

## *Wage Schedules UniServ District Fifteen*

<u>Code</u>	<u>Local Association (School Unit)</u>	<u>Page</u>
	Calais Education Association	
CT	Calais Education Association (Alexander).....	15 - 2
ST	Calais EA, Support Unit II (Calais).....	15 - 5, 6
T	Calais Education Association (Robbinston).....	15 - 14
BCFST	Bar Harbor Support Educators Association.....	15 - 3
FST	Charlotte Education Association.....	15 - 7
	Eastport	
BCF	Eastport Support Staff.....	15 - 9
T	Eastport Education Association.....	*
BCFST	Lubec Education Association (SAD 19, Lubec Area).....	15 - 18
BCFST	Pembroke Education Association.....	15 - 12
CFT	Peninsula CSD Educational Technical Association.....	15 - 13
CFT	Frenchman's Bay Support Educators Association (Schoodic CSD).....	15 - 15, 16
	School Union 134 Teachers Association	
BCFS	Cutler.....	15 - 8
BCFS	Machiasport.....	15 - 11
T	Machiasport.....	15 - 11
BCFST	Whiting.....	15 - 17
CFT	Sumner High School Educational Support Professional Association (Flanders Bay CSD).....	15 - 10
BCFST	Woodland EA, Educational Support Personnel (Baileyville).....	15 - 3

\* Indicates Salary Schedule not available at last update

**Wage Schedules - Education Support Professionals**  
 MEA Collective Bargaining and Research Department  
 Schedules for this UniServ District last updated: 2/9/09

**ALEXANDER  
2007-08**

<b>Step</b>	<b>ETECHI</b>	<b>CSTODIAN</b>
0	8.59	9.77
1	...	...
2	9.35	10.71
3	...	...
4	...	...
5	9.72	11.43
6	...	...
7	...	...
8	10.08	12.02
9	...	...
10	10.87	12.75
11		...
12		...
13		...
14		...
15		13.74

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

**ALEXANDER  
2008-09**

<b>Step</b>	<b>ETECHI</b>	<b>CSTODIAN</b>
0	8.72	9.92
1	...	...
2	9.49	10.87
3	...	...
4	...	...
5	9.87	11.6
6	...	...
7	...	...
8	10.23	12.2
9	...	...
10	11.03	12.94
11		...
12		...
13		...
14		13.95

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

**BAILEYVILLE  
2007-08**

Step	FOODWKI	COOK	ETECHI	ETECHII	ETECHIII	CSTODIAN	SECRETARY	BUSDRVR	CUSTBSDR
0	7.79	8.60	8.79	10.91	11.82	9.45	9.98	10.72	10.40
1	...	...	...	...	...	...	...	...	...
2	8.18	9.04	9.22	11.45	12.42	9.93	10.47	11.26	10.92
3	...	...	...	...	...	...	...	...	...
4	8.59	9.49	9.69	12.03	13.03	10.41	11.00	11.83	11.47
5	...	...	...	...	...	...	...	...	...
6	9.01	9.96	10.16	12.63	13.68	10.94	11.55	12.42	12.04
7	...	...	...	...	...	...	...	...	...
8	9.47	10.45	10.68	13.26	14.38	11.49	12.13	13.04	12.64
9	...	...	...	...	...	...	...	...	...
10	9.95	10.98	11.21	13.92	15.09	12.06	12.73	13.69	13.27
11	...	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...	...
13	10.19	11.25	11.49	14.26	15.46	12.36	13.05	14.03	13.60
14	...	...	...	...	...	...	...	...	...
15	10.44	11.54	11.78	14.62	15.86	12.67	13.37	14.39	13.94
16	...	...	...	...	...	...	...	...	...
17	10.97	12.11	12.37	15.35	16.64	13.30	14.04	15.10	14.65
18	...	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...	...
20	11.52	12.72	12.99	16.13	17.48	13.97	14.75	15.86	15.37

