

## *Wage Schedules UniServ District One*

<u>Code</u>	<u>Local Association (School Unit)</u>	<u>Page</u>
T	Arundel Ed Tech Association.....	1 - 2
	Biddeford	
S	Biddeford Administrative Assistants Association.....	1 - 3
T	Biddeford Ed Tech II Association.....	1 - 3
T III	Biddeford Ed Techs III & Library Aides Association.....	1 - 4
CFST	Kittery Education Association.....	1 - 5
	Kennebunk-Kennebunkport Education Association (SAD 71)	
C	Kennebunk-Kennebunkport EA Cust/Maint/Grounds Unit.....	1 - 16
T III	Kennebunk-Kennebunkport EA ET III Unit.....	1 - 16
BCFST	Wells-Ogunquit Support Staff Association.....	1 - 6 to 8
CFST	York Teachers Association.....	1 - 9 to 12
	SAD 35, Eliot Area	
S	Quamphegan Education Association .....	1 - 13
T	SAD 35 Support Educational Unit.....	1 - 13
FST	SAD 60 Support Educators' Association (Berwick Area).....	1 - 14, 15

**\* 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: 1/8/09

**ARUNDEL****2007-08**

	<b>ETECHII</b>	
<b>Step</b>	<b>ETECHI</b>	<b>ETECHIII</b>
0	9.00	10.50
1	9.18	10.71
2	9.36	10.92
3	10.05	11.64
4	10.25	11.87
5	10.46	12.11
6	11.17	12.85
7	11.39	13.11
8	11.62	13.37
9	12.35	14.14
10	12.60	14.42
11	12.85	14.71

**ARUNDEL****2008-09**

	<b>ETECHII</b>	
<b>Step</b>	<b>ETECHI</b>	<b>ETECHIII</b>
0	9.00	10.50
1	9.18	10.71
2	9.36	10.92
3	10.05	11.64
4	10.25	11.87
5	10.46	12.11
6	11.17	12.85
7	11.39	13.11
8	11.62	13.37
9	12.35	14.14
10	12.60	14.42
11	12.85	14.71

**NOTE:** Same Wage Scale for each of the three contr yrs.**LONGEVITY:** After 15 yrs, add'l \$.50, after 20 yrs, add'l \$.25.**TERM: 9/1/06-8/31/09**

**BIDDEFORD  
2007-08**

Step	ADMINSEC
0	13.40
1	...
2	...
3	14.40
4	...
5	...
6	15.40
7	...
8	...
9	16.40
10	...
11	...
12	17.40
13	...
14	...
15	...
16	...
17	...
18	...
19	...
20	19.40
21	...
22	...
23	...
24	...
25	21.40

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

**BIDDEFORD  
2008-09**

Step	ADMINSEC
0	13.85
1	...
2	...
3	14.85
4	...
5	...
6	15.85
7	...
8	...
9	16.85
10	...
11	...
12	17.85
13	...
14	...
15	...
16	...
17	...
18	...
19	...
20	19.85
21	...
22	...
23	...
24	...
25	21.85

**BIDDEFORD  
2007-08**

Step	ETECHII
0	11.90
1	12.65
2	13.40
3	14.15
4	15.30
5	...
6	...
7	...
8	...
9	...
10	15.65
11	...
12	...
13	...
14	...
15	15.80

**BIDDEFORD  
2008-09**

Step	ETECHII
0	12.30
1	13.05
2	13.80
3	14.55
4	15.70
5	...
6	...
7	...
8	...
9	...
10	16.05
11	...
12	...
13	...
14	...
15	16.20

**NOTE:** PT emp shall be pd at entry level and not move on the wage scale.

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

**BIDDEFORD CONT' NEXT PAGE**

**BIDDEFORD  
2007-08**

Step	ETECHIII	LTECHI
0	13.15	9.80
1	13.55	10.05
2	14.05	10.30
3	14.55	10.55
4	15.05	10.80
5	15.55	11.05
6	16.05	11.30
7	16.55	11.55
8	17.05	11.80
9	17.55	12.05
10	18.05	12.55
11	...	...
12	...	...
13	...	...
14	...	...
15	19.05	13.05
16	...	...
17	...	...
18	...	...
19	...	...
20	20.05	15.55

