

M&O Pay Scale
Fiscal Year 2008-09 (Effective 7/1/08 - 5/8/09)

Grade	2	2A	4	6	6A	12	14
	Custodian	Custodian ⁺	Repair ⁺⁺	Groundskpr	Groundskpr*	Pool Op	Master Electrician
Step							
Start	\$12.76	\$17.00	\$19.14	\$15.42	\$18.50	\$18.50	\$27.64
0.5	\$13.29	\$17.62	\$20.02	\$15.95	\$18.79		
1.0	\$13.82	\$18.12	\$20.90	\$16.48	\$18.96		
1.5	\$14.35		n/a	\$17.01	n/a		
2.0	\$14.89		\$21.79	\$17.54	\$19.88		
2.5	\$15.42		n/a	\$18.34	n/a		
3.0	\$15.95		\$22.67		\$20.73		
4.0			\$23.55		\$21.83		
5.0							

Salary schedule didn't increased over 2007-08 schedule.

⁺ Custodians hired prior to the approval of the 2003-07 contract (by both the Union and the Board) will be grandfathered into grade 2A. Custodian steps will only be paid on the basis of merit as determined by Management (see Article 13h).

⁺⁺ Please note that employees in the Repair Classification may only receive a step increase on the payscale based on merit, as defined in Article 11d and Appendicies B, C, D, E, F and G.

* Groundskeepers hired prior to the approval of the 2003-07 contract (by both the Union and the Board) will be grandfathered into grade 6A. Any existing bargaining unit member hired prior to the approval of the 2003-07 contract by the Union and Board who transfers to the Groundskeeper classification shall be paid on the 6A pay range. The College will alternate hiring for the Groundskeeper classification between a bargaining unit member and an applicant from outside the bargaining unit (this alternating order of hiring groundskeepers will begin with a bargaining unit member). Groundskeeper steps will only be paid on the basis of merit as determined by Management (see Article 13h).