

Wage Schedules

UniServ District Two

<u>Code</u>	<u>Local Association (School Unit)</u>	<u>Page</u>
Cape Elizabeth		
BC	Cape Elizabeth EA, Bus Drs, Custs, Maint Mech.....	2 - 2, 3
F	Cape Elizabeth EA, Food Service.....	2 - 4
ST	Cape Elizabeth EA, Admin'v Support & Ed Tech I.....	2 - 5
T III	Cape Elizabeth EA, Ed Tech II & III Bargaining Unit.....	2 - 6
BCST	Old Orchard Educational Support Professionals Association.....	2 - 7 to 9
Saco		
B	Saco Educational Support Professionals Association.....	2 - 10
C	Saco Custodian/Maintenance Association.....	2 - 10
ST	Saco Educational Technicians Association.....	2 - 11
Scarborough		
B	Scarborough Educational Association.....	2 - 12
C	Scarborough Educational Association.....	2 - 12
F	Scarborough Educational Association.....	2 - 12
ST	Scarborough Educational Association.....	2 - 13, 14
South Portland		
BCF	South Portland School Department Service Employees Assn.....	2 - 15 to 17
S	South Portland School Clerks Association.....	2 - 18
T	South Portland Educational Technicians Association.....	*
ST	South Portland Education Support Professionals Association....	*
BCFT	Westbrook Education Association.....	2 - 19 to 21

*** 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: 2/27/09

CAPE ELIZABETH**2007-08**

Step	CSTODIAN	CUSTII	CUSTIII	BUSDRVRMAINTAIN	
0	12.95	13.20	13.45	14.71	16.89
6 Mos	14.30	14.55	14.80	15.31	16.98
1	...	...	...	...	...
2	14.37	14.62	14.87	15.38	17.06
3	...	...	...	...	...
4	14.44	14.69	14.94	15.46	17.15
5	...	...	...	...	...
6	14.51	14.76	15.01	15.54	17.23
7	...	...	...	...	...
8	14.58	14.83	15.08	15.61	17.32
9	...	...	...	...	...
10	14.66	14.91	15.16	15.69	17.41
11	...	...	...	...	...
12	14.73	14.98	15.23	15.77	17.49
13	...	...	...	...	...
14	14.88	15.13	15.38	15.93	17.58
15	...	...	...	...	...
16	15.03	15.28	15.53	16.09	17.67
17	...	...	...	...	...
18	15.18	15.43	15.68	16.25	17.76
19	...	...	...	...	...
20	15.33	15.58	15.83	16.41	17.84
21	...	...	...	...	...
22	15.48	15.73	15.98	16.58	17.93

CAPE ELIZABETH**2008-09**

Step	CSTODIAN	CUSTII	CUSTIII	BUSDRVRMAINTAIN	
0	13.34	13.59	13.84	15.15	17.40
6 Mos	14.73	14.98	15.23	15.76	17.49
1	...	...	...	...	...
2	14.80	15.05	15.30	15.84	17.57
3	...	...	...	...	...
4	14.87	15.12	15.37	15.92	17.66
5	...	...	...	...	...
6	14.95	15.20	15.45	16.00	17.75
7	...	...	...	...	...
8	15.02	15.27	15.52	16.08	17.84
9	...	...	...	...	...
10	15.10	15.35	15.60	16.16	17.93
11	...	...	...	...	...
12	15.17	15.42	15.67	16.24	18.02
13	...	...	...	...	...
14	15.32	15.57	15.82	16.41	18.11
15	...	...	...	...	...
16	15.48	15.73	15.98	16.57	18.20
17	...	...	...	...	...
18	15.63	15.88	16.13	16.74	18.29
19	...	...	...	...	...
20	15.79	16.04	16.29	16.90	18.38
21	...	...	...	...	...
22	15.95	16.20	16.45	17.07	18.47

CAPE ELIZABETH CONT' NEXT PAGE

CAPE ELIZABETH

2009-10

Step	CSTODIAN	CUSTII	CUSTIII	BUSDRVRMAINTAIN	
0	13.74	13.99	14.24	15.60	17.92
6 Mos	15.17	15.42	15.67	16.24	18.01
1	...	...	...	...	...
2	15.24	15.49	15.74	16.32	18.10
3	...	...	...	...	...
4	15.32	15.57	15.82	16.40	18.19
5	...	...	...	...	...
6	15.40	15.65	15.90	16.48	18.28
7	...	...	...	...	...
8	15.47	15.72	15.97	16.57	18.37
9	...	...	...	...	...
10	15.55	15.80	16.05	16.65	18.47
11	...	...	...	...	...
12	15.63	15.88	16.13	16.73	18.56
13	...	...	...	...	...
14	15.78	16.03	16.28	16.90	18.65
15	...	...	...	...	...
16	15.94	16.19	16.44	17.07	18.74
17	...	...	...	...	...
18	16.10	16.35	16.60	17.24	18.84
19	...	...	...	...	...
20	16.26	16.51	16.76	17.41	18.93
21	...	...	...	...	...
22	16.42	16.67	16.92	17.58	19.03
23	...	...	...	...	...
24	16.59	16.84	17.09	17.76	19.12