**BIDDEFORD  
2008-09**

Step	ETECHIII	LTECHI
0	13.55	10.20
1	13.95	10.45
2	14.45	10.70
3	14.95	10.95
4	15.45	11.20
5	15.95	11.45
6	16.45	11.70
7	16.95	11.95
8	17.45	12.20
9	17.95	12.45
10	18.45	12.95
11	...	...
12	...	...
13	...	...
14	...	...
15	19.45	13.45
16	...	...
17	...	...
18	...	...
19	...	...
20	20.45	15.95

**NOTE:** Contr contains scale of add'l \$.40/hr for ET III with tchr cert.

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

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

Step	ETECHI	ETECHII	ETECHIII	FSSUPVI	FSASTSUPFOODWKRC	CASHIER	SECRETARY	BKKR	
0	9.51	12.47	12.89	10.77	10.17	8.84	9.11	12.55	13.38
1	...	...	...	...	...	...	...	...	...
2	9.86	12.81	13.26	11.05	10.45	9.09	9.38	12.91	13.79
3	10.20	13.16	13.63	11.33	10.73	9.37	9.65	13.27	14.19
4	10.55	13.51	13.99	11.61	11.00	9.65	9.91	13.63	14.60
5	10.90	13.86	14.36	11.89	11.28	9.93	10.18	13.98	15.01
6	11.25	14.21	14.73	12.16	11.56	10.20	10.45	14.34	15.41
7	11.60	14.55	15.10	12.44	11.84	10.48	10.71	14.70	15.82
8	11.94	14.90	15.47	12.72	12.12	10.76	10.98	15.06	16.22
9	12.29	15.25	15.84	13.00	12.40	11.04	11.25	15.42	16.63
10	12.64	15.65	16.21	13.28	12.67	11.32	11.51	15.78	17.03

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

Step	ETECHI	ETECHII	ETECHIII	FSSUPVI	FSASTSUPFOODWKRC	CASHIER	SECRETARY	BKKR	
0	9.70	12.72	13.14	10.99	10.37	9.01	9.30	12.80	13.65
1	...	...	...	...	...	...	...	...	...
2	10.05	13.07	13.52	11.27	10.66	9.27	9.57	13.16	14.06
3	10.41	13.42	13.90	11.56	10.94	9.56	9.84	13.53	14.48
4	10.76	13.78	14.27	11.84	11.22	9.84	10.11	13.90	14.89
5	11.12	14.13	14.65	12.12	11.51	10.12	10.39	14.26	15.31
6	11.47	14.49	15.03	12.41	11.79	10.41	10.66	14.63	15.72
7	11.83	14.84	15.41	12.69	12.08	10.69	10.93	15.00	16.13
8	12.18	15.20	15.78	12.98	12.36	10.98	11.20	15.36	16.55
9	12.54	15.55	16.16	13.26	12.64	11.26	11.47	15.73	16.96
10	12.89	15.97	16.54	13.54	12.93	11.54	11.75	16.10	17.38

**KITTERY****2009-10**

Step	ETECHI	ETECHII	ETECHIII	FSSUPVI	FSASTSUPFOODWKRC	CASHIER	SECRETARY	BKKR	
0	9.89	12.97	13.41	11.21	10.58	9.19	9.48	13.05	13.92
1	...	...	...	...	...	...	...	...	...
2	10.25	13.33	13.79	11.50	10.87	9.46	9.76	13.43	14.34
3	10.62	13.69	14.18	11.79	11.16	9.75	10.04	13.80	14.77
4	10.98	14.06	14.56	12.08	11.45	10.04	10.32	14.18	15.19
5	11.34	14.42	14.94	12.37	11.74	10.33	10.59	14.55	15.61
6	11.70	14.78	15.33	12.66	12.03	10.62	10.87	14.92	16.03
7	12.06	15.14	15.71	12.95	12.32	10.91	11.15	15.30	16.46
8	12.43	15.50	16.10	13.23	12.61	11.20	11.43	15.67	16.88
9	12.79	15.86	16.48	13.52	12.90	11.49	11.70	16.05	17.30
10	13.15	16.29	16.87	13.81	13.19	11.78	11.98	16.42	17.72

**NOTE:** Contr incl wage scale for Sec/Bkkr not reflected above.**LONGEVITY:** After 7 yrs cont serv in the district and on step 10 in the previous yr - add'l \$.25/hr;  
after 15 yrs - add'l \$.30/hr; after 20 yrs - add'l \$.50/hr.**TERM:** 9/1/07-8/31/10

