

**MAMMOTH-SAN MANUEL UNIFIED SCHOOL DISTRICT**  
**Support Staff Salary Plan**  
**2013-2016**

**Support Staff Hiring Rates:**

	Level A	Level B	Level C
DESCRIPTION	HOURLY RATE 0 – 3 Years Experience	HOURLY RATE 4 – 5 Years Experience	HOURLY RATE 6+ Years Experience
Cleaning Personnel Cafeteria I Personnel Paraprofessionals* Clerical and Non Clerical Personnel Department Substitutes	\$7.87	\$8.40	\$8.90
Library Paraprofessionals* Speech Paraprofessionals* Attendance Clerk	\$8.10	\$9.10	\$9.60
Custodians Secretaries Grounds Personnel Cafeteria II Personnel	\$9.05	\$10.01	\$10.55
Warehouse Personnel Security Personnel	\$10.25	\$11.25	\$11.75
Payroll Accounts Payable Maintenance Personnel District Secretary for Student Achievement Board/Superintendent Secretary	\$11.95	\$12.95	\$13.45

\*Paraprofessionals with Associate of Arts Degree or 60 hours of College Credit earn an extra \$1.00 per hour.

**Bus Driver Hiring Rates:**

DESCRIPTION	Sub Driver Driver with less than one year	Over one year	Half day route	Full day route
Bus Drivers	\$9.40	\$11.90	\$13.05	\$13.55

**Flat rate = Sum of all hourly rates divided by total number of support employees times percent**

- A. Unless the District and the Support Staff Association mutually agree to distribute differently, the flat rate is applied to all support staff members at last year's average hourly rate.
- B. The hiring rate will be increased at least ½ the flat rate. New hires on Level A will not have a higher hourly rate than second year employees in the same area of employment.