TERM: 7/1/07-6/30/10

CAPE ELIZABETH CONT' NEXT PAGE

CAPE ELIZABETH**2007-08**

Step	FOODWKR	FSSUPVI
0	10.97	13.70
1	...	...
2	11.02	13.77
3	...	...
4	11.08	13.84
5	...	...
6	11.19	13.97
7	...	...
8	11.30	14.11
9	...	...
10	11.42	14.26
11	...	...
12	11.53	14.40
13	...	...
14	11.64	14.54
15	...	...
16	11.76	14.69
17	...	...
18	11.88	14.83

CAPE ELIZABETH**2008-09**

Step	FOODWKR	FSSUPVI
0	11.3	14.1
1	...	...
2	11.4	14.2
3	...	...
4	11.4	14.3
5	...	...
6	11.5	14.4
7	...	...
8	11.6	14.5
9	...	...
10	11.8	14.7
11	...	...
12	11.9	14.8
13	...	...
14	12.0	15.0
15	...	...
16	12.1	15.1
17	...	...
18	12.2	15.3

CAPE ELIZABETH**2009-10**

Step	FOODWKR	FSSUPVI
0	11.64	14.53
1	...	...
2	11.70	14.61
3	...	...
4	11.75	14.68
5	...	...
6	11.87	14.83
7	...	...
8	11.99	14.97
9	...	...
10	12.11	15.12
11	...	...
12	12.23	15.27
13	...	...
14	12.35	15.43
15	...	...
16	12.48	15.58
17	...	...
18	12.60	15.74
19	...	...
20	12.73	15.90

TERM: 9/1/07-8/31/10**CAPE ELIZABETH CONT' NEXT PAGE**

CAPE ELIZABETH

2007-08

Step	SECRETARY	ETECHI
0	13.95	12.49
1	...	...
2	...	...
3	...	...
4	...	...
5	...	...
6	14.72	13.30
7	...	...
8	...	...
9	...	...
10	...	...
11	15.49	14.05
12	...	...
13	...	...
14	...	...
15	...	...
16	16.44	14.81
17	...	...
18	...	...
19	...	...
20	...	...
21	17.40	15.55

NOTE: Ed Tech I - Above wages for emp hired After 99-00.
Hired before 00-01: 11 yrs-15.90;
16 yrs-16.12; 21 yrs-16.82.

CAPE ELIZABETH

2008-09

Step	SECRETARY	ETECHI
0	14.37	12.87
1	...	...
2	...	...
3	...	...
4	...	...
5	...	...
6	15.16	13.70
7	...	...
8	...	...
9	...	...
10	...	...
11	15.96	14.47
12	...	...
13	...	...
14	...	...
15	...	...
16	16.93	15.26
17	...	...
18	...	...
19	...	...
20	...	...
21	17.92	16.02

NOTE: Ed Tech I - Above wages for emp hired After 99-00.
Hired before 00-01: 11 yrs-16.38;
16 yrs-16.60; 21 yrs-17.32.

CAPE ELIZABETH

2009-10

Step	SECRETARY	ETECHI
0	14.80	13.25
1	...	...
2	...	...
3	...	...
4	...	...
5	...	...
6	15.62	14.11
7	...	...
8	...	...
9	...	...
10	...	...
11	16.43	14.90
12	...	...
13	...	...
14	...	...
15	...	...
16	17.44	15.71
17	...	...
18	...	...
19	...	...
20	...	...
21	18.46	16.50

NOTE: Ed Tech I - Above wages for emp hired After 99-00.
Hired before 00-01: 11 yrs-16.87;
16 yrs-17.10; 21 yrs-17.84.

TERM: 7/1/07-6/30/10

CAPE ELIZABETH CONT' NEXT PAGE

CAPE ELIZABETH

2007-08

Step	ETECHII	ETECHIII
0	13.70	15.06
1	...	...
2	...	...
3	...	...
4	...	...
5	...	...
6	14.52	15.96
7	...	...
8	...	...
9	...	...
10	...	...
11	15.37	16.92
12	...	...
13	...	...
14	...	...
15	...	...
16	16.26	17.88

NOTE: Ed Tech II hired before the 98-99 sch yr shall be paid:
5 yrs-15.93; 10 yrs-16.10; 15 yrs-16.26. If an ETECHII hired
before the 98-99 sch yr moves to a Tech III position will be
0 yrs-16.57; 5-10 yrs - 16.74.

CAPE ELIZABETH

2008-09

Step	ETECHII	ETECHIII
0	14.15	15.55
1	...	...
2	...	...
3	...	...
4	...	...
5	...	...
6	14.99	16.48
7	...	...
8	...	...
9	...	...
10	...	...
11	15.87	17.47
12	...	...
13	...	...
14	...	...
15	...	...
16	16.79	18.46

NOTE: Ed Tech II hired before the 98-99 sch yr shall be paid:
5 yrs-16.45; 10 yrs-16.62; 15 yrs-16.79. If an ETECHII hired
before the 98-99 sch yr moves to a Tech III position will be pd:
0 yrs-17.11; 5-10 yrs - 17.28.