**WELLS-OGUNQUIT**

**2007-08**

**BKKR**

Step	IEADCUS	'CSTODIAN	ADMINSEC	SECRETARY	BKKRPY	FSSUPVI	FSSUPVII	FSSPEC
0	13.27	11.82	13.43	12.19	15.32	12.62	11.67	10.80
1	...	...	...	...	...	...	...	...
2	...	...	...	...	...	...	...	...
3	13.93	12.41	14.10	12.80	16.09	13.25	12.25	11.34
4	...	...	...	...	...	...	...	...
5	...	...	...	...	...	...	...	...
6	14.63	13.04	14.81	13.44	16.89	13.91	12.87	11.50
7	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...
9	15.36	13.69	15.55	14.12	17.73	14.61	13.51	12.13
10	...	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...
14	...	...	...	...	...	...	...	...
15	16.12	14.37	16.32	14.82	18.62	15.34	14.19	13.12
16	...	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...
20	...	...	...	...	...	...	...	...
21	16.93	15.09	17.14	15.56	19.55	16.11	14.89	13.78

**WELLS-OGUNQUIT**

**2007-08**

**ETECHIII**

Step	ETECHI	ETECHII	TECHTECH
0	10.80	11.52	14.65
1	...	...	...
2	...	...	...
3	11.34	12.09	15.39
4	...	...	...
5	...	...	...
6	11.90	12.70	16.16
7	...	...	...
8	...	...	...
9	12.50	13.33	16.96
10	...	...	...
11	...	...	...
12	...	...	...
13	...	...	...
14	...	...	...
15	13.12	14.00	17.81
16	...	...	...
17	...	...	...
18	...	...	...
19	...	...	...
20	...	...	...
21	13.78	14.70	18.70

**SHIFT DIFFERENTIALS:** 2nd shift (after 2:00 p.m.) - 10% over current hrly rate. 3rd shift- 15% .

Cust sched to work Tues-Sat - 15% diff for Sat

**LONGEVITY:** After 10 yrs of cont service - \$500; After 15 yrs - \$800; after 20 yrs - \$1200; after 25 yrs - \$1500.

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

**WELLS-OQUNQUIT CONT' NEXT PAGE**

**WELLS-OGUNQUIT**

**2008-09**

**BKKR**

Step	IEADCUS	CSTODIAN	ADMINSEC	SECRETARY	BKKRPY	FSSUPVI	FSSUPVII	FSSPEC
0	13.27	11.82	13.43	12.19	15.32	12.62	11.67	10.80
1	...	...	...	...	...	...	...	...
2	...	...	...	...	...	...	...	...
3	13.93	12.41	14.10	12.80	16.09	13.25	12.25	11.34
4	...	...	...	...	...	...	...	...
5	...	...	...	...	...	...	...	...
6	14.63	13.04	14.81	13.44	16.89	13.91	12.87	11.50
7	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...
9	15.36	13.69	15.55	14.12	17.73	14.61	13.51	12.13
10	...	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...
14	...	...	...	...	...	...	...	...
15	16.12	14.37	16.32	14.82	18.62	15.34	14.19	13.12
16	...	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...
20	...	...	...	...	...	...	...	...
21	16.93	15.09	17.14	15.56	19.55	16.11	14.89	13.78

**WELLS-OGUNQUIT**

**2007-08**

**ETECHIII**

Step	ETECHI	ETECHII	TECHTECH
0	10.80	11.52	14.65
1	...	...	...
2	...	...	...
3	11.34	12.09	15.39
4	...	...	...
5	...	...	...
6	11.90	12.70	16.16
7	...	...	...
8	...	...	...
9	12.50	13.33	16.96
10	...	...	...
11	...	...	...
12	...	...	...
13	...	...	...
14	...	...	...
15	13.12	14.00	17.81
16	...	...	...
17	...	...	...
18	...	...	...
19	...	...	...
20	...	...	...
21	13.78	14.70	18.70

