EXHIBIT 5
DATE 2-13-09
HB 388

CURRENT CONTRACT SALARY BENCHMARKS STATEWIDE

MEA/MFT Research **SYSTEM09**

CLS	System Name	Base Salary	Base Rank	MA/10YRS Salary	MA10 Rank	Max Salary	Max Rank	Career Earnings	CEP Rank
1	ANACONDA	27,880	33/146			52,972	57/135	1,088,989	22/100
1	BELGRADE	30,728	11/146	45,592	11/121	63,126	10/135	1,173,453	5/100
1	BILLINGS	32,926	3/146	48,279	5/121	63,241	9/135	1,193,838	3/100
1	BOZEMAN	33,500	2/146	48,341	3/121	63,985	6/135	1,144,210	10/100
1	BUTTE	27,475	39/146	47,412	6/121	57,055	35/135	1,109,041	18/100
1	COLUMBIA FALLS	29,976	17/146			60,196	16/135	1,093,179	20/100
1	EAST HELENA ELEM	28,277	30/146	40,908	42/121	58,483	25/135	1,044,590	36/100
1	GLASGOW	24,672	95/146	38,265	71/121	51,194	74/135	1,135,191	14/100
1	GLENDIVE	25,854	71/146	36,548	91/121	52,807	61/135	970,550	61/100
1	GREAT FALLS	30,786	10/146	45,127	14/121	62,466	12/135	1,158,374	7/100
1	HAVRE	28,334	29/146	42,737	27/121	54,561	49/135	1,081,893	25/100
1	HELENA	33,924	1/146			72,475	1/135	1,329,995	1/100
1	KALISPELL	29,355	22/146			60,453	15/135	1,153,711	8/100
1	LEWISTOWN	29,503	20/146	39,838	54/121	54,240	51/135	997,435	53/100
1	LIBBY	30,700	12/146	44,390	16/121	58,460	26/135	1,159,780	6/100
1	LIVINGSTON	29,403	21/146	43,125	25/121	56,195	39/135	1,092,394	21/100
1	MILES CITY	27,000	53/146	40,200	48/121	50,600	75/135	982,200	57/100
1	MISSOULA	30,500	13/146	48,913	1/121	63,625	7/135	1,110,932	17/100
1	WHITEFISH	31,917	5/146	48,863	2/121	64,691	4/135	1,204,009	2/100
2	BAKER	26,520	59/146				12/152		
2	BEAVERHEAD CNTY HS	30,324	14/146	46,863	7/121	59,697	19/135		
2	BELT	26,250	66/146	40,541	45/121	49,547	85/135	1,001,880	52/100
2	BIGFORK	29,921	18/146	43,385	22/121	54,552	50/135	1,083,936	23/100
2	BONNER	27,071	49/146	43,747	19/121	57,959	30/135	1,083,299	24/100
2	BOULDER	24,355	99/146	38,284	70/121	50,409	78/135	953,809	67/100
2	CASCADE	27,848	34/146	38,838	65/121	55,100	44/135	1,019,019	44/100
2	CENTERVILLE	22,847	125/146			49,814	82/135		
2	CHARLO	26,198	67/146	42,010	31/121	49,778	83/135	976,898	58/100
2	CHESTER	22,000	135/146	35,239	101/121	44,066	114/135	872,114	88/100
2	CHINOOK	25,650	78/146	40,064	51/121	48,555	93/135	1,014,650	46/100
2	CHOTEAU	23,504	112/146	36,713	86/121	47,643	98/135		
2	CIRCLE	22,059	134/146				79/152		
2	CLANCY	31,000	9/146			59,900	17/135	1,137,350	12/100
2	CLINTON	25,423	82/146	39,880	53/121	57,581	32/135	1,055,418	30/100
2	COLSTRIP	29,993	16/146	46,643	9/121	59,159	21/135	1,191,839	4/100
2	COLUMBUS	32,500	4/146	42,185	30/121	59,329	20/135		
2	CONRAD	24,832	91/146	38,788	66/121	52,188	65/135	984,741	56/100
2	CORVALLIS	27,634	36/146	38,902	63/121	57,218	33/135		
2	CULBERTSON	22,748	127/146	35,904	96/121	50,424	77/135	938,894	73/100
2	CUT BANK	24,680	94/146			51,520	71/135	938,080	74/100
2	DEER LODGE ELEM	27,319	41/146	42,672	29/121	57,944	31/135	1,080,603	26/100