CAPE ELIZABETH

2009-10

Step	ETECHII	ETECHIII
0	14.57	16.02
1	...	...
2	...	...
3	...	...
4	...	...
5	...	...
6	15.44	16.98
7	...	...
8	...	...
9	...	...
10	...	...
11	16.35	18.00
12	...	...
13	...	...
14	...	...
15	...	...
16	17.29	19.02

NOTE: Ed Tech II hired before the 98-99 sch yr shall be paid:
5 yrs-16.94; 10 yrs-17.12; 15 yrs-17.29. If an ETECHII hired
before the 98-99 sch yr moves to a Tech III position will be pd:
0 yrs-17.62; 5-10 yrs - 17.80.

TERM: 7/1/07-6/30/10

OLD ORCHARD BEACH

2007-08

Step	ETECH I	ETECH II	ETECH III	SECRETARY	SEC II	SEC III	CSTODIAN	VANDRVR	MAINTAIN	BUSDRVR
0	9.61	10.85	12.12	11.74	12.08	12.37	11.90	11.90		
1	10.15	11.50	13.26	12.90	13.25	13.55	13.40	13.40		
2	10.71	12.11	13.92	14.20	14.52	14.81	14.62	14.62		
3	11.26	13.15	14.69							
4	12.20	13.81	15.37							
5	...	...	...				
6	...	...	...				
7	12.79	14.42	16.09							
8	...	...	...				
9	...	...	...				
10	13.47	15.11	16.76							

LONGEVITY: Ed Techs - after 20 yrs in OOB, ann long pymt equal to yrs worked in OOB times \$30.

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

OLD ORCHARD BEACH

2008-09

Step	ETECH I	ETECH II	ETECH III	SECRETARY	SEC II	SEC III	CSTODIAN	VANDRVR	MAINTAIN	BUSDRVR
0	9.98	11.27	12.59	12.20	12.55	12.85	12.36	12.36		
1	10.55	11.95	13.78	13.01	13.38	13.68	13.20	13.20		
2	11.13	12.58	14.46	13.82	14.21	14.51	14.03	14.03		
3	11.70	13.66	15.26	14.63	15.04	15.35	14.86	14.86		
4	12.68	14.35	15.97	15.44	15.88	16.18	15.69	15.69		
5	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...
7	13.29	14.98	16.72	16.25	16.71	17.01	16.52	16.52		
8	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...
10	14.00	15.70	17.41	17.06	17.54	17.84	17.35	17.35		

Step	FSSUPVI	FSSUPVII	HEADCOO	FOODWKR
0	8.73	7.67	7.67	7.67
1	9.29	8.28	8.24	8.19
2	9.85	8.89	8.81	8.71
3	10.41	9.51	9.38	9.23
4	10.97	10.12	9.95	9.75
5	...	...	...	...
6	...	...	...	...
7	11.53	10.73	10.53	10.27
8	...	...	...	...
9	...	...	...	...
10	12.09	11.35	11.10	10.78

OLD ORCHARD BEACH CONT' NEXT PAGE

OLD ORCHARD BEACH

2009-10

Step	ETECH I	ETECH II	ETECH III	SECRETARY	SEC II	SEC III	CSTODIAN	VANDRVR	MAINTAIN BUSDRVR
0	10.27	11.60	12.96	12.55	12.92	13.23	12.72	12.72	
1	10.85	12.30	14.18	13.39	13.77	14.08	13.58	13.58	
2	11.45	12.95	14.88	14.22	14.63	14.94	14.43	14.43	
3	12.04	14.06	15.71	15.05	15.48	15.79	15.29	15.29	
4	13.04	14.76	16.43	15.89	16.34	16.65	16.14	16.14	
5	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...
7	13.67	15.42	17.20	16.72	17.19	17.50	17.00	17.00	
8	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...
10	14.40	16.15	17.92	17.56	18.05	18.36	17.85	17.85	

Step	FSSUPVI	FSSUPVII	HEADCOO	FOODWKR
0	8.98	7.89	7.89	7.89
1	9.56	8.52	8.48	8.42
2	10.14	9.15	9.07	8.96
3	10.71	9.78	9.65	9.49
4	11.29	10.41	10.24	10.03
5	...	...	...	...
6	...	...	...	...
7	11.87	11.04	10.83	10.56
8	...	...	...	...
9	...	...	...	...
10	12.44	11.67	11.42	11.10

OLD ORCHARD BEACH CONT' NEXT PAGE

OLD ORCHARD BEACH

2010-11

Step	ETECH I	ETECH II	ETECH III	SECRETARY	SEC II	SEC III	CSTODIAN	VANDRVR	MAINTAIN BUSDRVR
0	10.57	11.94	13.33	12.92	13.29	13.61	13.09	13.09	
1	11.17	12.65	14.59	13.77	14.17	14.49	13.97	13.97	
2	11.78	13.32	15.31	14.63	15.05	15.37	14.85	14.85	
3	12.39	14.47	16.16	15.49	15.93	16.25	15.73	15.73	
4	13.42	15.19	16.91	16.35	16.81	17.13	16.61	16.61	
5	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...
7	14.07	15.86	17.70	17.21	17.69	18.01	17.49	17.49	
8	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...
10	14.82	16.62	18.44	18.06	18.57	18.89	18.37	18.37	