**BAILEYVILLE  
2008-09**

Step	FOODWKI	COOK	ETECHI	ETECHII	ETECHIII	CSTODIAN	SECRETARY	BUSDRVR	CUSTBSDR
0	8.06	8.90	9.10	11.28	12.23	9.78	10.33	11.10	10.76
1	...	...	...	...	...	...	...	...	...
2	8.47	9.36	9.54	11.85	12.85	10.28	10.84	11.65	11.30
3	...	...	...	...	...	...	...	...	...
4	8.89	9.82	10.03	12.45	13.49	10.77	11.39	12.24	11.87
5	...	...	...	...	...	...	...	...	...
6	9.33	10.31	10.52	13.07	14.16	11.32	11.95	12.85	12.46
7	...	...	...	...	...	...	...	...	...
8	9.80	10.82	11.05	13.72	14.88	11.89	12.55	13.50	13.08
9	...	...	...	...	...	...	...	...	...
10	10.30	11.36	11.60	14.41	15.62	12.48	13.18	14.17	13.73
11	...	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...	...
13	10.55	11.64	11.89	14.76	16.00	12.79	13.51	14.52	14.08
14	...	...	...	...	...	...	...	...	...
15	10.81	11.94	12.19	15.13	16.42	13.11	13.84	14.89	14.43
16	...	...	...	...	...	...	...	...	...
17	11.35	12.53	12.80	15.89	17.22	13.77	14.53	15.63	15.16
18	...	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...	...
20	11.92	13.17	13.44	16.69	18.09	14.46	15.27	16.42	15.91
21	...	...	...	...	...	...	...	...	...
22	...	...	...	...	...	...	...	...	...
23	...	...	...	...	...	...	...	...	...
24	...	...	...	...	...	...	...	...	...
25	12.22	13.49	13.78	17.11	18.54	14.82	15.65	16.83	16.31

**DIFFERENTIALS:** Custodian night shift - add'l \$.30/hr.  
**TERM:** 7/1/06-6/30/09

**BAR HARBOR**

**2007-08**

**BKKR**

**HEADCOOK**

<b>SEC</b>	<b>ES</b>	<b>CRETAR</b>	<b>ETECHI</b>	<b>ETECHII</b>	<b>ETECHIII</b>	<b>BUSDRVR</b>	<b>CSTODIAN</b>	<b>HEADCUS</b>	<b>COOKASST</b>	<b>FOODWKR</b>
15.08	14.58	13.25	14.17	15.11	19.07	16.28	17.39	12.14	11.70	

**NOTE:** Head Bus Driver - \$20.03; Food Serv Asst II - \$12.79.

**TERM: 7/1/05-6/30/08**

**CALAIS  
2007-08**

<b>Step</b>	<b>ETECHI</b>	<b>ETECHIII</b>	<b>SECRETARY</b>
0	9.31	9.92	10.53
1	...	...	...
2	9.92	10.53	11.12
3	...	...	...
4	...	...	...
5	10.53	11.12	11.73
6	...	...	...
7	...	...	...
8	...	...	...
9	...	...	...
10	11.12	11.73	12.34
11	...	...	...
12	...	...	...
13	...	...	...
14	...	...	...
15	11.73	12.34	12.94
16	...	...	...
17	...	...	...
18	...	...	...
19	...	...	...
20	12.34	12.95	13.53
21	...	...	...
22	...	...	...
23	...	...	...
24	...	...	...
25	...	...	...
26	...	...	...
27	...	...	...
28	...	...	...
29	...	...	...
30	12.94	13.53	14.14

**TERM: 7/1/05-6/30/08**

**CALAIS  
2008-09**

<b>Step</b>	<b>ETECHI</b>	<b>ETECHIII</b>	<b>SECRETARY</b>
0	9.5	10.12	10.74
1	...	...	...
2	10.12	10.74	11.34
3	...	...	...
4	...	...	...
5	10.74	11.34	11.96
6	...	...	...
7	...	...	...
8	...	...	...
9	...	...	...
10	11.34	11.96	12.59
11	...	...	...
12	...	...	...
13	...	...	...
14	...	...	...
15	11.96	12.59	13.2
16	...	...	...
17	...	...	...
18	...	...	...
19	...	...	...
20	12.59	13.21	13.8
21	...	...	...
22	...	...	...
23	...	...	...
24	...	...	...
25	...	...	...
26	...	...	...
27	...	...	...
28	...	...	...
29	...	...	...
30	13.2	13.8	14.42