**WELLS-OGUNQUIT CONT' NEXT PAGE**

**WELLS-OGUNQUIT**

**2009-10**

**BKKR**

Step	IEADCUS	'CSTODIAN	ADMINSEC	SECRETARY	BKKRPY	FSSUPVI	FSSUPVII	FSSPEC
0	13.27	11.82	13.43	12.19	15.32	12.62	11.67	10.80
1	...	...	...	...	...	...	...	...
2	...	...	...	...	...	...	...	...
3	13.93	12.41	14.10	12.80	16.09	13.25	12.25	11.34
4	...	...	...	...	...	...	...	...
5	...	...	...	...	...	...	...	...
6	14.63	13.04	14.81	13.44	16.89	13.91	12.87	11.50
7	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...
9	15.36	13.69	15.55	14.12	17.73	14.61	13.51	12.13
10	...	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...
14	...	...	...	...	...	...	...	...
15	16.12	14.37	16.32	14.82	18.62	15.34	14.19	13.12
16	...	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...
20	...	...	...	...	...	...	...	...
21	16.93	15.09	17.14	15.56	19.55	16.11	14.89	13.78

**WELLS-OGUNQUIT**

**2007-08**

**ETECHIII**

Step	ETECHI	ETECHII	TECHTECH
0	10.80	11.52	14.65
1	...	...	...
2	...	...	...
3	11.34	12.09	15.39
4	...	...	...
5	...	...	...
6	11.90	12.70	16.16
7	...	...	...
8	...	...	...
9	12.50	13.33	16.96
10	...	...	...
11	...	...	...
12	...	...	...
13	...	...	...
14	...	...	...
15	13.12	14.00	17.81
16	...	...	...
17	...	...	...
18	...	...	...
19	...	...	...
20	...	...	...
21	13.78	14.70	18.70

**SHIFT DIFFERENTIALS:** 2nd shift (after 2:00 p.m.) - 10% over current hrly rate. 3rd shift- 15% .

Cust sched to work Tues-Sat - 15% diff for Sat

**LONGEVITY:** After 10 yrs of cont service - \$500; After 15 yrs - \$800; after 20 yrs - \$1200; after 25 yrs - \$1500.

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

**Extended 2 yr contract**

**YORK  
2007-08**

Step	ETECHI	ETECHII	ETECHIII	SECRETARY	ADMIN	SEC	HEAD	MAINTAIN	CSTODIAN
0	10.82	11.36	11.66	13.09	12.93	13.08	11.75	10.94	
1	11.27	11.86	12.16	13.66	13.51	13.67	12.26	11.43	
2	11.74	12.33	12.64	14.24	14.09	14.26	12.80	11.90	
3	12.19	12.82	13.13	14.81	14.68	14.84	13.32	12.39	
4	12.66	13.30	13.62	15.39	15.26	15.43	13.84	12.88	
5	13.11	13.80	14.11	15.95	15.84	16.02	14.36	13.36	
6	13.57	14.28	14.58	16.52	16.42	16.62	14.89	13.83	
7	14.03	14.76	15.07	17.10	17.00	17.21	15.41	14.31	
8	14.78	15.55	15.86	18.02	17.93	18.14	16.25	15.10	
9	...	...	...	...	...	...	...	...	
10	...	...	...	...	...	...	...	...	
11	...	...	...	...	...	...	...	...	
12	...	...	...	...	...	...	...	...	
13	...	...	...	...	...	...	...	...	
14	...	...	...	...	...	...	...	...	
15	15.25	16.05	16.89	18.61	18.56	18.75	16.80	15.61	
16	...	...	...	...	...	...	...	...	
17	...	...	...	...	...	...	...	...	
18	...	...	...	...	...	...	...	...	
19	...	...	...	...	...	...	...	...	
20	15.75	16.57	17.98	19.23	19.20	19.38	17.38	16.16	

Step	FOOD	WKRF	SAST	SUP	FSSUP	VPI
0	9.80	10.46	10.65			
1	10.20	10.90	11.12			
2	10.58	11.36	11.57			
3	11.03	11.80	12.02			
4	11.45	12.24	12.48			
5	11.87	12.69	12.94			
6	12.27	13.14	13.40			
7	12.69	13.58	13.85			
8	13.36	14.30	14.59			
9	...	...	...			
10	...	...	...			
11	...	...	...			
12	...	...	...			
13	...	...	...			
14	...	...	...			
15	13.81	14.77	15.07			
16	...	...	...			
17	...	...	...			
18	...	...	...			
19	...	...	...			
20	14.26	15.25	15.57			

