

ADMINISTRATIVE REPORT

DATE: June 20, 2024
TOPIC: #5.9 - 2024-2025 Miscellaneous Wage Sheet
PRESENTER: Abby Baker, Director of Human Resources
REFERENCE TO POLICY/STATUTE: Policy 701, Establishment and Adoption of School District Budget

A. PURPOSE OF REPORT

- a. The Miscellaneous Wage Sheet is reviewed annually and consists of the rates of pay for non-union miscellaneous positions. The recommendation is that the rates would be effective July 1, 2024, upon your approval. Where appropriate, based on labor conditions and economic data, the general recommendation is for a few positions receiving an increase due to a demonstrated need.

B. RECOMMENDATION

- a. Approval

C. CONNECTION TO STRATEGIC PRIORITY

- a. Operations, Staffing, and Finance





Substitutes/Temporary Workers/Special Services/Technical 2024-2025 Rates		
Department	Job Title	2024-2025 Wage
Accompanist	Concert Accompanist	\$19.75
SoWashCo Students	OJT Interns - Technology Assistants, Student Video Assistants	MN state minimum wage
	OJT Interns - All Others	MN state minimum wage
	Custodial - Student Aids	MN state minimum wage
	Kids Club Aids	MN state minimum wage
	Bus Monitor, Collator, TV Taping, Athletic Event Worker, Other	MN state minimum wage
Substitute/Temporary Worker	Long Term Teacher Sub (30+ days in one assignment, paid through district)	Paid at BA/00 of teacher contract up to Step 6 based on experience.
	Licensed School Nurse Sub	\$20.00 (\$150.00/day)- Full Day = \$200/Half Day = \$100
	Paraprofessional Substitute & Clerical Substitute	\$16.00 *10+ days in the same assignment paid at base rate of contract
	Office Coordinator Substitute (retired from SoWashCo)	\$25.00
	Health Care Specialist Sub	\$20.00 *10+ days in the same assignment paid at base rate of contract
	Health Care Specialist Sub (retired from SoWashCo)	\$28.00
	Independent Employee Specialist/Trainer	\$30.00
	Test Proctors	\$30.00
	Avid Tutor	\$15 Adult (HS Diploma) \$19.00 Student (No HS Diploma) = \$15.00
	Avid Lead Tutor	\$18.00
	Temporary Employees - Transportation, Clerical, Nutrition Services	\$16.00
	Great Rivers Program Intern	\$15.50
	Kids Club Supervisor Sub	Base Rate of Kids Club Supervisor Contract
Special Services	Amplification Specialist	\$28.00
Technical	Cablecaster	\$19.00
	TV Taping	\$13.65
	Television Production Tech - Sub	\$16.40
	Technology Assistant	\$14.15



Officials/Site Managers

2024-2025 Rates

Department	Job Title	2024-2025 Wage
Officials	Speech/Debate - Adult Officials	\$21.20/round
	Speech/Debate - Student Officials	MN state minimum wage
	Concessions Worker	\$14.00
	Ticket Taker/Seller, Announcer, Timekeeper, Scorekeeper	\$21.00
	Football-Supervisor/Basketball-Supervisor/Dance Chaperones	\$21.00
	Supervisors	\$21.00
	Other Chaperones	\$21.00
Site Manager		
Fall Sports		
*As determined by the District	Football	\$115.00 per event
	Soccer	Single Game: \$70.00 Double Header: \$88.00
	Volleyball	\$76.00 per event
	Girls Swimming	\$70.00 per event
Winter Sports		
	Basketball	\$90.00 per event
	Hockey	\$70.00 per event
	Boys Swimming	\$70.00 per event
	Wrestling	\$70.00 per event
	Gymnastics	\$70.00 per event
Spring Sports		
	Track	\$72.00 per event
	Lacrosse	Single Game: \$70.00 Double Header: \$88.00
Fine Arts		
	Performing Arts Event	\$60.00 per event
	Event	\$25.00 per hour

Hosted MSHSL Tournament Games	A		Division 4AA
	(Park High)		(East Ridge & Woodbury High)
* Reimbursed by respective region	Section Site Manager	Per Game : \$100 up to first 3 hours, \$50 per hour after	Single: \$100.00
Rates determined by region approval			Double: \$150.00
Effective 8/15/2023			Football: \$150.00
	Season Ticket Taker	Per Game: \$75 up to first 3 hours, \$25 per hour after	Single Game: \$60.00
			Double Header: \$90.00
	Section Personnel Ticket Staff Announcer Scorer/Timer Carpenter/Tech Director	Per Game: \$75 up to first 3 hours, \$25 per hour after	Single Game: \$60.00
			Double Header: \$90.00
	Clerical		Single Game: \$60.00
			Double Header: \$90.00