CLS	System Name	Base Salary	Base Rank	MA/10YRS Salary	MA10 Rank	Max Salary	Max Rank	Career Earnings	CEP Rank
2	DILLON ELEM	29,177	25/146	45,954	10/121	58,354	27/135	1,151,762	9/100
2	ENNIS	24,300	100/146	39,463	58/121	49,336	89/135		
2	EUREKA	25,389	83/146	40,318	47/121	53,850	53/135	1,003,655	51/100
2	FAIRVIEW	26,117	68/146				16/152		
2	FLORENCE-CARLTON	27,612	37/146	41,012	41/121	56,236	38/135	1,040,918	40/100
2	HAMILTON	27,500	38/146	40,102	50/121	51,677	68/135	1,005,016	49/100
2	HARDIN	26,980	54/146	37,451	76/121	52,948	58/135	964,337	64/100
2	HARLEM	28,000	32/146	45,470	13/121	57,170	34/135	1,135,980	13/100
2	HARLOWTON	24,200	103/146	39,434	59/121	48,824	92/135	959,256	66/100
2	HELENA FLATS	26,441	63/146			53,993	52/135	1,049,709	33/100
2	HELLGATE ELEM	31,415	8/146	46,722	8/121	62,988	11/135	1,141,552	11/100
2	HOT SPRINGS	24,655	96/146	37,239	78/121	45,920	109/135	927,208	76/100
2	HUNTLEY PROJECT	27,200	46/146	39,160	60/121	54,990	45/135	1,009,390	48/100
2	JORDAN	25,500	81/146				163/211		
2	LAME DEER	29,768	19/146	44,761	15/121	62,236	13/135	1,117,584	16/100
2	LAUREL	31,853	6/146	42,786	26/121	55,594	41/135	1,060,958	29/100
2	LOCKWOOD ELEM	27,278	43/146	43,632	20/121	53,260	55/135	1,072,333	28/100
2	LOLO ELEM	26,897	56/146	38,998	61/121	55,111	42/135	976,218	59/100
2	LONE ROCK	23,065	118/146	36,719	85/121	65,920	3/135		
2	MALTA	23,500	113/146	36,710	87/121	45,100	112/135	932,210	75/100
2	MEDICINE LAKE	23,125	117/146	35,758	97/121	43,055	116/135		
2	MONFORTON ELEM	30,217	15/146	45,567	12/121	59,830	18/135		
2	PHILIPSBURG	24,449	98/146	37,162	79/121	51,489	72/135	966,589	63/100
2	PLAINS	26,059	69/146	41,741	33/121	51,526	70/135		
2	PLENTYWOOD	24,785	92/146	36,632	89/121	47,166	105/135	947,630	70/100
2	POLSON	27,279	42/146	44,301	17/121	58,869	23/135	1,132,963	15/100
2	POPLAR	28,970	26/146				4/152		
2	POWELL CO HS	26,651	58/146	41,629	34/121	56,447	37/135	1,042,401	38/100
2	RED LODGE	27,768	35/146	39,910	52/121	50,310	79/135	1,023,431	43/100
2	ROCKY BOY	26,312	65/146	41,522	35/121	66,158	2/135		
2	RONAN	31,673	7/146	41,475	36/121	58,066	29/135	1,042,003	39/100
2	SCOBEY	24,242	101/146				75/152		96/158
2	SEELEY LAKE ELEM	24,986	90/146	38,910	62/121	50,016	80/135	951,123	68/100
2	SHELBY	26,498	61/146	38,684	68/121	51,234	73/135	1,004,427	50/100
2	SHEPHERD	25,189	86/146	40,583	44/121	51,529	69/135	1,054,084	31/100
2	SHERIDAN	27,172	47/146	36,692	88/121	49,369	88/135	922,721	80/100
2	ST IGNATIUS	26,356	64/146	41,296	37/121	50,518	76/135	1,023,548	42/100
2	STANFORD	22,880	123/146	35,728	98/121	42,856	118/135	877,734	86/100
2	STEVENSVILLE	26,485	62/146			52,875	59/135		
2	SUN RIVER VALLEY	25,160	87/146	41,137	38/121	54,698	48/135	1,042,910	37/100
2	SUPERIOR	25,041	89/146	41,067	40/121	52,588	63/135		
2	SWEET GRASS CO HS	27,215	45/146	43,326	23/121	61,451	14/135		
2	TERRY	23,750	109/146	36,599	90/121	40,090	127/135		
2	THOMPSON FALLS	27,162	48/146	40,844	43/121	52,815	60/135		
2	THREE FORKS	28,869	27/146	38,882	64/121	53,067	56/135	985,381	55/100
2	TOWNSEND	25,770	74/146	38,238	72/121	49,722	84/135	969,523	62/100
2	TROY	25,745	76/146	43,316	24/121	49,431	86/135	963,700	65/100
2	TWIN BRIDGES	25,975	70/146	38,391	69/121	49,430	87/135		