**NOTE:** Steps 15 and 20 are for employees with 15 and 20 yrs of consecutive service to the York Sch Dept  
**LONGEVITY:** After 10 yrs - \$200; After 15 yrs - \$300.  
**TERM: 7/1/05-6/30/08**

**YORK CONT' NEXT PAGE**

**YORK  
2008-09**

Step	ETECHI	ETECHII	ETECHIII	TECHTEC	SECRETARY	ADMIN	SECHEAD	MAINTAIN	STODIAN
0	11.18	11.73	12.32	14.98	13.52	13.36	13.51	12.14	11.30
1	11.64	12.25	12.89	15.63	14.11	13.96	14.12	12.66	11.81
2	12.13	12.74	13.38	16.30	14.71	14.55	14.73	13.22	12.29
3	12.59	13.24	13.93	16.95	15.30	15.16	15.33	13.76	12.80
4	13.08	13.74	14.43	17.61	15.90	15.76	15.94	14.30	13.31
5	13.54	14.26	15.01	18.25	16.48	16.36	16.55	14.83	13.80
6	14.02	14.75	15.52	18.91	17.07	16.96	17.17	15.38	14.29
7	14.49	15.25	16.04	19.57	17.66	17.56	17.78	15.92	14.78
8	15.27	16.06	16.90	20.62	18.61	18.52	18.74	16.79	15.60
9	...	...	...	...	...	...	...	...	...
10	...	...	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...	...
14	...	...	...	...	...	...	...	...	...
15	15.75	16.58	17.76	21.30	19.22	19.17	19.37	17.35	16.13
16	...	...	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...	...
20	16.27	17.12	18.90	22.01	19.86	19.83	20.02	17.95	16.69

Step	FOODWKRF	SASTSUP	FSSUPVI
0	10.12	10.81	11.00
1	10.54	11.26	11.49
2	10.93	11.73	11.95
3	11.39	12.19	12.42
4	11.83	12.64	12.89
5	12.26	13.11	13.37
6	12.67	13.57	13.84
7	13.11	14.03	14.31
8	13.80	14.77	15.07
9	...	...	...
10	...	...	...
11	...	...	...
12	...	...	...
13	...	...	...
14	...	...	...
15	14.27	15.26	15.55
16	...	...	...
17	...	...	...
18	...	...	...
19	...	...	...
20	14.73	15.75	16.08

**LONGEVITY:** After 10 yrs of service - \$200, after 15 yrs - \$300.

**YORK CONT' NEXT PAGE**

**YORK  
2009-10**

Step	ETECHI	ETECHII	ETECHIII	TECHTEC	SECRETARY	ADMIN	SECHEAD	MAINTAIN	STODIAN
0	11.46	12.03	12.63	15.47	13.86	13.69	13.85	12.44	11.58
1	11.93	12.56	13.22	16.15	14.46	14.30	14.47	12.98	12.10
2	12.43	13.06	13.71	16.83	15.08	14.92	15.10	13.55	12.60
3	12.91	13.57	14.28	17.51	15.68	15.54	15.71	14.10	13.12
4	13.40	14.08	14.79	18.19	16.30	16.16	16.34	14.65	13.64
5	13.88	14.61	15.38	18.86	16.89	16.77	16.96	15.20	14.15
6	14.37	15.12	15.91	19.53	17.49	17.39	17.60	15.77	14.64
7	14.86	15.63	16.44	20.21	18.11	18.00	18.22	16.32	15.15
8	15.65	16.46	17.32	21.30	19.08	18.98	19.21	17.21	15.99
9	...	...	...	...	...	...	...	...	...
10	...	...	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...	...
14	...	...	...	...	...	...	...	...	...
15	16.49	17.30	18.20	22.00	20.11	20.02	20.25	18.14	16.87
16	...	...	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...	...
20	17.37	18.13	19.38	22.73	21.19	21.12	21.34	19.13	17.80

