

## *Wage Schedules*

### *UniServ District Three*

<u>Code</u>	<u>Local Association (School Unit)</u>	<u>Page</u>
CFST	Acton Education Support Staff Association.....	3 - 2, 3
	Gorham	
BCF	Gorham Education Support Personnel Association .....	3 - 4
ST	Gorham Education Support Personnel Association (Secretaries & Ed Techs).....	3 - 5
T	Massabesic Education Association (SAD 57).....	3 - 13
BCFST	Raymond Support Staff Association.....	3 - 6
C	Sanford School Custodial Unit.....	3 - 7
	SAD 06, Buxton Area	
BC	SAD 06 Support Staff Association.....	3 - 10, 11
ST	Saco Valley Instructional Support Personnel Association.....	3 - 12
	SAD 61, Bridgton Area	
BCF	Lake Region Non-Teaching Employees Association .....	3 - 14
ST	Lake Region Educational Support Personnel Association.....	3 - 15, 16
	Affiliated With AFT:	
F	Sanford Federation of Food Service .....	3 - 7
S	Sanford Federation of Teachers, Secretarial Unit .....	3 - 8
T	Sanford Federation of Ed Techs .....	3 - 9

**\* 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: 2/6/09

**ACTON****2007-08**

Step	COOK	CSTODIAN	BKRR				
	ETECHI	ETECHII	ETECHIII	SECRETARY	OFFCOOR	IFOODWKR	BUSDRVR
0	9.95	10.95	12.95	10.95	12.56	9.45	12.00
1	10.22	11.25	13.31	11.25	12.91	9.70	12.30
2	10.49	11.55	13.67	11.55	13.26	9.95	12.60
3	10.76	11.85	14.03	11.85	13.61	10.20	12.90
4	11.03	12.15	14.39	12.15	13.96	10.45	13.20
5	11.30	12.45	14.75	12.45	14.31	10.70	13.50
6	11.57	12.75	15.11	12.75	14.66	10.95	13.80
7	11.84	13.05	15.47	13.05	15.01	11.20	14.10
8	12.11	13.35	15.83	13.35	15.36	11.45	14.40
9	12.38	13.65	16.19	13.65	15.71	11.70	14.70
10	12.65	13.95	16.55	13.95	16.06	11.95	15.00
11	12.92	14.25	16.91	14.25	16.41	12.20	15.30
12	13.19	14.55	17.27	14.55	16.76	12.45	15.60
13	13.46	14.85	17.63	14.85	17.11	12.70	15.90
14	13.73	15.15	17.99	15.15	17.46	12.95	16.20
15	14.00	15.45	18.35	15.45	17.81	13.20	16.50
16	14.27	15.75	18.71	15.75	18.16	13.45	16.80
17	14.54	16.05	19.07	16.05	18.51	13.70	17.10
18	14.81	16.35	19.43	16.35	18.86	13.95	17.40
19	15.33	16.98	20.28	16.98	19.66	14.51	18.00

**ACTON****2008-09**

Step	COOK	CSTODIAN	BKRR				
	ETECHI	ETECHII	ETECHIII	SECRETARY	OFFCOOR	IFOODWKR	BUSDRVR
0	10.35	11.35	13.35	11.35	12.96	9.85	12.40
1	10.62	11.65	13.71	11.65	13.31	10.10	12.70
2	10.89	11.95	14.07	11.95	13.66	10.35	13.00
3	11.16	12.25	14.43	12.25	14.01	10.60	13.30
4	11.43	12.55	14.79	12.55	14.36	10.85	13.60
5	11.70	12.85	15.15	12.85	14.71	11.10	13.90
6	11.97	13.15	15.51	13.15	15.06	11.35	14.20
7	12.24	13.45	15.87	13.45	15.41	11.60	14.50
8	12.51	13.75	16.23	13.75	15.76	11.85	14.80
9	12.78	14.05	16.59	14.05	16.11	12.10	15.10
10	13.05	14.35	16.95	14.35	16.46	12.35	15.40
11	13.32	14.65	17.31	14.65	16.81	12.60	15.70
12	13.59	14.95	17.67	14.95	17.16	12.85	16.00
13	13.86	15.25	18.03	15.25	17.51	13.10	16.30
14	14.13	15.55	18.39	15.55	17.86	13.35	16.60
15	14.40	15.85	18.75	15.85	18.21	13.60	16.90
16	14.67	16.15	19.11	16.15	18.56	13.85	17.20
17	14.94	16.45	19.47	16.45	18.91	14.10	17.50
18	15.21	16.75	19.83	16.75	19.26	14.35	17.80
19	15.83	17.48	20.78	17.48	20.16	15.01	18.50