Step	FSSUPVI	FSSUPVII	HEADCOO	FOODWKR
0	9.24	8.12	8.12	8.12
1	9.84	8.77	8.72	8.67
2	10.43	9.42	9.33	9.22
3	11.02	10.07	9.93	9.77
4	11.62	10.72	10.54	10.32
5	...	...	...	...
6	...	...	...	...
7	12.21	11.36	11.14	10.87
8	...	...	...	...
9	...	...	...	...
10	12.81	12.01	11.75	11.42

LONGEVITY: Ed Techs - After 15 yrs in OOB ann long pymt equal to yrs wkrd times \$30;
 after 20 yrs in OOB, times \$60; after 25 yrs in OOB, times \$90.

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

**SACO
2008-09**

Step	BUSDRVR
0	12.57
1	12.98
2	13.49
3	13.77
4	14.35
5	14.92
6	15.21
7	15.5
8	15.78
9	...
10	16.08
11	...
12	16.24
13	...
14	16.41
15	...
16	16.59
17	...
18	16.76
19	16.94
20	17.22

**SACO
2009-10**

Step	BUSDRVR
0	12.94
1	13.37
2	13.90
3	14.18
4	14.78
5	15.37
6	15.67
7	15.97
8	16.25
9	...
10	16.56
11	...
12	16.73
13	...
14	16.90
15	...
16	17.09
17	...
18	17.26
19	17.45
20	17.74

**SACO
2010-11**

Step	BUSDRVR
0	13.33
1	13.77
2	14.31
3	14.61
4	15.22
5	15.83
6	16.14
7	16.45
8	16.74
9	...
10	17.06
11	...
12	17.23
13	...
14	17.41
15	...
16	17.6
17	...
18	17.78
19	17.97
20	18.27

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

**SACO
2007-08**

Step	CSTODIA	CUSTMAI	MAINTAIN
0	10.82		
6 Mos	11.14		
1	...		
2	12.62		
3	...		
4	...		
5	...		
6	13.85	15.58	17.16
7	...	...	...
8	...	...	...
9	...	...	...
10	...	...	...
11	14.87	15.74	17.33
12	...	...	...
13	...	...	...
14	...	...	...
15	...	...	...
16	...	...	...
17	...	...	...
18	...	...	...
19	15.08	15.90	17.51

**SACO
2008-09**

Step	CSTODIA	CUSTMAI	MAINTAIN
0	11.14		
6 Mos	11.48		
1	...		
2	13.00		
3	...		
4	...		
5	...		
6	14.27	16.05	17.68
7	...	...	...
8	...	...	...
9	...	...	...
10	...	...	...
11	15.32	16.21	17.85
12	...	...	...
13	...	...	...
14	...	...	...
15	...	...	...
16	...	...	...
17	...	...	...
18	...	...	...
19	15.53	16.38	18.03

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

SACO CONT' NEXT PAGE

**SACO
2007-08**

Step	ETECHI	ETECHII	ETECHIII
0	9.48	10.79	12.10
1	...	...	...
2	10.22	11.55	12.88
3	...	...	...
4	11.06	12.41	13.76
5	...	...	...
6	11.74	13.09	14.43
7	...	...	...
8	...	...	...
9	12.66	14.03	15.42
10	...	...	...
11	...	...	...
12	13.25	14.63	16.01

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

**SACO
2008-09**

Step	ETECHI	ETECHII	ETECHIII	SECRETARY	ADMINSEC
0	9.76	11.11	12.46	13.55	14.07
1	...	...	...	...	...
2	10.53	11.9	13.27	...	...
3	...	...	...	...	...
4	11.39	12.78	14.17	13.84	14.36
5	...	...	...	...	...
6	12.09	13.48	14.86	...	...
7	...	...	...	...	...
8	...	...	...	...	...
9	13.04	14.45	15.88	14.12	14.64
10	...	...	...	...	...
11	...	...	...	...	...
12	13.65	15.07	16.49	...	...
13	...	...	...	...	...
14	...	...	...	14.41	14.92

**SACO
2009-10**

Step	ETECHI	ETECHII	ETECHIII	SECRETARY	ADMINSEC
0	10.06	11.45	12.84	13.96	14.49
1	...	...	...	...	...
2	10.84	12.25	13.66	...	...
3	...	...	...	...	...
4	11.73	13.17	14.6	14.26	14.79
5	...	...	...	...	...
6	12.46	13.89	15.31	...	...
7	...	...	...	...	...
8	...	...	...	...	...
9	13.43	14.88	16.36	14.54	15.08
10	...	...	...	...	...
11	...	...	...	...	...
12	14.06	15.52	16.99	...	...
13	...	...	...	...	...
14	...	...	...	14.84	15.37

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

**SCARBOROUGH
2007-08**

Step	BUSDRVR
0	13.24
6 Mos	13.63
1	...
2	14.04
3	...
4	...
5	...
6	14.47
7	...
8	...
9	...
10	14.90
11	...
12	...
13	...
14	15.36
15	...
16	...
17	...
18	...
19	...
20	15.85

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

**SCARBOROUGH
2008-09**

Step	BUSDRVR
0	13.70
6 Mos	14.11
1	...
2	14.53
3	...
4	...
5	...
6	14.98
7	...
8	...
9	...
10	15.42
11	...
12	...
13	...
14	15.90
15	...
16	...
17	...
18	...
19	...
20	16.40

**SCARBOROUGH
2007-08**

Step	CSTODIAN
0	12.61
1	13.11
2	...
3	...
4	...
5	13.64
6	...
7	...
8	...
9	14.18
10	...
11	...
12	...
13	14.75
14	...
15	...
16	...
17	...
18	...
19	15.34

SHIFT DIFFERENTIAL: After 5 p.m. add'l \$.50/hr.