Step	FOODWK	RFSAS	TUP	FSSUPVI
0	10.38	11.08	11.28	
1	10.80	11.54	11.77	
2	11.20	12.03	12.25	
3	11.68	12.49	12.73	
4	12.12	12.96	13.21	
5	12.57	13.44	13.70	
6	12.99	13.91	14.19	
7	13.44	14.38	14.66	
8	14.15	15.14	15.45	
9	...	...	...	
10	...	...	...	
11	...	...	...	
12	...	...	...	
13	...	...	...	
14	...	...	...	
15	14.89	15.94	16.27	
16	...	...	...	
17	...	...	...	
18	...	...	...	
19	...	...	...	
20	15.68	16.79	17.14	

**LONGEVITY:** After 10 yrs of service - \$200, after 15 yrs - \$300.

**YORK CONT' NEXT PAGE**

**YORK  
2010-11**

Step	ETECH I	ETECH II	ETECH III	TECH	TECH	SECRETARY	ADMIN	SEC HEAD	MAINTAIN	STODIAN
0	11.74	12.33	12.94	15.86	14.21	14.03	14.20	12.75	11.87	
1	12.23	12.87	13.55	16.55	14.83	14.66	14.84	13.31	12.40	
2	12.74	13.38	14.05	17.25	15.45	15.29	15.48	13.89	12.92	
3	13.23	13.91	14.63	17.95	16.07	15.93	16.11	14.46	13.45	
4	13.74	14.43	15.16	18.65	16.70	16.56	16.75	15.02	13.98	
5	14.23	14.98	15.77	19.33	17.31	17.19	17.39	15.58	14.50	
6	14.73	15.50	16.31	20.02	17.93	17.82	18.04	16.16	15.01	
7	15.23	16.02	16.85	20.72	18.56	18.45	18.68	16.72	15.53	
8	16.04	16.88	17.76	21.83	19.56	19.46	19.69	17.64	16.39	
9	...	...	...	...	...	...	...	...	...	
10	...	...	...	...	...	...	...	...	...	
11	...	...	...	...	...	...	...	...	...	
12	...	...	...	...	...	...	...	...	...	
13	...	...	...	...	...	...	...	...	...	
14	...	...	...	...	...	...	...	...	...	
15	16.90	17.73	18.66	22.55	20.61	20.52	20.75	18.60	17.29	
16	...	...	...	...	...	...	...	...	...	
17	...	...	...	...	...	...	...	...	...	
18	...	...	...	...	...	...	...	...	...	
19	...	...	...	...	...	...	...	...	...	
20	17.80	18.58	19.86	23.30	21.72	21.65	21.87	19.61	18.25	

Step	FOODWK	RFS	SAST	SUP	FSSUP	VI
0	10.64	11.35	11.56			
1	11.07	11.83	12.07			
2	11.48	12.33	12.56			
3	11.97	12.81	13.05			
4	12.43	13.28	13.54			
5	12.88	13.77	14.04			
6	13.32	14.26	14.54			
7	13.77	14.74	15.03			
8	14.50	15.52	15.83			
9	...	...	...			
10	...	...	...			
11	...	...	...			
12	...	...	...			
13	...	...	...			
14	...	...	...			
15	15.27	16.34	16.68			
16	...	...	...			
17	...	...	...			
18	...	...	...			
19	...	...	...			
20	16.07	17.21	17.57			

**LONGEVITY:** After 10 yrs of service - \$400, after 15 yrs - \$500.

**TERM:** 7/1/08-6/30/11

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

Step	SECRETARY
0	12.24
1	12.89
2	13.53
3	14.17
4	14.83
5	15.95
6	...
7	...
8	...
9	...
10	16.16

**SAD 35, ELIOT AREA  
2008-09**

Step	SECRETARY
0	12.67
1	13.34
2	14.00
3	14.67
4	15.34
5	16.51
6	...
7	...
8	...
9	...
10	16.72