ACTON CONT' NEXT PAGE

**ACTON**

**2009-10**

<b>Step</b>	<b>COOK ETECHI</b>	<b>CSTODIAN ETECHII</b>	<b>BKKR ETECHIII</b>	<b>SECRETARY</b>	<b>OFFCOOR</b>	<b>FOODWKR</b>	<b>BUSDRVR</b>
0	10.80	11.80	13.80	11.80	13.41	10.30	12.85
1	11.07	12.10	14.16	12.10	13.76	10.55	13.15
2	11.34	12.40	14.52	12.40	14.11	10.80	13.45
3	11.61	12.70	14.88	12.70	14.46	11.05	13.75
4	11.88	13.00	15.24	13.00	14.81	11.30	14.05
5	12.15	13.30	15.60	13.30	15.16	11.55	14.35
6	12.42	13.60	15.96	13.60	15.51	11.80	14.65
7	12.69	13.90	16.32	13.90	15.86	12.05	14.95
8	12.96	14.20	16.68	14.20	16.21	12.30	15.25
9	13.23	14.50	17.04	14.50	15.56	12.55	15.55
10	13.50	14.80	17.40	14.80	16.91	12.80	15.85
11	13.77	15.10	17.76	15.10	17.26	13.05	16.15
12	14.04	15.40	18.12	15.40	17.61	13.30	16.45
13	14.31	15.70	18.48	15.70	17.96	13.55	16.75
14	14.58	16.00	18.84	16.00	18.31	13.80	17.05
15	14.85	16.30	19.20	16.30	18.66	14.05	17.35
16	15.12	16.60	19.56	16.60	19.01	14.30	17.65
17	15.39	16.90	19.92	16.90	19.36	14.55	17.95
18	15.66	17.20	20.28	17.20	19.71	14.80	18.25
19	16.33	17.98	21.28	17.98	20.66	15.51	19.00

**LONGEVITY:** Beginning 21st yr of emp at Acton Elem - \$.60 add'd to step 19.

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

**GORHAM****2007-08**

Step	CSTODIAN	MAINTAIN	BUSDRVR	FSSUPVI	COOK	COOKASSI	BUSAIDE	VANDVR
0	11.60	13.52	12.66	11.65	10.89	9.91	10.60	11.76
1	11.77	13.69	12.83	11.82	11.06	10.08	10.71	11.90
2	11.94	13.86	13.00	11.99	11.23	10.25	10.82	12.04
3	12.11	14.03	13.17	12.16	11.40	10.42	10.93	12.18
4	12.28	14.20	13.34	12.33	11.57	10.59	11.04	12.32
5	12.45	14.37	13.51	12.50	11.74	10.76	11.15	12.46
6	12.62	14.54	13.68	12.67	11.91	10.93	11.26	12.60
7	12.79	14.71	13.85	12.84	12.08	11.10	11.37	12.74
8	12.96	14.88	14.07	13.01	12.25	11.27	11.48	12.88
9	13.13	15.05	14.29	13.18	12.42	11.44	11.59	13.02
10	13.30	15.22	14.51	13.35	12.59	11.61	11.70	13.16
11	13.37	15.29	14.58	13.42	12.66	11.68	11.71	13.20
12	13.54	15.46	14.75	13.59	12.83	11.85	11.82	13.34
13	13.71	15.63	14.92	13.76	13.00	12.02	11.93	13.48
14	13.88	15.80	15.09	13.93	13.17	12.19	12.04	13.62
15	14.96	16.94	16.21	15.15	13.91	12.63	12.15	13.76

**OFF SCALE:** GMS Head Cook add'l \$1.00 above scale; Fac Mgmt Maint Foreman add'l \$2.00 above scale.**LONGEVITY:** After completing step 15, \$500; after completing 18 yrs, \$375.**GORHAM****2008-09**