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

**SCARBOROUGH
2008-09**

Step	CSTODIAN
0	13.05
1	13.57
2	...
3	...
4	...
5	14.11
6	...
7	...
8	...
9	14.68
10	...
11	...
12	...
13	15.26
14	...
15	...
16	...
17	...
18	...
19	15.88

**SCARBOROUGH
2007-08**

Step	FOODWKR	BAKERS	FSSUPVI
0	9.52	11.17	12.09
1	9.80	11.49	12.45
2	...	...	...
3	...	...	...
4	...	...	...
5	...	...	...
6	10.09	11.85	12.82
7	...	...	...
8	...	...	...
9	...	...	...
10	...	...	...
11	10.39	12.20	13.20
12	...	...	...
13	...	...	...
14	...	...	...
15	...	...	...
16	...	...	...
17	10.71	12.57	13.61

**SCARBOROUGH
2008-09**

Step	FOODWKR	BAKERS	FSSUPVI
0	9.85	11.56	12.52
1	10.24	12.02	13.02
2	...	...	...
3	...	...	...
4	...	...	...
5	...	...	...
6	10.65	12.50	13.54
7	...	...	...
8	...	...	...
9	...	...	...
10	...	...	...
11	11.08	13.00	14.08
12	...	...	...
13	...	...	...
14	...	...	...
15	...	...	...
16	...	...	...
17	11.52	13.52	14.64

NOTE: Emp's classified as Asst Cooks elig for 3% inc, then red circled until the Food Worker rate exceeds that rate.

TERM: 9/8/07-6/30/09

SCARBOROUGH CONT' NEXT PAGE

SCARBOROUGH

2007-08

CLERKI BUSAIDE

Step	RECEPTION	ETECHI	ETECHII	ETECHIII	SECRETARY	ASSTNRSE
0	10.24	10.24	11.22	11.44	12.17	13.27
1	10.57	10.57	11.58	11.81	12.56	13.69
2	10.90	10.90	11.95	12.18	12.96	14.13
3	11.25	11.25	12.33	12.57	13.38	14.58
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	11.61	11.61	12.73	12.98	13.81	15.05
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	11.99	11.99	13.14	13.39	14.25	15.53
10	...	...	...	...	...	...
11	...	...	...	...	...	...
12	12.37	12.37	13.56	13.82	14.71	16.03
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	12.76	12.76	13.99	14.26	15.18	16.54
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	13.17	13.17	14.44	14.72	15.66	17.07
19	...	...	...	...	...	...
20	...	...	...	...	...	...
21	13.59	13.59	14.90	15.19	16.16	17.61

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

SCARBOROUGH

2008-09

CLERKI BUSAIDE

Step	RECEPTION	ETECHI	ETECHII	ETECHIII	SECRETARY
0	10.64	10.64	11.66	12.66	11.89
1	10.98	10.98	12.03	13.07	12.27
2	11.33	11.33	12.42	13.48	12.66
3	11.69	11.69	12.82	13.91	13.07
4	...	...	...	...	...
5	...	...	...	...	...
6	12.06	12.06	13.23	14.36	13.49
7	...	...	...	...	...
8	...	...	...	...	...
9	12.45	12.45	13.65	14.82	13.92
10	...	...	...	...	...
11	...	...	...	...	...
12	12.85	12.85	14.09	15.29	14.37
13	...	...	...	...	...
14	...	...	...	...	...
15	13.26	13.26	14.54	15.78	14.83
16	...	...	...	...	...
17	...	...	...	...	...
18	13.68	13.68	15.01	16.28	15.30
19	...	...	...	...	...
20	...	...	...	...	...
21	14.12	14.12	15.49	16.81	15.79

SCARBOROUGH CONT' NEXT PAGE

**SCARBOROUGH
2009-10**

Step	CLERKI		BUSAIDE		SECRETARY
	RECEPTION	ETECHI	ETECHII	ETECHIII	
0	11.92	11.92	12.59	13.55	13.20
1	12.13	12.13	12.81	13.79	13.43
2	12.34	12.34	13.03	14.03	13.67
3	12.56	12.56	13.26	14.27	13.91
4	12.78	12.78	13.49	14.52	14.15
5	13.00	13.00	13.73	14.78	14.40
6	13.23	13.23	13.97	15.04	14.65
7	13.46	13.46	14.22	15.30	14.90
8	13.69	13.69	14.46	15.57	15.17
9	13.93	13.93	14.72	15.84	15.43
10	14.18	14.18	14.98	16.12	15.70
11	...	...	...	...	...
12	14.32	14.32	15.13	16.28	15.86
13	...	...	...	...	...
14	...	...	...	...	...
15	14.46	14.46	15.28	16.44	16.02
16	...	...	...	...	...
17	...	...	...	...	...
18	14.60	14.60	15.43	16.60	16.18
19	...	...	...	...	...
20	...	...	...	...	...
21	14.75	14.75	15.59	17.51	16.34

