

MASA SALARY SCALE

JULY 01, 2011

GRADE	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	NORMATIVE
1	\$18,678	\$19,233	\$19,788	\$20,343	\$20,898	\$21,451
2	\$20,471	\$21,081	\$21,691	\$22,301	\$22,911	\$23,519
3	\$22,447	\$23,117	\$23,787	\$24,457	\$25,127	\$25,797
4	\$24,611	\$25,350	\$26,089	\$26,828	\$27,567	\$28,306
5	\$27,005	\$27,815	\$28,625	\$29,435	\$30,245	\$31,056
6	\$29,630	\$30,522	\$31,414	\$32,306	\$33,198	\$34,088
7	\$32,517	\$33,497	\$34,477	\$35,457	\$36,437	\$37,419
8	\$35,694	\$36,772	\$37,850	\$38,928	\$40,006	\$41,085
9	\$39,186	\$40,372	\$41,558	\$42,744	\$43,930	\$45,118
10	\$43,031	\$44,336	\$45,641	\$46,946	\$48,251	\$49,557
11	\$47,260	\$48,695	\$50,130	\$51,565	\$53,000	\$54,437

1. A step for a pay grade is equal to 20% of the remainder when the minimum salary for that grade is subtracted from the Normative salary for that grade.
2. Subject to paragraphs 3, 4 and 5 below, employees who are not at the normative salary will receive step increases on July 01.
3. An employee whose initial salary is less than step 1 for his or her pay grade shall receive a step increase upon the successful completion of probation. The employee's next step increase will take place on July 01 of the calendar year following the calendar year in which probation was completed.
4. An employee whose salary on the date of hire, or promotion to a new position, is at Step 1 or higher shall not receive a step increase on July 01 of the calendar year in which he or she was hired or promoted, as the case may be.
5. No employee shall receive a step increase if his or her salary is above the Normative salary for his or her pay grade, or if the step increase would take his or her salary above that Normative, but an employee below the Normative may receive a part-step to take his or her salary to the Normative.