Step	CSTODIAN	MAINTAIN	BUSDRVR	FSSUPVI	COOK	COOKASSI	BUSAIDE	VANDVR
0	11.95	14.07	13.06	12.00	11.24	10.26	11.08	12.24
1	12.12	14.24	13.23	12.17	11.41	10.43	11.19	12.38
2	12.29	14.41	13.40	12.34	11.58	10.60	11.30	12.52
3	12.46	14.58	13.57	12.51	11.75	10.77	11.41	12.66
4	12.63	14.75	13.74	12.68	11.92	10.94	11.52	12.80
5	12.80	14.92	13.91	12.85	12.09	11.11	11.63	12.94
6	12.97	15.09	14.08	13.02	12.26	11.28	11.74	13.08
7	13.14	15.26	14.25	13.19	12.43	11.45	11.85	13.22
8	13.31	15.43	14.47	13.36	12.60	11.62	11.97	13.36
9	13.48	15.60	14.69	13.53	12.77	11.79	12.09	13.50
10	13.65	15.77	14.91	13.70	12.94	11.96	12.21	13.64
11	13.72	15.84	14.98	13.77	13.01	12.03	12.23	13.68
12	13.89	16.01	15.15	13.94	13.18	12.20	12.34	13.82
13	14.06	16.18	15.32	14.11	13.35	12.37	12.47	13.96
14	14.23	16.35	15.49	14.28	13.52	12.54	12.59	14.10
15	15.31	17.29	16.56	15.50	14.26	12.98	12.71	14.24

**OFF SCALE:** GMS Head Cook add'l \$1.00 above scale; Fac Mgmt Maint Foreman add'l \$2.00 above scale.**LONGEVITY:** After completing step 15, \$500; after completing 18 yrs, \$375.**TERM: 7/1/06-6/30/09****GORHAM CONT' NEXT PAGE**

**GORHAM****2007-08**

Step	SECRETARY	ADMINSEC	ETECHI	ETECHII	ETECHIII
0	11.88	12.09	10.27	11.83	12.09
1	12.13	12.34	10.52	12.07	12.34
2	12.37	12.59	10.77	12.32	12.59
3	12.62	12.83	11.01	12.57	12.83
4	12.87	13.08	11.26	12.81	13.08
5	13.11	13.33	11.50	13.06	13.33
6	13.36	13.57	11.75	13.30	13.57
7	13.60	13.82	12.00	13.55	13.82
8	13.85	14.06	12.24	13.80	14.06
9	14.10	14.31	12.49	14.04	14.31
10	14.34	14.56	12.74	14.29	14.56
11	14.59	14.80	12.98	14.54	14.80
12	14.84	15.05	13.23	14.78	15.05
13	15.08	15.30	13.48	15.03	15.30

**GORHAM****2008-09**

Step	SECRETARY	ADMINSEC	ETECHI	ETECHII	ETECHIII
0	12.47	12.70	10.79	12.42	12.70
1	12.73	12.96	11.05	12.68	12.96
2	12.99	13.22	11.30	12.93	13.22
3	13.25	13.47	11.56	13.19	13.47
4	13.51	13.73	11.82	13.45	13.73
5	13.77	13.99	12.08	13.71	13.99
6	14.03	14.25	12.34	13.97	14.25
7	14.28	14.51	12.60	14.23	14.51
8	14.54	14.77	12.86	14.49	14.77
9	14.80	15.03	13.11	14.75	15.03
10	15.06	15.29	13.37	15.00	15.29
11	15.32	15.54	13.63	15.26	15.54
12	15.58	15.80	13.89	15.52	15.80
13	15.84	16.06	14.15	15.78	16.06

**LONGEVITY:** Annual stipend of \$500 payable at step 15.**TERM:** 9/1/06-8/31/09

**RAYMOND  
2007-08**

**LTECHII  
ASSTNRSE**

Step	BUSDRVRCSTODIAN	CUSTII	SCRETARHEADCOOIFOODWKR	ETECHI	ETECHII	ETECHIII			
0	13.76	13.74	11.88	12.92	13.61	11.01	11.90	12.54	13.19
1	14.50	14.90	12.58	13.79	14.39	11.62	12.58	13.08	13.58
2	...	...	...	...	...	...	...	...	...
3	...	...	...	...	...	...	...	...	...
4	...	...	...	...	...	...	...	...	...
5	15.37	15.74	13.40	14.71	15.27	12.29	13.40	13.66	13.93
6	...	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...	...
9	15.66	16.03	13.68	15.30	15.88	12.78	13.69	13.94	14.21
10	...	...	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...	...
14	16.28	16.66	14.23	15.91	16.52	13.30	14.23	14.50	14.79

**RAYMOND  
2008-09**

**LTECHII  
ASSTNRSE**

Step	BUSDRVRCSTODIAN	CUSTII	SCRETARHEADCOOIFOODWKR	ETECHI	ETECHII	ETECHIII			
0	14.31	14.29	12.35	13.43	14.15	11.45	12.37	13.04	13.72
1	15.08	15.50	13.08	14.34	14.97	12.08	13.09	13.61	14.13
2	...	...	...	...	...	...	...	...	...
3	...	...	...	...	...	...	...	...	...
4	...	...	...	...	...	...	...	...	...
5	15.98	16.36	13.93	15.30	15.88	12.78	13.93	14.20	14.49
6	...	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...	...
9	16.29	16.67	14.23	15.91	16.52	13.29	14.23	14.50	14.79
10	...	...	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...	...
14	16.94	17.34	14.80	16.54	17.18	13.83	14.80	15.08	15.38