**CALAIS CONT' NEXT PAGE**

**CALAIS  
2009-10**

<b>Step</b>	<b>ETECH I</b>	<b>ETECH III</b>	<b>SECRETARY</b>
0	9.69	10.32	10.95
1	...	...	...
2	10.32	10.95	11.57
3	...	...	...
4	...	...	...
5	10.95	11.57	12.20
6	...	...	...
7	...	...	...
8	...	...	...
9	...	...	...
10	11.57	12.20	12.84
11	...	...	...
12	...	...	...
13	...	...	...
14	...	...	...
15	12.20	12.84	13.46
16	...	...	...
17	...	...	...
18	...	...	...
19	...	...	...
20	12.84	13.46	14.08
21	...	...	...
22	...	...	...
23	...	...	...
24	...	...	...
25	...	...	...
26	...	...	...
27	...	...	...
28	...	...	...
29	...	...	...
30	13.46	14.08	14.71

**TERM: 7/1/08-6/30/10**

**CHARLOTTE**

2007-08		ETECHI
Step	FOODWKR	SECRETARY
0	7.40	7.18
1	7.75	7.53
2	8.09	7.88
3	8.46	8.24
4	8.79	8.58
5	9.17	8.94
6	9.50	9.30
7	9.66	9.45
8	9.81	9.61
9	9.96	9.76
10	10.11	9.91
11	10.28	10.06
12	10.43	10.23
13	10.58	10.38
14	10.73	10.53

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

2008-09		ETECHI
Step	FOODWKR	SECRETARY
0	7.62	7.40
1	7.97	7.75
2	8.31	8.10
3	8.68	8.46
4	9.01	8.80
5	9.39	9.16
6	9.72	9.52
7	9.88	9.67
8	10.03	9.83
9	10.18	9.98
10	10.33	10.13
11	10.50	10.28
12	10.65	10.45
13	10.80	10.60
14	10.95	10.75

**CUTLER  
2007-08**

**COOK**

Step	ETECHII	ETECHIII	BUSDRVRC	STODIAN
0	9.00	10.07	9.80	8.80
1	9.18	10.27	10.00	9.00
2	9.36	10.47	10.20	9.10
3	9.54	10.68	10.40	9.30
4	9.72	10.88	10.60	9.50
5	9.90	11.08	10.80	9.70
6	10.08	11.28	11.00	9.90
7	10.26	11.48	11.20	10.00
8	10.44	11.68	11.40	10.20
9	10.62	11.88	11.60	10.40
10	10.80	12.09	11.80	10.60
11			12.00	10.80
12			12.20	10.90
13			12.40	11.10
14			12.60	11.30
15			12.80	11.50
16			13.00	11.70
17			13.20	11.80
18			13.40	12.00
19			13.60	12.20
20			13.80	12.40

**CUTLER  
2008-09**

**COOK**

Step	ETECHII	ETECHIII	BUSDRVRC	STODIAN
0	9.34	10.41	10.10	9.10
1	9.52	10.61	10.30	9.30
2	9.70	10.81	10.50	9.50
3	9.88	11.01	10.70	9.60
4	10.06	11.22	10.90	9.80
5	10.24	11.42	11.10	10.00
6	10.42	11.62	11.30	10.20
7	10.60	11.82	11.50	10.30
8	10.78	12.02	11.70	10.50
9	10.96	12.22	12.00	10.70
10	11.14	12.43	12.20	10.90
11			12.40	11.10
12			12.60	11.20
13			12.80	11.40
14			13.00	11.60
15			13.20	11.90
16			13.40	12.10
17			13.60	12.20
18			13.80	12.40
19			14.00	12.60
20			14.20	12.80