**LONGEVITY:** To qualify for Step 10, an employee must have served 10 yrs in SAD 35

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

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

Step	ETECHI	ETECHII	ETECHIII
0	10.67	10.92	
1	10.99	11.24	
2	11.49	11.62	
3	12.08	12.40	
4	14.12	14.64	
5	14.64		

**SAD 35, ELIOT AREA  
2008-09**

Step	ETECHI	ETECHII	ETECHIII
0	11.04	11.30	
1	11.38	11.63	
2	11.90	12.03	
3	12.51	12.84	
4	14.61	15.16	
5	15.16		

**NOTE:** Step 5 on ETECH I scale requires 4 prior yrs exp in dist and 15 cr hrs, 45 CEU's or 225 Workshop hrs

**LONGEVITY:** After 10 yrs in SAD 35, add'l \$.30/hr

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

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

Step	ETECHI				COOK			
	ETECHII	ETECHIII	SECRETARY	CLERKI	BAKERS	FOODWKR	FSSUPVI	FSSUPVII
0	10.92	16.28	10.78	9.78	10.25	9.38	14.54	15.07
1	11.14		11.34	9.92	10.66	9.56		
2	11.46		12.00	10.25	11.43	9.86		
3	11.79		12.60	10.48	11.82	10.16		
4	12.02		13.15	10.77	12.31	10.40		
5	12.12		13.22	10.84	12.39	10.48		
6	12.25		13.30	10.93	12.49	10.56		
7	12.35		13.42	11.01	12.60	10.65		
8	12.36		13.56	11.09	12.68	10.71		
9	12.69		13.63	11.20	12.76	10.79		
10	13.38		14.19	11.65	13.24	11.20		
11	13.53		14.27	11.71	13.37	11.29		
12	13.71		14.65	11.98	13.72	11.58		
13	13.92		14.86	12.18	13.93	11.79		
14	14.12		15.06	12.39	14.13	12.00		
15	14.32		15.26	12.59	14.33	12.20		

**LONGEVITY:** After 8 yrs in SAD 60: \$300; after 12 yrs: \$800; after 16 yrs: \$1300.

**NOTE:** FSSUPVI is for K-6 Service Mgrs, FSSUPVII is for JHS & HS Food Service Mgrs.

**NOTE:** Am Sch Food Serv Assn Cert - add'l \$1.00/hr. Ed Tech in dist day treatment prog - add'l \$1.00/hr.

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

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

Step	ETECHI				COOK				
	ETECHII	ETECHIII	SECRETARY	CLERKI	BAKERS	FOODWKR	FSSUPVI	FSSUPVII	
0	11.03	11.47	16.61	11.32	10.07	10.56	9.66	14.84	15.38
1	11.25	11.70		11.91	10.22	10.98	9.85		
2	11.57	12.03		12.60	10.56	11.77	10.16		
3	11.91	12.38		13.23	10.79	12.17	10.46		
4	12.14	12.62		13.81	11.09	12.68	10.71		
5	12.24	12.73		13.88	11.17	12.76	10.78		
6	12.37	12.86		13.97	11.26	12.86	10.88		
7	12.47	12.97		14.09	11.34	12.98	10.97		
8	12.48	12.98		14.24	11.42	13.06	11.03		
9	12.82	13.32		14.31	11.54	13.14	11.11		
10	13.51	14.05		14.90	12.00	13.64	11.54		
11	13.67	14.21		14.98	12.06	13.77	11.63		
12	13.85	14.40		15.38	12.34	14.13	11.93		
13	14.06	14.62		15.60	12.55	14.35	12.14		
14	14.26	14.83		15.81	12.76	14.55	12.36		
15	14.46	15.04		16.02	12.97	14.76	12.57		

**SAD 60 CONT' NEXT PAGE**

**SAD 60, BERWICK AREA  
2009-10**

Step						COOK			
	ETECHI	ETECHII	ETECHIII	SECRETARY	CLERKI	BAKERS	FOODWKR	FSSUPVI	FSSUPVII
0	11.20	12.04	17.11	11.89	10.37	10.88	9.95	15.14	15.69
1	11.42	12.29		12.51	10.53	11.31	10.15		
2	11.74	12.63		13.23	10.88	12.12	10.46		
3	12.09	13.00		13.89	11.11	12.54	10.77		
4	12.32	13.25		14.50	11.42	13.06	11.03		
5	12.42	13.37		14.57	11.51	13.14	11.10		
6	12.56	13.50		14.67	11.60	13.25	11.21		
7	12.66	13.62		14.79	11.68	13.37	11.30		
8	12.67	13.63		14.95	11.76	13.45	11.36		
9	13.01	13.99		15.03	11.89	13.53	11.44		
10	13.71	14.75		15.65	12.36	14.05	11.89		
11	13.88	14.92		15.73	12.42	14.18	11.98		
12	14.06	15.12		16.15	12.71	14.55	12.29		
13	14.27	15.35		16.38	12.93	14.78	12.50		
14	14.47	15.57		16.60	13.14	14.99	12.73		
15	14.68	15.79		16.82	13.36	15.20	12.95		

