

MAMMOTH-SAN MANUEL UNIFIED SCHOOL DISTRICT
Support Staff Salary Plan
2019-2020

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	\$11.00 (** \$12.00)	\$11.00 (** \$12.00)	\$11.00 (** \$12.00)
Library Paraprofessionals* Speech Paraprofessionals* Attendance Clerk	\$11.00 (** \$12.00)	\$11.00 (** \$12.00)	\$11.00 (** \$12.00)
Custodians Secretaries Grounds Personnel Cafeteria II Personnel	\$11.00 (** \$12.00)	\$11.00 (** \$12.00)	\$11.67 (** \$12.00)
Warehouse Personnel Security Personnel	\$11.00 (** \$12.00)	\$11.87 (** \$12.00)	\$12.00
Payroll Accounts Payable Maintenance Personnel District Secretary for Student Achievement Board/Superintendent Secretary	\$12.07	\$13.07	\$13.57

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

** Changes January 1, 2020 based on minimum wage increases.

Bus Driver Hiring Rates:

DESCRIPTION	Sub Driver Driver with less than one year	Over one year	Half day route	Full day route
Bus Drivers	\$11.00 (** \$12.00)	\$12.52	\$13.67	\$14.17

** Changes January 1, 2020 based on minimum wage increases.

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.