,329	52,111	54,497

**SAD 11, GARDINER AREA
2007-08**

Index			
Step	BA	MA	CAGS
0	1.000	1.072	1.144
1	...	...	...
2	1.079	1.140	1.192
3	...	...	...
4	1.121	1.185	1.239
5	1.166	1.231	1.288
6	1.211	1.280	1.338
7	1.259	1.330	1.391
8	1.309	1.383	1.446
9	1.360	1.437	1.503
10	1.414	1.494	1.562
11	...	...	...
12	1.470	1.553	1.624
13	1.470	1.553	1.624
14	1.528	1.614	1.688
15	...	...	...
16	1.588	1.677	1.754
17	...	...	...
18	1.650	1.743	1.823
19	...	...	...
20	...	...	...
21	1.715	1.812	1.895

**SAD 11, GARDINER AREA
2008-09**

Step	BA	MA	CAGS
0	29,477	31,603	33,729
1	31,025	32,775	34,275
2	...	...	...
3	32,247	34,066	35,625
4	...	...	...
5	33,518	35,409	37,029
6	34,839	36,804	38,488
7	36,211	38,254	40,004
8	37,638	39,761	41,581
9	39,121	41,327	43,219
10	40,662	42,956	44,922
11	42,264	44,648	46,692
12	...	...	...
13	43,929	46,407	48,531
14	...	...	...
15	45,660	48,236	50,443
16	...	...	...
17	47,459	50,136	52,431
18	...	...	...
19	49,329	52,112	54,497
20	...	...	...
21	51,273	54,165	56,644

**SAD 11, GARDINER AREA
2008-09**

Index			
Step	BA	MA	CAGS
0	1.000	1.072	1.144
1	1.053	1.112	1.163
2	...	...	...
3	1.094	1.156	1.209
4	...	...	...
5	1.137	1.201	1.256
6	1.182	1.249	1.306
7	1.228	1.298	1.357
8	1.277	1.349	1.411
9	1.327	1.402	1.466
10	1.379	1.457	1.524
11	1.434	1.515	1.584
12	...	...	...
13	1.490	1.574	1.646
14	...	...	...
15	1.549	1.636	1.711
16	...	...	...
17	1.610	1.701	1.779
18	...	...	...
19	1.673	1.768	1.849
20	...	...	...
21	1.739	1.838	1.922

SAD 11 CONT' NEXT PAGE

**SAD 11, GARDINER AREA
2009-10**

Step	BA	MA	CAGS
0	30,214	32,393	34,000
1	31,025	32,775	34,275
2	32,247	34,066	35,625
3	...	...	...
4	33,518	35,409	37,029
5	...	...	...
6	34,839	36,804	38,488
7	36,211	38,254	40,004
8	37,638	39,761	41,581
9	39,121	41,327	43,219
10	40,662	42,956	44,922
11	42,264	44,648	46,692
12	43,929	46,407	48,531
13	...	...	...
14	45,660	48,236	50,443
15	...	...	...
16	47,459	50,136	52,431
17	...	...	...
18	49,329	52,112	54,497
19	...	...	...
20	51,273	54,165	56,644
21	53,011	56,001	58,564

**SAD 11, GARDINER AREA
2009-10**

Index			
Step	BA	MA	CAGS
0	1.000	1.072	1.125
1	1.027	1.085	1.134
2	1.067	1.127	1.179
3	...	...	...
4	1.109	1.172	1.226
5	...	...	...
6	1.153	1.218	1.274
7	1.198	1.266	1.324
8	1.246	1.316	1.376
9	1.295	1.368	1.430
10	1.346	1.422	1.487
11	1.399	1.478	1.545
12	1.454	1.536	1.606
13	...	...	...
14	1.511	1.596	1.670
15	...	...	...
16	1.571	1.659	1.735
17	...	...	...
18	1.633	1.725	1.804
19	...	...	...
20	1.697	1.793	1.875
21	1.755	1.853	1.938

LONGEVITY: After 10 yrs of serv in SAD 11: \$100; 15 yrs - \$200; 20 yrs - \$300; 25 yrs - \$400; 30 yrs - \$500.

