

**NEA-NEW HAMPSHIRE
2012-13 AVERAGE ESP WAGES**

Secretarial/Clerical			Aide/Paraprofessional			Aide/Paraprofessional			Custodial/Maintenance		
ADMIN	12.15	16.16	INS AIDE/TUTOR	11.13	16.02	MEDIA/LIBRARY AIDE	12.30	16.90	CHIEF CUST	13.30	16.69
AMHERST SS	11.76	19.01	AMHERST SS	10.94	17.98	AMHERST SS	10.94	15.69	BEDFORD ESSA	11.10	11.10
BERLIN SS			BEDFORD EPA (HG)			BEDFORD EPA (HG)			FALL MTN SS		
CONCORD EOPA			BERLIN SS			CHESTERFIELD SSA	12.22	16.41	MARLBOROUGH EA	14.75	17.10
CONWAY ESP	12.86	17.30	BROOKLINE ESSA	11.11	16.42	CONWAY ESP	11.85	16.04	NEW BOSTON SSA	12.38	15.93
DOVER EOP	14.18	17.45	CHESTER ESP	8.75	16.28	DOVER PA			OYSTER RIVER ESSA	14.07	18.11
GORHAM RS SS	10.92	14.53	CHESTERFIELD SS	12.22	16.41	HAMPSTEAD ASSOC SS	13.45	14.05	PLYMOUTH ESSA	10.71	16.38
HAMPSTEAD ASSOC SS	14.35	14.95	CONCORD EAA			HOLLIS ESSA	10.55	20.38	PLYMOUTH RESS	13.79	21.39
JOHN STARK SPA	10.49	14.29	CON-VAL EA	10.00	19.25	HOLLIS ESSA CO-OP	10.58	19.16	ROCHESTER AFSCME		
LITTLETON SS	10.96	16.03	CONWAY ESP	11.85	16.04	JAFFREY-RINDGE SSA			SALEM CUST EMP	15.71	16.12
MANCHESTER ESPA			DOVER PA			JOHN STARK SPA	10.49	14.29	TAMWORTH ESP	14.30	17.00
MERRIMACK ESSA	11.68	15.69	EXETER PARAS			MANCHESTER ESPA			THORNTON SS	12.90	17.11
MONROE ESPA			EXETER COOP PARAS			MERRIMACK ESSA	10.88	14.91	TOTAL	9	9
NEWPORT SS			FALL MTN SS			NEW BOSTON SSA	14.33	18.70	CUSTODIAN	11.52	15.36
SALEM EPA			FARMINGTON ESP			PELHAM ESSA	12.94	17.94	BEDFORD ESSA	10.60	10.60
WHITE MTNS REG SS			FREEDOM EA	9.15	11.24	PLYMOUTH RESS (Asst)	13.79	21.39	BROOKLINE ESSA	10.79	16.42
TOTAL	8	8	GOFFSTOWN ESS			SALEM ESSA	13.42	14.56	CHESTERFIELD SSA	12.22	16.41
PRINCIPAL SEC	15.18	19.11	GORHAM RS SS	9.76	13.25	STRAFFORD EA	11.15	17.90	FALL MTN SS		
DOVER EOP	13.51	16.61	GOSHEN-LEMPSTER ES	9.11	15.00	TAMWORTH ESP	13.55	16.25	GOFFSTOWN ESS		
FALL MTN SS			GRANTHAM EA	12.33	15.64	WILTON-LYNDEBORO SSA	14.31	15.81	GORHAM RS SS	11.29	14.91
GOFFSTOWN ESS			HAMPSTEAD ASSOC SS	12.05	13.05	TOTAL	15	15	GOSHEN-LEMPSTER ES	9.11	15.00
GOV-WENTWORTH SS			HARRISVILLE EA			COTA	14.86	23.00	GOV-WENTWORTH SS		
HOLLIS ESSA	16.01	20.38	HAVERTON SS	10.23	14.48	AMHERST SS	13.85	19.35	GRANTHAM EA	12.33	15.64
HOLLIS ESSA CO-OP	15.67	19.87	HOLDERNESS SS	10.55	17.11	DOVER PA			GROVETON SS		
OYSTER RIVER ESPA	15.52	19.56	HOLLIS ESSA CO-OP	10.58	16.61	MERRIMACK ESSA			HAMPSTEAD SPA	13.65	14.15
SANBORN REG EASS			HOPKINTON SS			SANBORN REG EASS	15.87	26.64	HARRISVILLE EA		
TOTAL	4	4	INTER-LAKES SS			TOTAL	2	2	HAVERTON SS	10.34	14.27
GEN SEC/CLER	11.82	16.47	JAFFREY-RINDGE SSA	9.65	13.33	Food Service			HOLDERNESS SS		
AMHERST SS	10.94	17.17	JOHN STARK SPA	9.76	15.30	KITCHEN MANAGER	14.65	17.50	HOLLIS ESSA	10.55	14.92
BEDFORD EPA (HG)			LAONIA ED ASSTS	9.76	15.30	DOVER EOP	15.24	18.77	HOLLIS ESSA CO-OP	10.58	14.37