**SAD 60, BERWICK AREA  
2010-2011**

Step						COOK			
	ETECHI	ETECHII	ETECHIII	SECRETARY	CLERKI	BAKERS	FOODWKR	FSSUPVI	FSSUPVII
0	11.42	12.64	17.62	12.48	10.68	11.21	10.25	15.45	16.01
1	11.65	12.90		13.14	10.85	11.65	10.45		
2	11.97	13.26		13.89	11.21	12.48	10.77		
3	12.33	13.65		14.58	11.44	12.92	11.09		
4	12.57	13.91		15.23	11.76	13.45	11.36		
5	12.67	14.04		15.30	11.86	13.53	11.43		
6	12.81	14.18		15.40	11.95	13.65	11.55		
7	12.91	14.30		15.53	12.03	13.77	11.64		
8	12.92	14.31		15.70	12.11	13.85	11.70		
9	13.27	14.69		15.78	12.25	13.94	11.78		
10	13.98	15.49		16.43	12.73	14.47	12.25		
11	14.16	15.67		16.52	12.79	14.61	12.34		
12	14.34	15.88		16.96	13.09	14.99	12.66		
13	14.56	16.12		17.20	13.32	15.22	12.88		
14	14.76	16.35		17.43	13.53	15.44	13.11		
15	14.97	16.58		17.66	13.76	15.66	13.34		

**LONGEVITY:** After 8 yrs in SAD 60: \$300; after 12 yrs: \$800; after 16 yrs: \$1300.

**NOTE:** FSSUPVI is for K-6 Service Mgrs, FSSUPVII is for JHS & HS Food Service Mgrs.

**NOTE:** Am Sch Food Serv Assn Cert - add'l \$1.00/hr. Ed Tech in dist day treatment prog - add'l \$1.00/hr.

**TERM:** 7/1/08-6/30/11

**SAD 71 KENNEBUNK AREA  
2007-08**

Step	CSTODIAN	MAINTAIN
0	11.10	12.26
1	11.40	12.61
2	11.70	12.96
3	...	...
4	12.00	13.31
5	...	...
6	12.30	13.66
7	...	...
8	12.60	14.01
9	...	...
10	12.90	14.36
11	...	...
12	13.20	14.71
13	...	...
14	...	...
15	13.50	15.06

**LONGEVITY:** After 5 yrs - \$150/yr; after 10 yrs - \$400/yr; **LONGEVITY:** After 5 yrs - \$150/yr; after 10 yrs - \$400/yr; after 15 yrs - \$550/yr.

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

**SAD 71 KENNEBUNK AREA  
2008-09**

Step	CSTODIAN	MAINTAIN
0	11.49	12.69
1	11.79	13.04
2	12.09	13.39
3	...	...
4	12.39	13.74
5	...	...
6	12.69	14.09
7	...	...
8	12.99	14.44
9	...	...
10	13.29	14.79
11	...	...
12	13.59	15.14
13	...	...
14	...	...
15	13.89	15.49

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

Step	ETECHI	ETECHII	ETECHIII
0	9.72	11.88	17.58
1	10.02	12.18	17.88
2	10.32	12.48	18.18
3	...	...	...
4	10.62	12.78	18.48
5	...	...	...
6	10.92	13.08	18.78
7	...	...	...
8	11.22	13.38	19.08
9	...	...	...
10	11.58	13.51	19.36
11	...	...	...
12	...	...	...
13	...	...	...
14	11.88	13.81	19.66

**LONGEVITY:** After 5 yrs - \$150/yr; after 10 yrs - \$400/yr; after 15 yrs - \$600/yr.

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

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

Step	ETECHI	ETECHII	ETECHIII
0	10.06	12.30	18.20
1	10.36	12.60	18.50
2	10.66	12.90	18.80
3	...	...	...
4	10.96	13.20	19.10
5	...	...	...
6	11.26	13.50	19.40
7	...	...	...
8	11.56	13.80	19.70
9	...	...	...
10	11.86	14.10	20.00
11	...	...	...
12	...	...	...
13	...	...	...
14	12.21	14.45	20.35

**LONGEVITY:** After 5 yrs - \$150/yr; after 10 yrs - \$400/yr; after 15 yrs - \$600/yr.