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

**SANFORD  
2007-08**

Step	CSTODIAN	HEADCUST
0	11.27	14.61
1	12.18	...
2	12.76	...
2	13.62	...
4	...	...
5	14.00	14.96
6	...	...
7	...	...
8	...	...
9	...	...
10	14.37	15.31

**SANFORD  
2008-09**

Step	CSTODIAN	HEADCUST
0	11.55	15.20
1	12.55	...
2	13.14	...
2	14.03	...
4	...	...
5	14.42	15.55
6	...	...
7	...	...
8	...	...
9	...	...
10	14.80	15.92

**SANFORD  
2009-10**

Step	CSTODIAN	HEADCUST
0	11.90	15.80
1	12.93	...
2	13.54	...
2	14.45	...
4	...	...
5	14.85	16.18
6	...	...
7	...	...
8	...	...
9	...	...
10	15.24	16.56

**DIFFERENTIALS:** 2nd shift - \$.30/hr; 3rd shift - \$.35/hr.  
**TERM: 7/1/07-6/30/10**

**SANFORD (AFT)  
2007-08**

Step	FSSUPVMS			
	FSSUPVI	FSSUPVHS	BAKERS	FOODWKR
0	9.00	9.00	9.00	9.00
1	15.22	12.64	11.50	10.99
2	...	...	...	...
3	...	...	...	...
4	...	...	...	...
5	...	...	...	...
6	...	...	...	...
7	...	...	...	...
8	...	...	...	...
9	...	...	...	...
10	...	...	...	...
11	15.65	13.12	11.97	11.45

**SANFORD (AFT)  
2008-09**

Step	FSSUPVMS			
	FSSUPVI	FSSUPVHS	BAKERS	FOODWKR
0	9.00	9.00	9.00	9.00
1	15.68	13.01	11.85	11.32
2	...	...	...	...
3	...	...	...	...
4	...	...	...	...
5	...	...	...	...
6	...	...	...	...
7	...	...	...	...
8	...	...	...	...
9	...	...	...	...
10	...	...	...	...
11	16.12	13.52	12.33	11.79

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

**SANFORD CONT' NEXT PAGE**

**SANFORD (AFT)**

**2007-08**

<b>Step</b>	<b>SECRETARY</b>
0	9.94
6 Mos	10.49
1	11.05
2	...
3	...
4	12.18
5	...
6	...
7	13.30
8	...
9	...
10	14.43
11	...
12	...
13	15.55
14	...
15	...
16	16.67
17	...
18	...
19	...
20	...
21	17.79

**LONGEVITY:** After 20 yrs in Sanford - \$500/yr; after 25 yrs - \$1500; after 30 yrs - \$2500.

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

**SANFORD CONT' NEXT PAGE**

**SANFORD (AFT)****2007-08**

Step	ETECHI	ETECHII	ETECHIII
0	8.82	10.30	12.32
1	9.23	10.85	12.75
2	9.68	11.41	13.18
3	10.12	11.96	13.60
4	10.56	12.51	14.03
5	11.01	13.06	14.46
6	11.47	13.62	14.88
7	11.91	14.17	15.31

**NOTE:** Starting 11 yrs - add'l \$1.17; 16 yrs - \$1.67.**LONGEVITY:** After 10 yrs and ea add'l 5 yrs - add'l \$1,400 add'd to Step 7; After 15 yrs - add'l \$2000 add'd to step 7.**TERM: 9/1/05-8/31/08****SANFORD (AFT)****2008-09**

Step	ETECHI	ETECHII	ETECHIII
0	9.08	10.30	12.69
1	9.51	11.18	13.13
2	9.97	11.75	13.58
3	10.42	12.32	14.01
4	10.88	12.89	14.45
5	11.34	13.45	14.89
6	11.81	14.03	15.33
7	12.27	14.60	15.77
8	...	...	...
9	...	...	...
10	13.44	15.77	16.94
11	...	...	...
12	...	...	...
13	...	...	...
14	...	...	...
15	15.11	17.44	18.61

**SANFORD (AFT)****2009-10**

Step	ETECHI	ETECHII	ETECHIII
0	9.36	10.61	13.07
1	9.79	11.51	13.53
2	10.27	12.10	13.98
3	10.74	12.69	14.43
4	11.20	13.27	14.88
5	11.68	13.86	15.34
6	12.17	14.45	15.79
7	12.64	15.03	16.24
8	...	...	...
9	...	...	...
10	13.81	16.20	17.41
11	...	...	...
12	...	...	...
13	...	...	...
14	...	...	...
15	15.48	17.87	19.08