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

SAD 16, HALLOWELL AREA**2007-08**

Step	CAGS				
	BA	BA+15	MA	MA+15	MA+30
0	29,216	29,063	31,038	31,884	32,731
1	29,232	30,109	32,155	33,032	33,909
2	30,284	31,193	33,313	34,221	35,130
3	31,375	32,316	34,512	35,453	36,395
4	32,504	33,479	35,754	36,730	37,705
5	33,674	34,684	37,042	38,052	39,062
6	34,398	35,430	37,838	38,870	39,902
7	35,138	36,192	38,652	39,706	40,760
8	35,893	36,970	39,483	40,559	41,636
9	36,665	37,765	40,331	41,431	42,531
10	37,453	38,577	41,199	42,322	43,446
11	38,259	39,406	42,084	43,232	44,380
12	39,081	40,253	42,989	44,162	45,334
13	39,921	41,119	43,913	45,111	46,309
14	40,780	42,003	44,858	46,081	47,304
15	41,656	42,906	45,822	47,072	48,321
16	42,552	43,829	46,807	48,084	49,360
17	43,467	44,771	47,814	49,118	50,422
18	44,401	45,733	48,842	50,174	51,506
19	45,356	46,717	49,892	51,252	52,613
20	46,331	47,721	50,964	52,354	53,744

TERM: 9/1/05-8/31/08**SAD 16, HALLOWELL AREA****2007-08**

Step	CAGS Index				
	BA	BA+15	MA	MA+15	MA+30
0	1.000	0.995	1.062	1.091	1.120
1	1.001	1.031	1.101	1.131	1.161
2	1.037	1.068	1.140	1.171	1.202
3	1.074	1.106	1.181	1.213	1.246
4	1.113	1.146	1.224	1.257	1.291
5	1.153	1.187	1.268	1.302	1.337
6	1.177	1.213	1.295	1.330	1.366
7	1.203	1.239	1.323	1.359	1.395
8	1.229	1.265	1.351	1.388	1.425
9	1.255	1.293	1.380	1.418	1.456
10	1.282	1.320	1.410	1.449	1.487
11	1.310	1.349	1.440	1.480	1.519
12	1.338	1.378	1.471	1.512	1.552
13	1.366	1.407	1.503	1.544	1.585
14	1.396	1.438	1.535	1.577	1.619
15	1.426	1.469	1.568	1.611	1.654
16	1.456	1.500	1.602	1.646	1.689
17	1.488	1.532	1.637	1.681	1.726
18	1.520	1.565	1.672	1.717	1.763
19	1.552	1.599	1.708	1.754	1.801
20	1.586	1.633	1.744	1.792	1.840

SAD 16, HALLOWELL AREA**2008-09**

Step	CAGS			
	BA	BA+15	MA	MA+15
0	29,750	30,643	32,725	33,618
1	...	...	...	...
2	30,643	31,562	33,707	34,626
3	31,562	32,509	34,718	35,665
4	32,509	33,484	35,759	36,735
5	33,484	34,488	36,832	37,837
6	34,488	35,523	37,937	38,972
7	35,523	36,589	39,075	40,141
8	36,589	37,686	40,248	41,345
9	37,686	38,817	41,455	42,586
10	38,817	39,982	42,699	43,863
11	39,982	41,181	43,980	45,179
12	41,181	42,416	45,299	46,534
13	42,416	43,689	46,658	47,931
14	43,689	45,000	48,058	49,368
15	45,000	46,350	49,499	50,849
16	46,350	47,740	50,984	52,375
17	47,740	49,172	52,514	53,946

SAD 16, HALLOWELL AREA**2008-09**

Step	CAGS Index			
	BA	BA+15	MA	MA+15
0	1.000	1.030	1.100	1.130
1	...	...	...	...
2	1.030	1.061	1.133	1.164
3	1.061	1.093	1.167	1.199
4	1.093	1.126	1.202	1.235
5	1.126	1.159	1.238	1.272
6	1.159	1.194	1.275	1.310
7	1.194	1.230	1.313	1.349
8	1.230	1.267	1.353	1.390
9	1.267	1.305	1.393	1.431
10	1.305	1.344	1.435	1.474
11	1.344	1.384	1.478	1.519
12	1.384	1.426	1.523	1.564
13	1.426	1.469	1.568	1.611
14	1.469	1.513	1.615	1.659
15	1.513	1.558	1.664	1.709
16	1.558	1.605	1.714	1.761
17	1.605	1.653	1.765	1.813