**NOTE:** Ed Techs II & III wages are expressed as annual salaries.  
 Converted based on 180 dys/yr, 7.5 hrs/dy for daily calc purposes.  
**SHIFT DIFFERENTIAL:** After 3:00 p.m. add'l \$.20/hr.  
**TERM: 9/1/07-8/31/09**

**EASTPORT  
2007-08**

**EASTPORT  
2008-09**

Step	BUSDRV	READCOO	COOK	SECRETARY CSTODIAN
0	9.70	8.51	7.11	8.30
1	10.00	8.81	7.41	8.60
2	10.30	9.11	7.71	8.90
3	10.60	9.41	8.01	9.20
4	10.90	9.71	8.31	9.50
5	11.20	10.01	8.61	9.80
6	11.50	10.31	8.91	10.10
7	11.80	10.61	9.21	10.40
8	12.10	10.91	9.51	10.70
9	12.40	11.21	9.81	11.00
10	12.50	11.31	9.91	11.10
11	12.60	11.41	10.01	11.20
12	12.70	11.51	10.11	11.30
13	12.80	11.61	10.21	11.40
14	12.90	11.71	10.31	11.50
15	13.00	11.81	10.41	11.60
16	13.10	11.91	10.51	11.70
17	13.20	12.01	10.61	11.80
18	13.30	12.11	10.71	11.90
19	13.40	12.21	10.81	12.00
20	13.50	12.31	10.91	12.10
21	13.60	12.41	11.01	12.20
22	13.70	12.51	11.11	12.30
23	13.80	12.61	11.21	12.40
24	13.90	12.71	11.31	12.50

Step	BUSDRV	READCOO	COOK	SECRETARY CSTODIAN
0	9.70	8.51	7.11	8.30
1	10.00	8.81	7.41	8.60
2	10.30	9.11	7.71	8.90
3	10.60	9.41	8.01	9.20
4	10.90	9.71	8.31	9.50
5	11.20	10.01	8.61	9.80
6	11.50	10.31	8.91	10.10
7	11.80	10.61	9.21	10.40
8	12.10	10.91	9.51	10.70
9	12.40	11.21	9.81	11.00
10	12.50	11.31	9.91	11.10
11	12.60	11.41	10.01	11.20
12	12.70	11.51	10.11	11.30
13	12.80	11.61	10.21	11.40
14	12.90	11.71	10.31	11.50
15	13.00	11.81	10.41	11.60
16	13.10	11.91	10.51	11.70
17	13.20	12.01	10.61	11.80
18	13.30	12.11	10.71	11.90
19	13.40	12.21	10.81	12.00
20	13.50	12.31	10.91	12.10
21	13.60	12.41	11.01	12.20
22	13.70	12.51	11.11	12.30
23	13.80	12.61	11.21	12.40
24	13.90	12.71	11.31	12.50

**NOTE:** Contr uses same scale for 2007-08 and 2008-09. Emp's actually rec 3% inc over their prev yrs rate each yr.

**TERM: 7/1/07-6/30/09**

**FLANDERS BAY CSD (Sumner HS SPA)  
2007-08**

Step	ETECHI	ETECHII	ETECHIII
0	10	11.09	12.17
1	10.55	11.63	12.71
2	...	...	...
3	...	...	...
4	11.09	12.17	13.25
5	...	...	...
6	...	...	...
7	11.63	12.71	13.79
8	...	...	...
9	...	...	...
10	12.17	13.25	14.33

**OFF SCALE:** Ann cost of living adj.

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

**FLANDERS BAY CSD  
2008-09**

Step	COOK	ETECHI			
		LEADCOO	CSTODIAN	ETECHII	ETECHIII
0	9.20	10.70	10.15	11.15	12.40
1	9.45	10.95	10.40	11.40	12.65
2	9.70	11.20	10.65	11.65	12.90
3	9.95	11.45	10.90	11.90	13.15
4	10.20	11.70	11.15	12.15	13.40
5	10.45	11.95	11.40	12.40	13.65
6	10.70	12.20	11.65	12.65	13.90
7	10.95	12.45	11.90	12.90	14.15
8	11.20	12.70	12.15	13.15	14.40
9	11.45	12.95	12.40	13.40	14.65
10	11.70	13.20	12.65	13.65	14.90
11	11.95	13.45	12.90	13.90	15.15
12	12.20	13.70	13.15	14.15	15.40

