

MAMMOTH-SAN MANUEL UNIFIED SCHOOL DISTRICT
Support Staff Salary Plan
2011-12

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	\$7.65	\$8.33	\$8.83
Library Paraprofessionals* Speech Paraprofessionals* Attendance Clerk	\$8.03	\$9.03	\$9.53
Custodians Secretaries Grounds Personnel Cafeteria II Personnel	\$8.98	\$9.98	\$10.48
Warehouse Personnel Security Personnel	\$10.18	\$11.18	\$11.68
Payroll Accounts Payable Maintenance Personnel District Secretary for Student Achievement Board/Superintendent Secretary	\$11.88	\$12.88	\$13.38

*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	\$9.33	\$11.83	\$12.98	\$13.48

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.