SAD 16 CONT' NEXT PAGE

**SAD 16, HALLOWELL AREA
2009-10**

Step	BA	BA+15	MA	MA+15
0	30,568	31,485	33,625	34,542
1	...	...	...	...
2	31,485	32,430	34,634	35,578
3	32,430	33,403	35,673	36,646
4	33,403	34,405	36,743	37,745
5	34,405	35,437	37,845	38,877
6	35,437	36,500	38,981	40,044
7	36,500	37,595	40,150	41,245
8	37,595	38,723	41,354	42,482
9	38,723	39,884	42,595	43,757
10	39,884	41,081	43,873	45,069
11	41,081	42,313	45,189	46,422
12	42,313	43,583	46,545	47,814
13	43,583	44,890	47,941	49,249
14	44,890	46,237	49,379	50,726
15	46,237	47,624	50,861	52,248
16	47,624	49,053	52,387	53,815
17	49,053	50,524	53,958	55,430
18			55,577	57,093

**SAD 16, HALLOWELL AREA
2009-10**

Index				
Step	BA	BA+15	MA	MA+15
0	1.000	1.030	1.100	1.130
1	...	...	...	...
2	1.030	1.061	1.133	1.164
3	1.061	1.093	1.167	1.199
4	1.093	1.126	1.202	1.235
5	1.126	1.159	1.238	1.272
6	1.159	1.194	1.275	1.310
7	1.194	1.230	1.313	1.349
8	1.230	1.267	1.353	1.390
9	1.267	1.305	1.393	1.431
10	1.305	1.344	1.435	1.474
11	1.344	1.384	1.478	1.519
12	1.384	1.426	1.523	1.564
13	1.426	1.469	1.568	1.611
14	1.469	1.513	1.615	1.659
15	1.513	1.558	1.664	1.709
16	1.558	1.605	1.714	1.761
17	1.605	1.653	1.765	1.813
18			1.818	1.868

**SAD 16, HALLOWELL AREA
2010-11**

Step	BA	BA+15	MA	MA+15
0	31,409	32,351	34,550	35,492
1	...	...	...	...
2	32,351	33,322	35,586	36,557
3	33,322	34,321	36,654	37,653
4	34,321	35,351	37,753	38,783
5	35,351	36,411	38,886	39,946
6	36,411	37,504	40,052	41,145
7	37,504	38,629	41,254	42,379
8	38,629	39,788	42,492	43,651
9	39,788	40,981	43,766	44,960
10	40,981	42,211	45,079	46,309
11	42,211	43,477	46,432	47,698
12	43,477	44,781	47,825	49,129
13	44,781	46,125	49,260	50,603
14	46,125	47,509	50,737	52,121
15	47,509	48,934	52,259	53,685
16	48,934	50,402	53,827	55,295
17	50,402	51,914	55,442	56,954
18			57,105	58,663
19			58,818	60,423

**SAD 16, HALLOWELL AREA
2010-11**

Index				
Step	BA	BA+15	MA	MA+15
0	1.000	1.030	1.100	1.130
1	...	...	...	...
2	1.030	1.061	1.133	1.164
3	1.061	1.093	1.167	1.199
4	1.093	1.126	1.202	1.235
5	1.126	1.159	1.238	1.272
6	1.159	1.194	1.275	1.310
7	1.194	1.230	1.313	1.349
8	1.230	1.267	1.353	1.390
9	1.267	1.305	1.393	1.431
10	1.305	1.344	1.435	1.474
11	1.344	1.384	1.478	1.519
12	1.384	1.426	1.523	1.564
13	1.426	1.469	1.568	1.611
14	1.469	1.513	1.615	1.659
15	1.513	1.558	1.664	1.709
16	1.558	1.605	1.714	1.760
17	1.605	1.653	1.765	1.813
18			1.818	1.868
19			1.873	1.924

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