**OFFSCALE:** emp with exp higher than step 12 shall rec a 4% inc or step 12, whichever is higher.

**FLANDERS BAY CSD**

Step	COOK	ETECHI			
		LEADCOO	CSTODIAN	ETECHII	ETECHIII
0	9.45	10.95	10.40	11.40	12.65
1	9.70	11.20	10.65	11.65	12.90
2	9.95	11.45	10.90	11.90	13.15
3	10.20	11.70	11.15	12.15	13.40
4	10.45	11.95	11.40	12.40	13.65
5	10.70	12.20	11.65	12.65	13.90
6	10.95	12.45	11.90	12.90	14.15
7	11.20	12.70	12.15	13.15	14.40
8	11.45	12.95	12.40	13.40	14.65
9	11.70	13.20	12.65	13.65	14.90
10	11.95	13.45	12.90	13.90	15.15
11	12.20	13.70	13.15	14.15	15.40
12	12.45	13.95	13.40	14.40	15.65

**FLANDERS BAY CSD**

Step	COOK	ETECHI			
		LEADCOO	CSTODIAN	ETECHII	ETECHIII
0	9.70	11.20	10.65	11.65	12.90
1	9.95	11.45	10.90	11.90	13.15
2	10.20	11.70	11.15	12.15	13.40
3	10.45	11.95	11.40	12.40	13.65
4	10.70	12.20	11.65	12.65	13.90
5	10.95	12.45	11.90	12.90	14.15
6	11.20	12.70	12.15	13.15	14.40
7	11.45	12.95	12.40	13.40	14.65
8	11.70	13.20	12.65	13.65	14.90
9	11.95	13.45	12.90	13.90	15.15
10	12.20	13.70	13.15	14.15	15.40
11	12.45	13.95	13.40	14.40	15.65
12	12.70	14.20	13.65	14.65	15.90

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

**MACHIASPORT  
2007-08**

Step	COOK	CSTODIAN	BUSDRVR
0	8.78	8.78	9.81
1	8.98	8.98	10.01
2	9.18	9.18	10.21
3	9.38	9.38	10.41
4	9.58	9.58	10.61
5	9.78	9.78	10.81
6	9.98	9.98	11.01
7	10.18	10.18	11.21
8	10.38	10.38	11.41
9	10.58	10.58	11.61
10	10.78	10.78	11.81
11	10.98	10.98	12.01
12	11.18	11.18	12.21
13	11.38	11.38	12.41
14	11.58	11.58	12.61
15	11.78	11.78	12.81
16	11.98	11.98	13.01
17	12.18	12.18	13.21
18	12.38	12.38	13.41
19	12.58	12.58	13.61
20	12.78	12.78	13.81

**MACHIASPORT  
2008-09**

Step	COOK	CSTODIAN	BUSDRVR
0	8.98	8.98	10.04
1	9.19	9.19	10.24
2	9.39	9.39	10.44
3	9.60	9.60	10.65
4	9.80	9.80	10.85
5	10.00	10.00	11.06
6	10.21	10.21	11.26
7	10.41	10.41	11.47
8	10.62	10.62	11.67
9	10.82	10.82	11.88
10	11.03	11.03	12.08
11	11.23	11.23	12.29
12	11.44	11.44	12.49
13	11.64	11.64	12.70
14	11.85	11.85	12.90
15	12.05	12.05	13.10
16	12.26	12.26	13.31
17	12.46	12.46	13.51
18	12.66	12.66	13.72
19	12.87	12.87	13.92
20	13.07	13.07	14.13

**DIFFERENTIAL:** Shift differential - \$.20/hr after 3:00 p.m.  
**TERM: 7/1/07-6/30/10**

**MACHIASPORT**

**NOTE: ED TECHS** - Annual rates appear in contract, without specification of hrs/dy or dys/yr.  
Conversion to hourly rates not possible.