**SANFORD (AFT)****2010-11**

Step	ETECHI	ETECHII	ETECHIII
0	9.64	10.93	13.46
1	10.09	11.86	13.93
2	10.58	12.47	14.40
3	11.06	13.07	14.86
4	11.54	13.67	15.33
5	12.03	14.27	15.80
6	12.53	14.88	16.26
7	13.01	15.48	16.73
8	...	...	...
9	...	...	...
10	14.18	16.65	17.90
11	...	...	...
12	...	...	...
13	...	...	...
14	...	...	...
15	15.85	18.32	19.57

**LONGEVITY:** Step 10 and 15 are longevity steps granted after 10 and 15 yrs of cont serv.**I: 9/1/08-8/31/11**

**SAD 06, BUXTON AREA**

**2007-08**

Step	CSTODIA	HEADCUS	VANDRV	BUSDRVR	MAINTAI	MECHAN	DEPTSEC
0	11.26	12.76	11.11	12.00	12.35	12.40	9.82
1	11.52	13.02	11.43	12.37	12.66	12.71	10.03
2	11.78	13.28	11.69	12.63	12.98	13.03	10.30
3	...	...	...	...	...	...	...
4	...	...	...	...	...	...	...
5	12.15	13.65	12.01	12.95	13.35	13.40	11.24
6	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...
8	12.57	14.07	12.43	13.42	13.77	13.82	11.66
9	...	...	...	...	...	...	...
10	...	...	...	...	...	...	...
11	12.94	14.44	12.79	13.84	14.19	14.24	12.13
12	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...
14	13.30	14.80	13.16	14.21	14.61	14.66	12.55

**NOTE:** Bus Drivers without CDL are scheduled at a lower rate. Represented above as Van Drivers.

**NOTE:** Food Service titles are non- standard and not included in above scale.

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

**SAD 06, BUXTON AREA**

**2008-09**

Step	CSTODIA	HEADCUS	BUSDRVR	MAINTAI	MECHAN	DEPTSEC
0	11.60	13.10	12.72	13.00	12.77	9.23
1	11.87	13.37	13.04	13.30	13.09	9.50
2	12.13	13.63	13.37	13.60	13.42	9.71
3	...	...	...	...	...	...
4	...	...	...	...	...	...
5	12.51	14.01	13.75	13.90	13.80	10.31
6	...	...	...	...	...	...
7	...	...	...	...	...	...
8	12.95	14.45	14.18	14.20	14.23	10.63
9	...	...	...	...	...	...
10	...	...	...	...	...	...
11	13.33	14.83	14.62	14.50	14.67	10.90
12	...	...	...	...	...	...
13	...	...	...	...	...	...
14	13.70	15.20	15.05	14.75	15.10	11.23

**NOTE:** Drivers without CDL are scheduled \$.90 lower rate.

**LONGEVITY:** BUS DR - 24 yrs - \$15.00/hr.

**SAD 6 CONT' NEXT PAGE**

**SAD 06, BUXTON AREA**

**2009-10**

Step	CSTODIA	HEADCUS	BUSDRVR	MAINTAI	MECHAN	DEPTSEC
0	12.06	13.56	13.52	13.23	13.28	9.91
1	12.33	13.83	13.82	13.55	13.60	10.12
2	12.59	14.09	14.12	13.88	13.93	10.40
3	...	...	...	...	...	...
4	...	...	...	...	...	...
5	12.97	14.47	14.42	14.26	14.31	11.37
6	...	...	...	...	...	...
7	...	...	...	...	...	...
8	13.41	14.91	14.72	14.69	14.74	11.80
9	...	...	...	...	...	...
10	...	...	...	...	...	...
11	13.79	15.29	15.02	15.13	15.18	12.29
12	...	...	...	...	...	...
13	...	...	...	...	...	...
14	14.16	15.66	15.27	15.56	15.61	12.72

**NOTE:** Drivers without CDL are scheduled \$.94 lower rate.

**LONGIVITY:** BUS DR - 24 yrs - \$15.52/hr.

**SAD 06, BUXTON AREA**

**2010-11**

Step	CSTODIA	HEADCUS	BUSDRVR	MAINTAI	MECHAN	DEPTSEC
0	12.54	14.04	14.06	13.76	13.81	10.31
1	12.81	14.31	14.36	14.08	14.13	10.52
2	13.07	14.57	14.66	14.41	14.46	10.80
3	...	...	...	...	...	...
4	...	...	...	...	...	...
5	13.45	14.95	14.96	14.79	14.84	11.77
6	...	...	...	...	...	...
7	...	...	...	...	...	...
8	13.89	15.39	15.26	15.22	15.27	12.20
9	...	...	...	...	...	...
10	...	...	...	...	...	...
11	14.27	15.77	15.56	15.66	15.71	12.69
12	...	...	...	...	...	...
13	...	...	...	...	...	...
14	14.64	16.14	15.81	16.09	16.14	13.12