**SCARBOROUGH
2010-11**

Step	CLERKI		BUSAIDE		SECRETARY
	RECEPTION	ETECHI	ETECHII	ETECHIII	
0	13.07	13.07	13.31	14.19	14.35
1	13.30	13.30	13.54	14.44	14.60
2	13.53	13.53	13.78	14.69	14.86
3	13.77	13.77	14.02	14.95	15.12
4	14.01	14.01	14.27	15.21	15.38
5	14.26	14.26	14.52	15.48	15.65
6	14.51	14.51	14.77	15.75	15.93
7	14.76	14.76	15.03	16.03	16.21
8	15.02	15.02	15.30	16.31	16.49
9	15.29	15.29	15.57	16.59	16.78
10	15.55	15.55	15.84	16.89	17.08
11	15.71	15.71	16.00	17.06	17.25
12	15.87	15.87	16.16	17.23	17.42
13	16.03	16.03	16.32	17.40	17.60
14	16.19	16.19	16.48	17.58	17.77
15	16.35	16.35	16.65	17.75	17.95
16	16.51	16.51	16.82	17.93	18.13
17	16.68	16.68	16.98	18.11	18.31
18	16.85	16.85	17.15	18.29	18.49
19	17.01	17.01	17.33	18.47	18.68
20	17.18	17.18	17.50	18.66	18.87
21	17.36	17.36	17.68	18.84	19.06

LONGEVITY: After 10 cont yrs, current hrly sal X 7; after 15 yrs, X 14; 20 yrs, X 21; 25 yrs, X 28; 30 yrs, X 35; 35 yrs, X 42.
TERM: 7/1/08-6/30/11

SOUTH PORTLAND SCH DEPT SERV EMP ASSN

2007-08

BAKERS

Step	FSSUPVI	COOK	FSSPEC	FOODWKR
0	12.11	10.83	10.54	10.25
1	12.35	11.04	10.74	10.44
2	12.59	11.25	10.95	10.64
3	12.84	11.47	11.15	10.85
4	13.10	11.69	11.37	11.05
5	13.40	11.95	11.62	11.29
6	13.70	12.21	11.89	11.54
7	14.01	12.47	12.14	11.79
8	14.34	12.76	12.41	12.05
9	14.68	13.05	12.69	12.32
10	15.01	13.34	12.98	12.60

Step	CSTODIAN	DISTDEL	BUSDRVR	BUSAIDE	MAINTAIN	MECHANIC	MECHASST
0	13.44	13.67	14.12	12.99	15.99	18.7	14.8
1	...	...	...	...	...	...	...
2	...	...	...	...	...	...	...
3	...	...	...	...	...	...	...
4	...	...	...	...	...	...	...
5	13.65	13.88	14.34	13.19	16.24	19.02	15.03
6	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...
9	13.86	14.1	14.57	13.38	16.5	19.35	15.26
10	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...
13	14.07	14.31	14.88	13.59	16.74	19.61	15.47

SO PORTLAND CONT' NEXT PAGE

SOUTH PORTLAND SCH DEPT SERV EMP ASSN

2008-09

BAKERS

Step	FSSUPVI	COOK	FSSPEC	FOODWKR
0	12.48	11.15	10.85	10.56
1	12.72	11.37	11.07	10.76
2	12.96	11.59	11.28	10.96
3	13.23	11.82	11.49	11.17
4	13.49	12.04	11.71	11.38
5	13.80	12.31	11.97	11.63
6	14.11	12.57	12.24	11.80
7	14.43	12.85	12.51	12.15
8	14.77	13.14	12.78	12.41
9	15.12	13.44	13.07	12.69
10	15.46	13.74	13.37	12.98

Step	CSTODIAN	DISTDEL	BUSDRVR	BUSAIDE	MAINTAIN	MECHANIC	MECHASST
0	13.84	14.08	14.79	13.63	16.47	19.51	15.49
1	...	...	...	...	...	...	...
2	...	...	...	...	...	...	...
3	...	...	...	...	...	...	...
4	...	...	...	...	...	...	...
5	14.06	14.3	15.02	13.84	16.73	19.84	15.73
6	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...
9	14.28	14.52	15.26	14.03	17	20.18	15.97
10	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...
13	14.49	14.74	15.58	14.25	17.24	20.45	16.18