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

**PEMBROKE  
2007-08**

Step	CSTODIAN	
	BUSDRVR	SECRETARY
0	10.72	9.46
1	10.92	9.66
2	11.12	9.86
3	11.32	10.06
4	11.52	10.26
5	11.72	10.46
6	11.92	10.66
7	12.12	10.86
8	12.32	11.06
9	12.52	11.26
10	12.72	11.46
11	12.92	11.66
12	13.12	11.86
13	13.32	12.06
14	13.52	12.26
15	13.72	12.46

**PEMBROKE  
2008-09**

Step	CSTODIAN	
	BUSDRVR	SECRETARY
0	11.04	9.74
1	11.24	9.94
2	11.44	10.14
3	11.64	10.34
4	11.84	10.54
5	12.04	10.74
6	12.24	10.94
7	12.44	11.14
8	12.64	11.34
9	12.84	11.54
10	13.04	11.74
11	13.24	11.94
12	13.44	12.14
13	13.64	12.34
14	13.84	12.54
15	14.04	12.74

**OFF SCALE:** Above step 15, add'l \$.20/hr..

**NOTE:** Cntr expresses Ed Tech wage compensation as annual salary and is not reflected in wage schedule.

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

**PENINSULA CSD**

**2008-09**

**ETECHI**

<b>Step</b>	<b>COOK</b>	<b>LEADCOOK</b>	<b>STODIAN</b>	<b>ETECHII</b>	<b>ETECHIII</b>
0	9.20	10.70	10.15	11.15	12.40
1	9.45	10.95	10.40	11.40	12.65
2	9.70	11.20	10.65	11.65	12.90
3	9.95	11.45	10.90	11.90	13.15
4	10.20	11.70	11.15	12.15	13.40
5	10.45	11.95	11.40	12.40	13.65
6	10.70	12.20	11.65	12.65	13.90
7	10.95	12.45	11.90	12.90	14.15
8	11.20	12.70	12.15	13.15	14.40
9	11.45	12.95	12.40	13.40	14.65
10	11.70	13.20	12.65	13.65	14.90
11	11.95	13.45	12.90	13.90	15.15
12	12.20	13.70	13.15	14.15	15.40

**OFFSCALE:** emp with exp higher than step 12 shall rec a 4% inc or step 12, whichever is higher.

**PENINSULA CSD**

**2009-10**

**ETECHI**

<b>Step</b>	<b>COOK</b>	<b>LEADCOOK</b>	<b>STODIAN</b>	<b>ETECHII</b>	<b>ETECHIII</b>
0	9.45	10.95	10.40	11.40	12.65
1	9.70	11.20	10.65	11.65	12.90
2	9.95	11.45	10.90	11.90	13.15
3	10.20	11.70	11.15	12.15	13.40
4	10.45	11.95	11.40	12.40	13.65
5	10.70	12.20	11.65	12.65	13.90
6	10.95	12.45	11.90	12.90	14.15
7	11.20	12.70	12.15	13.15	14.40
8	11.45	12.95	12.40	13.40	14.65
9	11.70	13.20	12.65	13.65	14.90
10	11.95	13.45	12.90	13.90	15.15
11	12.20	13.70	13.15	14.15	15.40
12	12.45	13.95	13.40	14.40	15.65

**PENINSULA CSD**

**2010-11**

**ETECHI**

<b>Step</b>	<b>COOK</b>	<b>LEADCOOK</b>	<b>STODIAN</b>	<b>ETECHII</b>	<b>ETECHIII</b>
0	9.70	11.20	10.65	11.65	12.90
1	9.95	11.45	10.90	11.90	13.15
2	10.20	11.70	11.15	12.15	13.40
3	10.45	11.95	11.40	12.40	13.65
4	10.70	12.20	11.65	12.65	13.90
5	10.95	12.45	11.90	12.90	14.15
6	11.20	12.70	12.15	13.15	14.40
7	11.45	12.95	12.40	13.40	14.65
8	11.70	13.20	12.65	13.65	14.90
9	11.95	13.45	12.90	13.90	15.15
10	12.20	13.70	13.15	14.15	15.40
11	12.45	13.95	13.40	14.40	15.65
12	12.70	14.20	13.65	14.65	15.90