**NOTE:** Drivers without CDL are scheduled \$.98 lower rate.

**LONGEVITY:** BUS DR - 24 yrs - \$16.06/hr.

**NOTE:** Contr specifies Head Cust wages as add'l \$1.50/hr.

**NOTE:** Food Service titles are non- standard and not included in above scale.

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

**SAD 06 CONT' NEXT PAGE**

**SAD 06, BUXTON AREA  
2007-08 ETECHI**

Step	SECRETARY	ETECHII	ETECHIII	SECHII	SECHIII
0	10.30	11.10	12.60	11.50	12.80
1	...	...	...	...	...
2	...	...	...	...	...
3	10.70	11.50	13.00	11.90	13.20
4	...	...	...	...	...
5	...	...	...	...	...
6	11.10	11.90	13.40	12.30	13.60
7	...	...	...	...	...
8	...	...	...	...	...
9	11.50	12.30	13.80	12.70	14.00
10	...	...	...	...	...
11	...	...	...	...	...
12	...	...	...	...	...
13	...	...	...	...	...
14	11.90	12.70	14.20	13.10	14.40
15	...	...	...	...	...
16	...	...	...	...	...
17	...	...	...	...	...
18	...	...	...	...	...
19	12.30	13.10	14.60	13.50	14.80
20	...	...	...	...	...
21	...	...	...	...	...
22	...	...	...	...	...
23	...	...	...	...	...
24	12.70	13.50	15.00	13.90	15.20

**SAD 06, BUXTON AREA  
2008-09 ETECHI**

Step	SECRETARY	ETECHII	ETECHIII	SECHII	SECHIII
0	10.50	11.30	13.00	11.70	13.20
1	...	...	...	...	...
2	...	...	...	...	...
3	10.90	11.70	13.40	12.10	13.60
4	...	...	...	...	...
5	...	...	...	...	...
6	11.30	12.10	13.80	12.50	14.00
7	...	...	...	...	...
8	...	...	...	...	...
9	11.70	12.50	14.20	12.90	14.40
10	...	...	...	...	...
11	...	...	...	...	...
12	...	...	...	...	...
13	...	...	...	...	...
14	12.10	12.90	14.60	13.30	14.80
15	...	...	...	...	...
16	...	...	...	...	...
17	...	...	...	...	...
18	...	...	...	...	...
19	12.50	13.30	15.00	13.70	15.20
20	...	...	...	...	...
21	...	...	...	...	...
22	...	...	...	...	...
23	...	...	...	...	...
24	12.90	13.70	15.40	14.10	15.60

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

**SAD 57, ALFRED AREA**

**2007-08**

<b>Step</b>	<b>ETECHI</b>	<b>ETECHII</b>	<b>ETECHIII</b>
0	10.49	11.09	12.08
1	10.77	11.37	12.36
2	...	...	...
3	11.31	11.91	12.91
4	...	...	...
5	11.85	12.47	13.47
6	...	...	...
7	...	...	...
8	12.67	13.30	14.28
9	...	...	...
10	13.23	13.85	14.83
11	...	...	...
12	...	...	...
13	...	...	...
14	14.32	14.95	15.93

**SAD 57, ALFRED AREA**

**2008-09**

<b>Step</b>	<b>ETECHI</b>	<b>ETECHII</b>	<b>ETECHIII</b>
0	10.83	11.53	12.81
1	11.12	11.82	13.10
2	...	...	...
3	11.67	12.38	13.66
4	...	...	...
5	12.22	12.95	14.23
6	...	...	...
7	...	...	...
8	13.07	13.80	15.07
9	...	...	...
10	13.64	14.36	15.63
11	...	...	...
12	...	...	...
13	...	...	...
14	14.76	15.49	16.76

**LONGEVITY:** (Added to Step 14) - after 17 yrs - \$300; after 20 yrs - \$500.

**NOTE:** Contract expresses wage compensation as annual salaries. For comparison purposes, conversion to hourly rates are based on 180 dys/yr, 6.5 hrs/dy.