SO PORTLAND CONT' NEXT PAGE

SOUTH PORTLAND SCH DEPT SERV EMP ASSN

2009-10

BAKERS

Step	FSSUPVI	COOK	FSSPEC	FOODWKR
0	12.85	11.48	11.18	10.87
1	13.10	11.71	11.40	11.08
2	13.35	11.93	11.62	11.29
3	13.63	12.17	11.83	11.51
4	13.90	12.40	12.06	11.72
5	14.22	12.68	12.33	11.98
6	14.53	12.95	12.61	12.24
7	14.86	13.23	12.88	12.51
8	15.21	13.54	13.17	12.78
9	15.57	13.84	13.46	13.07
10	15.92	14.15	13.77	13.37

Step	CSTODIAN	DISTDEL	BUSDRVR	BUSAIDE	MAINTAIN	MECHANIC	MECHASST
0	14.26	14.5	15.49	14.29	16.96	20.35	16.21
1	...	...	...	...	...	...	...
2	...	...	...	...	...	...	...
3	...	...	...	...	...	...	...
4	...	...	...	...	...	...	...
5	14.48	14.73	15.72	14.5	17.23	20.69	16.45
6	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...
9	14.71	14.96	15.96	14.7	17.51	21.04	16.7
10	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...
13	14.93	15.18	16.29	14.93	17.76	21.31	16.92

SHIFT DIFFERENTIAL: 2nd shift (after 2:00 p.m.) add'l \$.10/hr.

NOTE: Contr includes wages for other employees than expressed above.

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

SO PORTLAND CONT' NEXT PAGE

SOUTH PORTLAND**2007-08**

Step	CLERKI	OFFCOORI	ETECHI	ETECHII ETECHIII
0	14.21	16.63	10.25	10.82
1	14.36	16.77	10.50	11.33
2	14.50	16.91	10.75	11.85
3	14.64	17.06	11.00	12.36
4	14.78	17.20	11.25	12.88
5	14.92	17.34	11.50	13.39
6	15.07	17.48	...	13.91
7	15.21	17.62	...	14.42
8	15.34	17.77	11.75	14.94
9	15.49	17.91	...	15.45
10	...	...	12.00	15.97
11	15.64	18.05	...	16.48
12	...	...	...	17.00
13	15.78	18.19	12.25	17.51
14	...	...	...	18.03
15	15.92	18.34	12.50	18.54
16	...	...	...	...
17	16.06	18.48	...	...
18	...	...	...	...
19	16.20	18.62	...	...
20	...	...	12.75	19.06

SOUTH PORTLAND**2008-09**

Step	CLERKI	OFFCOORI	ETECHI	ETECHII ETECHIII
0	14.67	17.17	10.58	11.17
1	14.83	17.32	10.84	11.70
2	14.97	17.46	11.10	12.24
3	15.12	17.61	11.36	12.76
4	15.26	17.76	11.62	13.30
5	15.41	17.90	11.87	13.83
6	15.56	18.05	...	14.36
7	15.70	18.19	...	14.89
8	15.85	18.35	12.13	15.43
9	15.99	18.49	...	15.95
10	...	...	12.39	16.49
11	16.15	18.64	...	17.02
12	...	...	...	17.55
13	16.29	18.78	12.65	18.08
14	...	...	...	18.62
15	16.44	18.94	12.91	19.14
16	...	...	...	...
17	16.58	19.08	...	...
18	...	...	...	...
19	16.73	19.23	...	...
20	...	...	13.16	19.68

SOUTH PORTLAND**2009-10**

Step	CLERKI	OFFCOORI	ETECHI	ETECHII ETECHIII
0	15.18	17.77	10.95	11.56
1	15.35	17.93	11.22	12.11
2	15.49	18.07	11.49	12.67
3	15.65	18.23	11.76	13.21
4	15.79	18.38	12.03	13.77
5	15.95	18.53	12.29	14.31
6	16.10	18.68	...	14.86
7	16.25	18.83	...	15.41
8	16.40	18.99	12.55	15.97
9	16.55	19.14	...	16.51
10	...	...	12.82	17.07
11	16.72	19.29	...	17.62
12	...	...	...	18.16
13	16.86	19.44	13.09	18.71
14	...	...	...	19.27
15	17.02	19.60	13.36	19.81
16	...	...	...	...
17	17.16	19.75	...	...
18	...	...	...	...
19	17.32	19.90	...	...
20	...	...	13.62	20.37

LONGEVITY: After 15 yrs of cont emp in So Port - add'l \$300/yr; after 25 yrs - \$600/yr.**DIFFERENTIAL:** Add'l \$20/wk for clerks who have completed one or more of the following:

- 1 CPS (Certified Professional Secretary) Certificate
- 2 Library Tech I & II certificates from Southern Maine Tech College plus 2 SACCE certificate courses or 6 SACCE certificate courses
- 3 12 CEU's from an accredited institution of higher learning

NOTE: Ed Techs - Step 20 for those currently on step 20 only.**TERM:** 9/1/07-8/31/10

WESTBROOK

2007-08

Step	BUSAIDE	BUSDRVR	FOODWKR	COOK	CLERKI	SECRETARY	SECII	CSTODIAN
0	11.17	13.56	10.42	11.53	11.62	13.09	13.63	11.69
6 Mos	11.73	14.11	10.98	12.09	12.17	13.65	14.19	12.25
1	...	...	...	...	...	...	...	...
2	13.06	15.13	13.20	13.77	13.54	15.19	15.81	13.86
3	...	...	...	...	...	...	...	...
4	...	...	...	...	...	...	...	...
5	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...
10	13.62	15.68	13.75	14.33	14.08	15.75	16.37	14.41
11	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...
14	...	...	...	...	...	...	...	...
15	...	...	...	...	...	...	...	...
16	...	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...
20	14.18	16.24	14.31	14.89	14.64	16.30	16.92	14.97