Officials		
2024-2025 Rates		
Department	Job Title	2024-2025 Wage
Non-Varsity Game Official	Fall Sports	
*As determined by the Metro-Athletic Directors Officials Fees Committee	Football	
	9th, B, JV	
	3 Officials	\$80.00
	Volleyball	
	9th, B, JV	
	1 Official	\$53.00
	Soccer	
	9th, B, JV	
	1 Official	\$62.00
	Soccer	
	9th, B, JV	
	2 Officials	\$54.00
	Winter Sports	
	Basketball	
	9th, B, JV	
	2 Officials	\$64.00 (one game)
	Basketball	
	9th, B, JV	\$93.00 (two 9th grade games)
	2 Officials	\$101.00 (two B and/or JV games)
	Wrestling	
	9th, B, JV	\$64.00 (one 9th grade match)
	1 Official	\$59.00 (one JV match)
	Spring Sports	
	Baseball	
	9th, B, JV	
	1 Umpire	\$83.00 (one game)
	Softball	
	9th, B, JV	
	1 Umpire	\$75.00 (one game)
	Track	\$14.00/hour = adult additional staff
		\$8.35/hour = student additional staff

Game Officials	Fall Sports	
*As determined by the Metro Athletic Directors Officials Fees Committee	Adapted Soccer	\$70.00
	Swim and Dive	
	Var/JV - up to 5 extra dives or heats - 2 officials	\$82.00
	Var/JV - up to 5 extra dives or heats - 1 official	\$92.00
	Each additional dive and/or heat over 5	\$10.00
	Offsite diving/11 dive dual meet	\$60.00
	Invite Meet fee (\$/hour)	\$44.00
	Football	

	Varsity	\$125.00
	Lower Level	\$89.00
	Soccer	
	Varsity- 3 Officials	\$85.00
	Varsity- 2 Officials	\$100.00
	Lower Level- 1 Official	\$70.00
	Lower Level- 2 or more Officials	\$62.00
	Assignor Fee/official/game (invoiced by assignor to school)	\$8.00



Officials

2024-2025 Rates

Department	Job Title	2024-2025 Wage		
Game Officials				
Winter Sports				
*As determined by the Metro Athletic Directors Officials Fees Committee	Adapted Floor Hockey	\$70.00		
	Gymnastics			
	Varsity/JV together- 2 officials - 2 Teams	\$125.00		
	Varsity/JV together- 3 officials - 2 Teams	\$100.00		
	Varsity/JV together- 4 officials - 3 Teams	\$115.00		
	Varsity/JV together- 3 officials - 3 Teams	\$158.00		
	Basketball			
	Varsity (2 or 3 officials)	\$95.00		
	Lower Level	\$67.00		
	Hockey			
	Varsity Referee	\$99.00		
	JV Referee and Varsity Line	\$82.00		
	JV & Varsity	\$181.00		
	Wrestling			
	Varsity and JV 1 official	\$115.00		
	Varsity only 1 official	\$85.00		
	Two Varsity Duals 1 official	\$140.00		
	Three Varsity Duals	\$175.00		
	One JV Dual	\$70.00		
	Two JV Duals	\$105.00		
	Three JV Duals	\$135.00		
	Two Varsity - 1 JV Dual	\$160.00		
	One Varsity - 2 JV Duals	\$135.00		
	Middle School/Junior High	\$70.00		
	One 9th Dual	\$70.00		
	Two 9th Duals	\$100.00		
	Three 9th Duals	\$130.00		
	Weigh-ins	1 Hour Prior add \$30 - 2 Hours prior for Tourney add \$50		
	Wrestling Tournaments			
	Varsity less than 8 hours	\$230.00		
	Varsity more than 8 hours	\$270.00		
	JV/9 less than 8 hours	\$180.00		
	JV/9 more than 8 hours	\$200.00		
	Dance			
	# of Routines	Superior Judge	Judge/Tabulator	Kick Counter/Timer
	2	\$54.00	\$48.00	\$28.00
	3-4	\$64.00	\$53.00	\$30.50
	5-10	\$78.00	\$63.00	\$35.50
	11-15	\$87.00	\$69.00	\$38.50
	16-20	\$100.00	\$79.00	\$43.50
	21-25	\$107.00	\$82.00	\$45.50
	26-30	\$114.00	\$89.00	\$48.50
	31-40	\$127.00	\$99.00	\$53.50
	41-50	\$147.00	\$115.00	\$61.50
	51-60	\$161.00	\$125.00	\$66.50
	61-70	\$180.00	\$135.00	\$71.50
	71-80	\$208.00	\$161.00	\$82.50
	81-90	\$236.00	\$176.00	\$92.00
	91-100	\$264.00	\$197.00	\$102.50
	101+	determined on a meet by meet basis		



