

MAMMOTH-SAN MANUEL UNIFIED SCHOOL DISTRICT  
 Certified Salary Plan  
 2011-12

**Flat rate = Total Salary divided by total number of certified employees times percent**

- A. Up to and including the first 2% given is a flat rate applied to all certificated staff members at last year's average salary; and one half of the flat rate amount is added to the hiring base salary.
- B. Between 2.1% and including 4% the amount is added as a percent of the individual's last year's salary.
- C. Over 4%, half of the percentage would be added as a percent of the individual's last year's salary and half of the percentage would be a flat amount added to last year's salary.
- D. The hiring base will be increased at least ½ of flat rate. New teachers on Level A, with no experience and no additional credits above a BA, will not have a higher salary than the second year teachers.

**EXAMPLE:**

Employees last year's average salaries:  $\$25,000 + \$30,000 + \$35,000 = \$90,000/3 = \$30,000$

Four percent pay increase

First two percent is flat rate:  $\$30,000 \times 2\% = \$600$

Second two percent is percent of employee's last year's salary.

	A	B	Total Salary
Percent Increase	First 2%	2.1% up to/incl 4%	
\$25,000 LY Salary	\$600	\$500	\$26,100
\$30,000 LY Salary	\$600	\$600	\$31,200
\$35,000 LY Salary	\$600	\$700	\$36,300

**Certificated Hiring Rates:**

2011-12				
Years Experience		BA	MA	EDSP
Level A	0-3	\$30,792	\$31,882	\$33,527
Level B	4-5	\$32,247	\$33,427	\$35,222
Level C	6+	\$33,217	\$34,457	\$36,352

**Teacher Professional Growth Increments:**

BA+30	BA45/MA	BA60/MA15	BA75/MA30	MA45/PhD
\$545	\$545	\$545	\$550	\$550