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

**SAD 61, BRIDGTON AREA**

**2007-08**

Step	CROSSGRIHEADCUST							COOK		DISTDEL
	MECHASS	MECHANIC	BUSDRVR	VANDRVR	BUSAIDE	MAINT	CFCS	TODIANGR	RNSKPF	
0	11.81	14.55	12.92	10.66	8.52	14.14	12.23	12.17	10.23	10.69
1	12.06	14.80	13.17	10.91	8.77	14.39	12.48	12.42	10.48	10.94
2	12.31	15.05	13.42	11.16	9.02	14.64	12.73	12.67	10.73	11.19
3	12.56	15.30	13.67	11.41	9.27	14.89	12.98	12.92	10.98	11.44
4	12.81	15.55	13.92	11.66	9.52	15.14	13.23	13.17	11.23	11.69
5	13.06	15.80	14.17	11.91	9.77	15.39	13.48	13.42	11.48	11.94
6	13.31	16.05	14.42	12.16	10.02	15.64	13.73	13.67	11.73	12.19
7	13.56	16.30	14.67	12.41	10.27	15.89	13.98	13.92	11.98	12.44
8	13.81	16.55	14.92	12.66	10.52	16.14	14.23	14.17	12.23	12.69
9	14.06	16.80	15.17	12.91	10.77	16.39	14.48	14.42	12.48	12.94
10	14.31	17.05	15.42	13.16	11.02	16.64	14.73	14.67	12.73	13.19

**SAD 61, BRIDGTON AREA**

**2008-09**

Step	CROSSGRIHEADCUST							COOK		DISTDEL
	MECHASS	MECHANIC	BUSDRVR	VANDRVR	BUSAIDE	MAINT	CFCS	TODIANGR	RNSKPF	
0	12.28	15.10	13.42	11.09	8.87	14.68	12.71	12.65	10.64	11.11
1	12.53	15.35	13.67	11.34	9.12	14.93	12.96	12.90	10.89	11.36
2	12.78	15.60	13.92	11.59	9.37	15.18	13.21	13.15	11.14	11.61
3	13.03	15.85	14.17	11.84	9.62	15.43	13.46	13.40	11.39	11.86
4	13.28	16.10	14.42	12.09	9.87	15.68	13.71	13.65	11.64	12.11
5	13.53	16.35	14.67	12.34	10.12	15.93	13.96	13.90	11.89	12.36
6	13.78	16.60	14.92	12.59	10.37	16.18	14.21	14.15	12.14	12.61
7	14.03	16.85	15.17	12.84	10.62	16.43	14.46	14.40	12.39	12.86
8	14.28	17.10	15.42	13.09	10.87	16.68	14.71	14.65	12.64	13.11
9	14.53	17.35	15.67	13.34	11.12	16.93	14.96	14.90	12.89	13.36
10	14.78	17.60	15.92	13.59	11.37	17.18	15.21	15.15	13.14	13.61

**SAD 61, BRIDGTON AREA**

**2009-10**

Step	CROSSGRIHEADCUST							COOK		DISTDEL
	MECHASS	MECHANIC	BUSDRVR	VANDRVR	BUSAIDE	MAINT	CFCS	TODIANGR	RNSKPF	
0	12.76	15.67	13.93	11.53	9.24	15.24	13.21	13.14	11.07	11.56
1	13.01	15.92	14.18	11.78	9.49	15.49	13.46	13.39	11.32	11.81
2	13.26	16.17	14.43	12.03	9.74	15.74	13.71	13.64	11.57	12.06
3	13.51	16.42	14.68	12.28	9.99	15.99	13.96	13.89	11.82	12.31
4	13.76	16.67	14.93	12.53	10.24	16.24	14.21	14.14	12.07	12.56
5	14.01	16.92	15.18	12.78	10.49	16.49	14.46	14.39	12.32	12.81
6	14.26	17.17	15.43	13.03	10.74	16.74	14.71	14.64	12.57	13.06
7	14.51	17.42	15.68	13.28	10.99	16.99	14.96	14.89	12.82	13.31
8	14.76	17.67	15.93	13.53	11.24	17.24	15.21	15.14	13.07	13.56
9	15.01	17.92	16.18	13.78	11.49	17.49	15.46	15.39	13.32	13.81
10	15.26	18.17	16.43	14.03	11.74	17.74	15.71	15.64	13.57	14.06

**NOTE:** Contr specifies beg & top of scale rates. "Emp not at "top of Scale" will rec inc of \$.25/hr each yr until reach top of scale".

Assumption of 10 yrs.