Step	CUSTII	HEADCUST	MAINTAIN	ETECHI	ETECHII	ETECHIII
0	13.63	14.15	14.66	12.33	12.89	13.42
6 Mos	14.19	14.70	15.22	12.89	13.44	13.98
1	...	...	...	...	...	...
2	15.71	16.32	16.88	14.32	14.95	15.56
3	...	...	...	...	...	...
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	...	...	...	...	...	...
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	...	...	...	...	...	...
10	16.27	16.88	17.44	14.88	15.51	16.12
11	...	...	...	...	...	...
12	...	...	...	...	...	...
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	...	...	...	...	...	...
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	...	...	...	...	...	...
19	...	...	...	...	...	...
20	16.83	17.44	18.00	15.44	16.07	16.67

WESTBROOK CONT' NEXT PAGE

WESTBROOK

2008-09

Step	BUSAIDE	BUSDRVR	FOODWKR	COOK	CLERKI	SECRETARY	SECH	CSTODIAN
0	11.56	14.03	10.78	11.94	12.02	13.55	14.11	12.10
6 Mos	12.14	14.61	11.36	12.51	12.60	14.13	14.68	12.67
1	...	...	...	...	...	...	...	...
2	13.52	15.66	13.66	14.26	14.01	15.72	16.36	14.34
3	...	...	...	...	...	...	...	...
4	...	...	...	...	...	...	...	...
5	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...
10	14.10	16.23	14.23	14.83	14.58	16.30	16.94	14.92
11	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...
14	...	...	...	...	...	...	...	...
15	...	...	...	...	...	...	...	...
16	...	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...
20	14.67	16.81	14.81	15.41	15.15	16.87	17.51	15.50

Step	CUSTII	HEADCUST	MAINTAIN	ETECHI	ETECHII	ETECHIII
0	14.11	14.64	15.17	12.76	13.34	13.89
6 Mos	14.68	15.22	15.75	13.34	13.91	14.47
1	...	...	...	...	...	...
2	16.26	16.90	17.47	14.82	15.47	16.10
3	...	...	...	...	...	...
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	...	...	...	...	...	...
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	...	...	...	...	...	...
10	16.84	17.47	18.05	15.40	16.05	16.68
11	...	...	...	...	...	...
12	...	...	...	...	...	...
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	...	...	...	...	...	...
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	...	...	...	...	...	...
19	...	...	...	...	...	...
20	17.42	18.05	18.63	15.98	16.63	17.26

WESTBROOK CONT' NEXT PAGE

WESTBROOK

2009-10

Step	BUSAIDE	BUSDRVR	FOODWKR	COOK	CLERKI	SECRETARY	SECI	CSTODIAN
0	12.00	14.56	11.19	12.38	12.47	14.06	14.63	12.55
6 Mos	12.59	15.16	11.79	12.98	13.07	14.66	15.23	13.15
1	...	...	...	...	...	...	...	...
2	14.03	16.24	14.17	14.79	14.54	16.31	16.97	14.88
3	...	...	...	...	...	...	...	...
4	...	...	...	...	...	...	...	...
5	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...
10	14.62	16.84	14.77	15.39	15.12	16.91	17.57	15.48
11	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...
14	...	...	...	...	...	...	...	...
15	...	...	...	...	...	...	...	...
16	...	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...
20	15.22	17.44	15.37	15.99	15.72	17.51	18.17	16.08

Step	CUSTII	HEADCUST	MAINT	ETECHI	ETECHII	ETECHIII
0	14.63	15.19	15.74	13.24	13.84	14.41
6 Mos	15.23	15.79	16.34	13.84	14.44	15.01
1	...	...	...	...	...	...
2	16.87	17.53	18.13	15.38	16.05	16.71
3	...	...	...	...	...	...
4	...	...	...	...	...	...
5	...	...	...	...	...	...
6	...	...	...	...	...	...
7	...	...	...	...	...	...
8	...	...	...	...	...	...
9	...	...	...	...	...	...
10	17.47	18.13	18.73	15.98	16.65	17.31
11	...	...	...	...	...	...
12	...	...	...	...	...	...
13	...	...	...	...	...	...
14	...	...	...	...	...	...
15	...	...	...	...	...	...
16	...	...	...	...	...	...
17	...	...	...	...	...	...
18	...	...	...	...	...	...
19	...	...	...	...	...	...
20	18.07	18.73	19.32	16.58	17.25	17.91

DIFFERENTIALS, CUST & MAINT: 2nd shift (before 11 pm) \$.15/hr; 3rd shift (after 11 pm) \$.30/hr; multiple bldgs \$.20/hr.

NOTE: HEADCUST above is for WJHS, wges for WHS HEADCUST not reflected.

TERM: 7/1/07-6/30/10