



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	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	Adult (HS Diploma) \$19.00 Student (No HS Diploma) = \$15.00
	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
	Supervisors	\$21.00
	Chaperones	\$21.00
	Site Manager	\$25.00

Hosted MSHSL Tournament Games	(Park High)		ion 4AA (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
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
	2	\$54.00	\$48.00
	3-4	\$64.00	\$53.00
	5-10	\$78.00	\$63.00
	11-15	\$87.00	\$69.00
	16-20	\$100.00	\$79.00
	21-25	\$107.00	\$82.00
	26-30	\$114.00	\$89.00
	31-40	\$127.00	\$99.00
	41-50	\$147.00	\$115.00
	51-60	\$161.00	\$125.00
	61-70	\$180.00	\$135.00
	71-80	\$208.00	\$161.00
	81-90	\$236.00	\$176.00
	91-100	\$264.00	\$197.00
	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
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	\$20.00
Community Engagement and Youth Development Intern	MN state minimum wage
Youth Program Supervisor	\$16.00
Rental Site Supervisor	\$20.00 (paid by renters)
Middle School Officials	Flag Football: \$53.00 per Day
	Volleyball: \$42.00 per game
	Basketball One Long Game: \$30.00
	Basketball Two Back-to-Back Games: \$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)	\$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)	MN state minimum wage
Senior Sound & Lighting (CE - 2+ years of experience)	\$24.00 (paid by renters)
Junior Sound & Lighting (CE)	\$15.75 (paid by renters)
Intramurals Instructor	Teacher contract rate
Camps and Clinics/Specialty Instructors	
Promoter/Lead Coach/Instructor	
\$35/hour	
<i>Paid for 15min prep for every hour of camp</i>	
Staff with HS Diploma	Staff without HS Diploma
\$30.00	\$15.00
\$25.00	\$13.00
\$20.00	MN state minimum wage
\$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	\$22.00 (fee based)	3.5% increase
Lifeguard (rentals and classes)	\$17.00 (fee based)	3.5% increase
Gymnastics/Aquatics Specialists	\$35.00 (fee based)	3.5% increase