Officials

2024-2025 Rates

Department	Job Title	2024-2025 Wage
Game Officials	Spring Sports	
*As determined by the Metro Athletic Directors Officials Fees Committee	Adapted Softball	\$70.00
	Baseball	
	Varsity	\$105.00
	Lower Level	\$90.00
	Lower Level 5 Inning DH (75% Var)	\$135.00
	Softball	
	Varsity	\$95.00
	Lower Level	\$81.00
	Lower Level 5 Inning DH (75% Var)	\$122.00
	Boys Lacrosse	
	Varsity - 3 Officials	\$95.00
	Varsity - 2 Officials	\$117.00
	JV/B/9th - 2 Officials (2x25min run time)	\$67.00
	JV/B/9th - 1 Official (2x25min run time)	\$77.00
	Girls Lacrosse	
	Varsity - 3 Officials	\$93.00
	Varsity - 2 Officials	\$113.00
	JV/B/9th - 2 Officials (2x25min run time)	\$61.00
	JV/B/9th - 1 Official (2x25min run time)	\$71.00



Community Education	
2024-2025 Rates	
Position	2024-2025 Rates
Classroom Instruction - includes prep	A = \$15.30/\$16.30/\$17.30
*step increase after at least 2 quarters of instruction	Current staff receive a 3.5% increase.
	B = \$20.20/\$21.20/\$22.30
	Current staff receive a 3.5% increase
	C = Contract with instructor
	D = Without payment
SOAR Instructors	1 hour/week/every ten students @ Teacher Contract rate
Project Coordinator - Part-Time	\$21.50
Project Supervisor 2 - Part-Time	\$18.20
Skoolie Squad	18 \$20.00
Community Engagement and Youth Development Intern	MN state minimum wage
Youth Program Supervisor	\$16.00
Rental Site Supervisor	\$18.00 \$20.00 (paid by renters)
Middle School Officials	Flag Football: \$53.00 per Day
	Volleyball: \$41.00 \$42.00 per game
	Basketball One Long Game: \$30.00
	Basketball Two Back-to-Back Games: \$51.00 \$55.00
	Wrestling: \$35.00 per match
	Track: See following
Finish Clerk	\$50.00 per meet
Starter	\$50.00 per meet
Clerk of Course	\$45.00 per meeting
Additional Staff (with high school diploma)	\$15.00 \$16.00 per hour
Middle School Athletic Supervisor	\$18.00 per hour
Kids Club Supervisor Sub	Step 1 on contract
Kids Club Aids (no high school diploma)	10.55 - MN state minimum wage
Senior Sound & Lighting (CE - 2+ years of experience)	\$23.50 \$24.00 (paid by renters)
Junior Sound & Lighting (CE)	\$15.25 \$15.75 (paid by renters)
Intramurals Instructor	Teacher contract rate
Camps and Clinics/ Specialty Instructors	
Promoter/Lead Coach/Instructor	
\$35/hour	
Paid for 15min prep for every hour of camp	
Staff with HS Diploma	Staff without HS Diploma
\$30.00	\$15.00
\$25.00	\$13.00
\$20.00	<i>MN state minimum wage</i>
\$18.00	



Middle School Athletics 2024-2025 Rates

Point value = \$140.00

Middle School Athletic Coaches	2024-2025 Base Points
Flag Football	10
Volleyball	10
Basketball	10
Wrestling	12
Track	10
Years of Experience	Points
0 - 1 Year	0
1 Year	1
2-3 Years	2
4-6 Years	3
7-10 Years	4
11-15 Years	5
16-19 Years	6
20+ Years	7
Position	Points
Head Flag Football Coach	2
Head Wrestling Coach	1
Head Track Coach	3
Head Basketball Coach	1
Head Volleyball Coach	1



**Gymnastics
2024-2025 Rates**

Instructors	New Hires as of 7/1/24	Current Staff as of 7/1/24
Maga Gymnastics Coach	\$20.00 (fee based)	3.5% increase
Gymnastics/Aquatics Level 4	\$15.00 (fee based)	3.5% increase
Gymnastics/Aquatics Level 3	\$14.00 (fee based)	3.5% increase
Gymnastics/Aquatics Level 2	\$13.00 (fee based)	3.5% increase
Gymnastics/Aquatics Level 1	MN state minimum wage (fee based)	3.5% increase
Gymnastics/Aquatics Training	MN State 90-day Training Wage (under 20 years of age)	3.5% increase

**Aquatics
2024-2025 Rates**

Instructors	New Hires as of 7/1/24	Current Staff as of 7/1/24
Aquatics Daytime Guard/Water Ex Instructor/Supervisor	\$20.00 \$22.00 (fee based)	3.5% increase
Lifeguard (rentals and classes)	\$15.00 \$17.00 (fee based)	3.5% increase
Gymnastics/Aquatics Specialists	\$35.00 (fee based)	3.5% increase