BERLIN SS			LEBANON SS			FALL MTN SS			JAFFREY-RINDGE SSA		
BROOKLINE ESSA	12.58	17.48	LITTLETON SS	9.19	13.64	GOV-WENTWORTH SS			JOHN STARK SPA	10.23	15.01
CONCORD EOPA			MADISON	9.29	17.28	HAMPSTEAD SPA	15.50	16.00	LAONIA SS	10.19	15.50
CONWAY ESP	11.85	16.04	MARLBOROUGH EA	14.02	15.34	HOPKINTON SS			LEBANON SS		
DOVER EOP	11.48	15.78	MASCOMA SS	11.20	15.89	MARLBOROUGH EA	14.75	17.10	MADISON	10.77	17.28
FALL MTN SS			MERRIMACK ESSA	11.28	14.40	NEW BOSTON SSA	14.07	17.49	MARLBOROUGH EA	13.00	15.35
GOFFSTOWN ESS			MONROE ESPA			THORNTON SS	13.67	18.14	MASCOMA SS		
GORHAM RS SS	10.92	14.53	NEW BOSTON SSA	11.28	14.40	WHITE MTNS REG SS			MERRIMACK ESSA	13.15	17.04
GOV-WENTWORTH SS			NEWPORT SS			TOTAL	5	5	MONROE ESPA		
GROVETON SS			NORTHWOOD SS	10.60	16.85	HEAD COOK	12.14	15.64	NEW BOSTON SSA	11.85	15.40
HAMPSTEAD ASSOC SS	12.75	13.35	NOTTINGHAM PA	10.60	16.85	AMHERST SS	10.94	15.69	NEW BOSTON SSA		
HARRISVILLE EA			OYSTER RIVER PARAS*	12.68	16.50	GOFFSTOWN ESS			NORTHWOOD SS		
HAVERTON SS	10.23	14.12	PELHAM ESSA	12.94	19.69	GROVETON SS			OYSTER RIVER ESPA	13.32	17.61
HOLLIS ESSA	10.55	18.22	PLAINFIELD ESSA	11.46	17.53	HOLLIS ESSA	12.73	17.11	PLYMOUTH ESSA	10.01	15.31
HOLLIS ESSA CO-OP	10.58	17.70	PLYMOUTH ESSA	13.79	21.39	HOLLIS ESSA CO-OP	12.62	16.61	PLYMOUTH RESS	12.07	18.72
HOPKINTON SS			PLYMOUTH RESS	11.65	16.99	HOLLIS ESSA	14.56	17.11	ROCHESTER AFSCME		
JAFFREY-RINDGE SSA	10.23	13.94	ROCHESTER FT**	13.09	14.56	HOLLIS ESSA CO-OP	16.17	17.90	SALEM CUST EMP	14.47	16.77
JOHN STARK SPA	10.46	15.44	SALEM ESSA	10.75	16.17	MONROE ESPA	17.90	15.89	SOMERSWORTH ESPA	12.69	16.77
LAONIA ED ASSTS	10.46	15.44	SANBORN REG EASS	10.75	16.17	NASHUA FSW**	13.62	14.77	TAMWORTH ESP	12.80	15.50
LITTLETON SS	9.79	14.93	STRAFFORD EA	11.15	17.90	ROCHESTER FOOD SERV*	9.42	14.06	THORNTON SS	8.82	11.71
MASCOMA SS			TAMWORTH ESP	12.10	14.80	TAMWORTH ESP	13.50	15.60	WHITE MTNS REG SS		
NEWFIELDS PA	22.33	22.33	THORNTON SS	11.25	14.93	TOTAL	6	6	WILTON-LYNDEBORO S	11.71	15.46
NEW BOSTON SSA	10.16	13.27	WHITE MTNS REG SS			COOK	11.08	14.20	TOTAL	24	23
NORTHWOOD SS			WILTON-LYNDEBORO S	12.72	17.40	GOFFSTOWN ESS			MAINT SUP	15.50	18.78
OYSTER RIVER ESPA	13.32	17.36	TOTAL	33	33	GROVETON SS			BROOKLINE ESSA	14.60	17.48
PLYMOUTH ESSA	10.01	16.38	NON-INST AIDE	10.46	15.25	HOPKINTON SS			HOLLIS ESSA	16.01	20.38
PLYMOUTH RESS	12.89	21.39	AMHERST SS	10.94	15.69	HOLLIS ESSA CO-OP	11.57	15.48	HOLLIS ESSA CO-OP	15.67	19.87
ROCHESTER FT**	12.15	17.74	CONCORD EAA	10.00	19.25	HOPKINTON SS			SALEM CUST EMP	15.71	17.38
SALEM EPA			CON-VAL EA	10.00	19.25	NASHUA FSW**	11.88	13.32	TOTAL	4	4
SANBORN REG EASS	11.86	19.00	CONWAY ESP	11.85	16.04	ROCHESTER FOOD SERV	8.03	11.88	MAINTENANCE	12.83	16.42