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

<b>ROBINSTON</b>			
<b>2008-09</b>			
<b>Step</b>	<b>ETECHI</b>	<b>ETECHII</b>	<b>ETECHIII</b>
0	9.54	9.87	10.18
1	...	...	...
2	10.28	10.63	10.92
3	...	...	...
4	...	...	...
5	10.65	10.94	11.26
6	...	...	...
7	...	...	...
8	11.03	11.32	11.44
9	...	...	...
10	11.73	12.05	12.38
11	...	...	...
12	12.18	12.55	12.86

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

<b>ROBINSTON</b>			
<b>2009-10</b>			
<b>Step</b>	<b>ETECHI</b>	<b>ETECHII</b>	<b>ETECHIII</b>
0	9.83	10.17	10.49
1	...	...	...
2	10.59	10.95	11.25
3	...	...	...
4	...	...	...
5	10.97	11.27	11.60
6	...	...	...
7	...	...	...
8	11.36	11.66	11.78
9	...	...	...
10	12.08	12.41	12.75
11	...	...	...
12	12.55	12.93	13.25

**SCHOODIC CSD**

**2007-08 COOK**

Step	COOK	STODIAN	ETECHI	ETECHII	ETECHIII
0	9.19	10.4	11.53	12.65	
1	9.73	10.97	12.09	13.22	
2	...	...	...	...	
3	...	...	...	...	
4	10.28	11.53	12.65	13.78	
5	...	...	...	...	
6	...	...	...	...	
7	10.82	12.09	13.22	14.34	
8	...	...	...	...	
9	...	...	...	...	
10	11.36	12.65	13.78	14.9	

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

**SCHOODIC CSD**

**2008-09**

**ETECHI**

Step	COOK	LEADCOO	STODIAN	ETECHII	ETECHIII
0	9.20	10.70	10.15	11.15	12.40
1	9.45	10.95	10.40	11.40	12.65
2	9.70	11.20	10.65	11.65	12.90
3	9.95	11.45	10.90	11.90	13.15
4	10.20	11.70	11.15	12.15	13.40
5	10.45	11.95	11.40	12.40	13.65
6	10.70	12.20	11.65	12.65	13.90
7	10.95	12.45	11.90	12.90	14.15
8	11.20	12.70	12.15	13.15	14.40
9	11.45	12.95	12.40	13.40	14.65
10	11.70	13.20	12.65	13.65	14.90
11	11.95	13.45	12.90	13.90	15.15
12	12.20	13.70	13.15	14.15	15.40

**OFFSCALE:** emp with exp higher than step 12 shall rec a 4% inc or step 12, whichever is higher.

**SCHOODIC CSD CONT' NEXT PAGE**

**SCHOODIC CSD****2009-10****ETECHI**

Step	COOK	LEAD COO	STODIAN	ETECHII	ETECHIII
0	9.45	10.95	10.40	11.40	12.65
1	9.70	11.20	10.65	11.65	12.90
2	9.95	11.45	10.90	11.90	13.15
3	10.20	11.70	11.15	12.15	13.40
4	10.45	11.95	11.40	12.40	13.65
5	10.70	12.20	11.65	12.65	13.90
6	10.95	12.45	11.90	12.90	14.15
7	11.20	12.70	12.15	13.15	14.40
8	11.45	12.95	12.40	13.40	14.65
9	11.70	13.20	12.65	13.65	14.90
10	11.95	13.45	12.90	13.90	15.15
11	12.20	13.70	13.15	14.15	15.40
12	12.45	13.95	13.40	14.40	15.65