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2	VALIER	23,437	114/146	35,075	102/121	46,369	108/135	916,630	82/100
2	VICTOR	26,916	55/146	36,470	92/121	47,617	100/135	894,633	84/100
2	WHITE SULPHUR SPRGS	25,599	79/146	37,986	73/121	47,648	97/135	975,706	60/100
2	WHITEHALL	25,818	73/146	41,080	39/121	49,839	81/135	997,385	54/100
2	WIBAUX	23,047	120/146	32,983	113/121	40,812	124/135		
2	WOLF POINT	27,345	40/146	42,713	28/121	54,745	47/135	1,094,705	19/100
3	ABSAROKEE	25,282	84/146	35,922	95/121	56,002	40/135		
3	ALBERTON	25,757	75/146	41,829	32/121	52,596	62/135	1,038,189	41/100
3	ANDERSON ELEM	27,029	51/146	40,378	46/121	56,624	36/135	1,051,595	32/100
3	BELFRY	21,000	145/146	32,802	114/121	42,042	120/135		
3	BOX ELDER	25,081	88/146	39,629	56/121	53,685	54/135	1,010,542	47/100
3	BROADVIEW	23,823	107/146	39,618	57/121	48,527	94/135		
3	BROCKTON	26,500	60/146						
3	CAYUSE PRAIRIE ELEM	25,265	85/146	35,396	99/121	47,390	101/135	884,625	85/100
3	CRESTON ELEM	23,920	106/146			47,208	104/135	923,264	79/100
3	DENTON	21,389	139/146	31,613	118/121	37,131	131/135	789,872	96/100
3	DIXON	23,382	115/146	36,738	84/121	46,940	106/135	924,826	77/100
3	DODSON	22,000	137/146						
3	DRUMMOND	23,931	105/146	32,161	116/121	52,422	64/135	847,665	92/100
3	EAST GLACIER	28,733	28/146	48,329	4/121	63,328	8/135		
3	EKALAKA	22,630	128/146	35,348	100/121	40,417	125/135		
3	FAIR-MONT-EGAN	25,568	80/146			47,761	96/135	940,064	72/100
3	FROMBERG	22,200	133/146	32,601	115/121	45,572	110/135		
3	FRONTIER	23,750	108/146	33,500	109/121	49,250	90/135		
3	GALLATIN GTWY ELEM	26,870	57/146	39,688	55/121	54,816	46/135	1,048,165	34/100
3	GEYSER	22,600	129/146	30,940	119/121	37,980	130/135	782,500	97/100
3	GRASS RANGE	21,100	143/146	32,072	117/121	35,448	133/135	769,728	98/100
3	HARRISON	23,632	110/146	34,703	103/121	42,681	119/135	871,249	89/100
3	HAYS-LODGE POLE	29,261	24/146	43,520	21/121	58,137	28/135	1,080,196	27/100
3	HOBSON	23,000	122/146	33,105	112/121	38,431	129/135	815,991	95/100
3	INDEPENDENT	27,255	44/146	37,338	77/121	59,147	22/135	1,014,940	45/100
3	JUDITH GAP	23,050	119/146	36,407	93/121	41,017	123/135	874,848	87/100
3	KILA	23,000	121/146			47,633	99/135		
3	LAMBERT	24,200	102/146						
3	LIMA	22,800	126/146	33,767	108/121	43,046	117/135	865,260	90/100
3	LINCOLN	25,847	72/146	34,078	107/121	51,713	67/135	924,355	78/100
3	MELSTONE	22,000	136/146	36,058	94/121	45,389	111/135		
3	MONTANA CITY	25,730	77/146	40,190	49/121	55,109	43/135	1,046,618	35/100
3	NASHUA	22,235	132/146						
3	NOXON	22,867	124/146	37,136	80/121	44,545	113/135		
3	OPHIR	28,134	31/146	43,866	18/121	64,067	5/135		
3	PLEVNA	24,000	104/146	38,710	67/121	47,930	95/135		
3	POTOMAC	23,602	111/146	36,755	82/121	47,246	103/135	918,507	81/100
3	RAMSAY	27,044	50/146	37,970	74/121	49,125	91/135	909,097	83/100
3	RAU	20,704	146/146						
3	RICHEY	22,500	130/146	34,673	104/121	40,185	126/135		

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3	ROSEBUD	21,000	144/146	30,009	121/121	34,860	135/135	749,532	100/100
3	SACO	21,200	142/146	33,114	111/121	43,290	115/135	835,324	93/100
3	SAVAGE	22,500	131/146			36,000	132/135	765,000	99/100
3	SHIELDS VALLEY	24,600	97/146	37,842	75/121	46,778	107/135		
3	ST REGIS	24,690	93/146	36,772	81/121	52,126	66/135	948,580	69/100
3	TROUT CREEK	27,000	52/146	36,750	83/121	47,250	102/135	946,500	71/100
3	TURNER	21,926	138/146	34,632	105/121	41,890	121/135		
3	ULM ELEM	21,267	141/146	34,536	106/121	41,427	122/135	852,870	91/100
3	WEST VALLEY	29,346	23/146			58,666	24/135		
3	WHITEWATER	21,315	140/146	33,294	110/121	38,729	128/135	824,888	94/100
3	WILLOW CREEK	23,368	116/146	30,499	120/121	35,186	134/135		

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