

## M&O Pay Scale Fiscal Year 2011-12

Grade	2	6	M1	M2	M3	M4a	M4b	M5a	M5b
	Custodian*	Groundskpr*	Maintenance	Maintenance	Maintenance	Maintenance	Maintenance	Maintenance	Maintenance
Step									
0	\$17.85	\$19.42	\$23.10	\$24.15	\$26.24	\$27.29	\$28.34	\$29.39	\$30.44
0.5	\$18.50	\$19.72							
1.0	\$19.02	\$19.91							
2.0		\$20.87							
3.0		\$21.76							
4.0		\$22.92							

*Salary schedule increased 1.3% over 2010-11 schedule.*

\* Employees newly hired as custodians or groundskeepers on or after May 9, 2009, will be paid one dollar per hour less than the appropriate Grade 2 or 6 rate.

Custodian and groundskeeper steps will only be paid on the basis of merit as determined by Management (see Article 13h).

Maintenance pay is determined in accordance with Article 11 and Appendix B.