**SCHOODIC CSD****2010-11****ETECHI**

Step	COOK	LEAD COO	STODIAN	ETECHII	ETECHIII
0	9.70	11.20	10.65	11.65	12.90
1	9.95	11.45	10.90	11.90	13.15
2	10.20	11.70	11.15	12.15	13.40
3	10.45	11.95	11.40	12.40	13.65
4	10.70	12.20	11.65	12.65	13.90
5	10.95	12.45	11.90	12.90	14.15
6	11.20	12.70	12.15	13.15	14.40
7	11.45	12.95	12.40	13.40	14.65
8	11.70	13.20	12.65	13.65	14.90
9	11.95	13.45	12.90	13.90	15.15
10	12.20	13.70	13.15	14.15	15.40
11	12.45	13.95	13.40	14.40	15.65
12	12.70	14.20	13.65	14.65	15.90

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

**WHITING  
2007-08**

Step	BUSDRVRC	STODIAN	ETECHII	ETECHIII
0	9.80	8.80	9.04	10.12
1	10.30	9.20	9.50	10.61
2	10.50	9.50	9.70	10.82
3	10.80	9.70	9.90	11.04
4	11.00	10.00	10.11	11.24
5	11.30	10.30	10.32	11.46
6	11.50	10.70	10.53	11.67
7	11.70	11.00	10.73	11.88
8	12.00	11.30	10.94	12.09
9	12.20	11.50	11.14	12.30
10	12.40	11.60	11.31	12.44
11	12.60	11.70		
12	12.70	11.80		
13	12.80	11.90		
14	12.90	12.00		
15	13.00	12.10		
16	13.10	12.20		
17	13.30	12.30		
18	13.40	12.40		
19	13.50	12.50		
20	13.60	12.60		

**WHITING  
2008-09**

Step	BUSDRVRC	STODIAN	ETECHII	ETECHIII
0	10.10	9.10	9.33	10.43
1	10.60	9.50	9.79	10.94
2	10.80	9.80	10.01	11.16
3	11.10	10.00	10.21	11.38
4	11.30	10.30	10.42	11.59
5	11.70	10.60	10.64	11.81
6	11.90	11.00	10.85	12.03
7	12.10	11.30	11.07	12.25
8	12.40	11.70	11.28	12.47
9	12.60	11.90	11.49	12.68
10	12.80	12.00	11.66	12.82
11	13.00	12.10		
12	13.10	12.20		
13	13.20	12.30		
14	13.30	12.40		
15	13.40	12.50		
16	13.50	12.60		
17	13.70	12.70		
18	13.80	12.80		
19	13.90	12.90		
20	14.00	13.00		

**DIFFERENTIAL:** After 3:00 p.m. add'l \$.20/hr.

**NOTE:** Contr expresses Ed Tech II and III wage compensation as annual salaries.

Hrly wages based on tchr yr (180 dys)/7.5 hrs/dy.

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

**SAD 19, LUBEC AREA**

**2007-08 ETECHI CUSTODIAN**

<b>Step</b>	<b>COOK</b>	<b>BUSDRVR</b>	<b>CRETAR</b>	<b>ETECHII</b>	<b>ETECHIII</b>
0	8.67	9.19	11.10	10.22	12.15
1	8.97	9.51	11.30	10.52	12.40
2	9.27	9.83	11.50	10.82	12.65
3	9.57	10.15	11.70	11.12	12.90
4	9.87	10.47	11.90	11.42	13.15
5	10.17	10.79	12.10	11.72	13.40
6	10.47	11.11	12.30	12.02	13.65
7	10.77	11.43	12.50	12.32	13.90
8	11.07	11.75	12.70	12.62	14.15
9	11.37	12.07	12.90	12.92	14.40
10	11.67	12.39	13.10	13.22	14.65
11	11.97	12.71	13.30	13.52	14.90

**LONGEVITY:** After 12 yrs - \$500/yr,

**DIFFERENTIAL:** 2nd Shift, between 3 pm and 11 p.m. and 3rd shift, between 11 pm and 7 am - add'l \$.35/hr.

**TERM: 7/1/06-6/30/09**