SOMERSWORTH C&A			DOVER PA			SALEM FOOD SERVICE	11.39	15.27	BEDFORD ESSA	12.60	12.60
TAMWORTH ESP	11.50	14.20	FALL MTN SS			TAMWORTH ESP	12.00	13.20	MONADNOCK SS		
WHITE MTNS REG SS			FREEDOM EA	8.63	10.60	WHITE MTNS REG SS			FALL MTN SS		
WILTON-LYNDEBORO S	11.71	15.46	GOFFSTOWN ESS			TOTAL	6	6	GOFFSTOWN ESS		
TOTAL	21	21	GOV-WENTWORTH SS	9.11	15.00	FOOD SERVICE WORKER	10.54	14.00	HAMPSTEAD SPA	17.15	17.65
BOOKKEEPER	13.62	17.17	GOSHEN-LEMPSTER ES	12.33	15.64	AMHERST SS	10.50	14.75	HARRISVILLE EA		
DOVER EOP	15.24	18.77	GRANTHAM EA			BEDFORD EPA (HG)			HOLLIS ESSA	11.63	16.02
JOHN STARK SPA	10.49	14.29	INTER-LAKES SS			CHESTERFIELD SSA	12.22	16.41	HOLLIS ESSA CO-OP	11.57	16.61
MANCHESTER ESPA			JAFFREY-RINDGE SSA			FALL MTN SS			JOHN STARK SPA	11.01	15.01
MONROE ESPA			JOHN STARK SPA			GOV-WENTWORTH SS			LAONIA SS	10.19	15.75
ROCHESTER FT**	15.12	18.44	MADISON	9.29	14.89	GRANTHAM EA	12.33	15.64	LEBANON SS		
TOTAL	3	3	NEW BOSTON SSA	9.87	12.88	HARRISVILLE EA			PLYMOUTH RESS	12.89	20.00
COMP/DATA	13.03	17.33	NOTTINGHAM PA	10.60	16.85	PLYMOUTH ESSA			ROCHESTER AFSCME		
DOVER EOP	15.24	18.77	PLYMOUTH ESSA	10.01	15.31	SALEM ESSA	11.03	14.19	SALEM CUST EMP	15.71	17.38
HOLLIS ESSA CO-OP	15.67	19.87	SALEM ESSA	11.03	14.19	SANBORN REG EASS	10.75	16.17	SOMERSWORTH ESPA	12.69	16.77
JOHN STARK SPA	10.49	14.29	SANBORN REG EASS	10.75	16.17	SOMERSWORTH C&A			WHITE MTNS REG SS		
PLYMOUTH ESSA	10.71	16.38	SOMERSWORTH C&A			STRAFFORD EA	11.15	17.90	TOTAL	9	9
TOTAL	4	4	STRAFFORD EA	9.64	12.81	THORNTON SS	9.64	12.81	BUS DRIVER	11.11	17.99
Health Services			THORNTON SS			WHITE MTNS REG SS			FALL MTN SS		
NURSE	24.32	30.05	WILTON-LYNDEBORO S	11.71	15.46	TOTAL	6	6	GOV-WENTWORTH SS		
LEBANON SS			SPECIAL PROG	14.98	21.20	JOHN STARK SPA	9.37	12.77	MADISON	10.77	17.28
MONROE ESPA			AMHERST SS	13.85	19.35	MADISON	8.76	14.06	OYSTER RIVER BUS DR	11.45	18.69
NORTHWOOD SS (Asst)			BEDFORD EPA (HG)			MARLBOROUGH EA	13.00	15.35	TOTAL	2	2
PELHAM ESSA	37.48	42.19	CHESTER ESP			MERRIMACK ESSA	9.86	13.34	MECHANIC	16.18	20.14
STRAFFORD EA	11.15	17.90	CONCORD EAA			NASHUA FSW**	10.92	11.38	MERRIMACK ESSA	16.18	20.14
TOTAL	2	2	DOVER PA			NEW BOSTON SSA	9.87	12.88	TOTAL	1	1
EMT/MED ASST	13.42	14.56	HOLLIS ESSA	12.73	18.22	NORTHWOOD SS			NOTE: *Entry level wages (HG) = Hiring Guide		
DOVER PA			HOLLIS ESSA CO-OP	12.62	17.70	OYSTER RIVER PARAS**	10.95	13.49	Asst. = Assistant		
GOFFSTOWN ESS			HOPKINTON SS			ROCHESTER FOOD SERV*	8.03	14.06	** = non-NEA		
SALEM ESSA	13.42	14.56	INTER-LAKES SS			THORNTON SS	8.82	12.48			
TOTAL	1	1	JOHN STARK SPA	10.23	22.81	TOTAL	16	16			
			MERRIMACK ESSA	13.55	18.43						
			MONROE ESPA								
			PELHAM ESSA	27.91	30.43						
			PLYMOUTH RESS (Asst)	13.79	21.39						
			SANBORN REG EASS (A)	15.87	26.64						
			WHITE MTNS REG SS								