**NOTE:** All emp with Master's Lic will rec add'l \$2.00/hr.

**NOTE:** Mech, Bus Dr/Disp, Maint, Grounds Coordinators and Kitchen Mgr - add'l \$1.50/hr.

**DIFFERENTIAL:** Any emp work <> 6 pm - 5 am - add'l \$.50/hr.

**LONGEVITY:** 5 yrs - add'l \$.10; 11 yrs - \$.20; 16 yrs - \$.30; 25 yrs - \$.40.

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

**SAD 61 CONT' NEXT PAGE**

**SAD 61, BRIDGTON AREA**

**2007-08**

Step	ETECH I	ETECH II	ETECH III	CLERK I	SECRETARY	ADMINSEC
0	9.65	10.40	11.10	9.65	11.14	11.74
1	9.94	10.71	11.43	9.94	11.47	12.09
2	10.24	11.03	11.78	10.24	11.82	12.45
3	10.54	11.36	12.13	10.54	12.17	12.83
4	10.86	11.71	12.49	10.86	12.54	13.21
5	11.19	12.06	12.87	11.19	12.91	13.61
6	11.52	12.42	13.25	11.52	13.30	14.02
7	11.87	12.79	13.65	11.87	13.70	14.44
8	12.22	13.17	14.06	12.22	14.11	14.87
9	12.59	13.56	14.48	12.59	14.54	15.32

**NOTE:** Contr includes wages for Day Treatment Support Tech, In-Sch Suspension Mon & Hlth Care Attend not reflected above.

**LONGEVITY:** non-cumulative. After 9 yrs of cont' service: add'l \$.25/hr; 15 yrs: \$.35/hr; 19 yrs: \$.45/hr; 25 yrs: \$.55/hr.

**TERM:** 7/1/06-6/30/08

**SAD 61, BRIDGTON AREA**

**2008-09**

Step	ETECH I	ETECH II	ETECH III	CLERK I	SECRETARY	ADMINSEC
0	9.94	10.71	11.43	9.94	11.47	12.09
1	10.24	11.03	11.78	10.24	11.82	12.45
2	10.54	11.36	12.13	10.54	12.17	12.83
3	10.86	11.70	12.49	10.86	12.54	13.21
4	11.19	12.06	12.86	11.19	12.91	13.61
5	11.52	12.42	13.25	11.52	13.30	14.02
6	11.87	12.79	13.65	11.87	13.70	14.44
7	12.22	13.17	14.06	12.22	14.11	14.87
8	12.59	13.56	14.48	12.59	14.54	15.32
9	12.97	13.97	14.91	12.97	14.98	15.78

**SAD 61, BRIDGTON AREA**

**2009-10**

Step	ETECH I	ETECH II	ETECH III	CLERK I	SECRETARY	ADMINSEC
0	10.24	11.03	11.78	10.24	11.82	12.45
1	10.55	11.36	12.13	10.55	12.17	12.83
2	10.86	11.70	12.49	10.86	12.54	13.21
3	11.19	12.05	12.87	11.19	12.91	13.61
4	11.53	12.42	13.25	11.53	13.30	14.02
5	11.87	12.79	13.65	11.87	13.70	14.44
6	12.23	13.17	14.06	12.23	14.11	14.87
7	12.59	13.56	14.48	12.59	14.54	15.32
8	12.96	13.97	14.91	12.96	14.98	15.78
9	13.36	14.39	15.35	13.36	15.43	16.25

**SAD 61 CONT' NEXT PAGE**

**SAD 61, BRIDGTON AREA**

**2010-11**

<b>Step</b>	<b>ETECH I</b>	<b>ETECH II</b>	<b>ETECH III</b>	<b>CLERK I</b>	<b>SECRETARY</b>	<b>ADMIN SEC</b>
0	10.54	11.36	12.13	10.54	12.17	12.83
1	10.86	11.70	12.40	10.86	12.54	13.21
2	11.18	12.05	12.87	11.18	12.91	13.61
3	11.52	12.42	13.25	11.52	13.30	14.02
4	11.88	12.79	13.65	11.88	13.70	14.44
5	12.22	13.17	14.06	12.22	14.11	14.87
6	12.59	13.56	14.48	12.59	14.54	15.32
7	12.96	13.97	14.91	12.96	14.98	15.78
8	13.35	14.39	15.35	13.35	15.43	16.25
9	13.76	14.82	15.82	13.76	15.89	16.74

**NOTE:** Contr includes wages for Day Treatment Support Tech, In-Sch Suspension Mon & Hlth Care Attend not reflected above.

**LONGEVITY:** non-cumulative. After 9 yrs of cont' service: add'l \$.25/hr; 15 yrs: \$.35/hr; 19 yrs: \$.45/hr; 25 yrs: \$.55/hr.

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