



Substitutes/Temporary Workers/Special Services/Technical 2024-2025 Rates		
Department	Job Title	2024-2025 Wage
<b>Accompanist</b>	Concert Accompanist	\$19.75
<b>SoWashCo Students</b>	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
<b>Substitute/Temporary Worker</b>	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	Supervisory \$18.00; Program \$19.00 — *10+ days in the same assignment paid at base rate of contract
	Clerical Substitute	\$19.00
	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
<b>Special Services</b>	Amplification Specialist	\$28.00
<b>Technical</b>	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

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



Officials		
2024-2025 Rates		
Department	Job Title	2024-2025 Wage
<b>Game Officials</b>	<b>Fall Sports</b>	
*As determined by the Metro Athletic Directors Officials Fees Committee	<b>Adapted Soccer</b>	\$70.00
	<b>Swim and Dive</b>	
	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
	<b>Football</b>	
	Varsity	\$125.00
	Lower Level	\$89.00
	<b>Soccer</b>	
	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	
<b>Game Officials</b>			
<b>Winter Sports</b>			
*As determined by the Metro Athletic Directors Officials Fees Committee	<b>Adapted Floor Hockey</b>		\$70.00
	<b>Gymnastics</b>		
	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
	<b>Basketball</b>		
	Varsity (2 or 3 officials)		\$95.00
	Lower Level		\$67.00
	<b>Hockey</b>		
	Varsity Referee		\$99.00
	JV Referee and Varsity Line		\$82.00
	JV & Varsity		\$181.00
	<b>Wrestling</b>		
	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	
<b>Wrestling Tournaments</b>			
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	
<b>Dance</b>			
<b># of Routines</b>	<b>Superior Judge</b>	<b>Judge/Tabulator</b>	<b>Kick Counter/Timer</b>
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
<b>Game Officials</b>	<b>Spring Sports</b>	
*As determined by the Metro Athletic Directors Officials Fees Committee	<b>Adapted Softball</b>	\$70.00
	<b>Baseball</b>	
	Varsity	\$105.00
	Lower Level	\$90.00
	Lower Level 5 Inning DH (75% Var)	\$135.00
	<b>Softball</b>	
	Varsity	\$95.00
	Lower Level	\$81.00
	Lower Level 5 Inning DH (75% Var)	\$122.00
	<b>Boys Lacrosse</b>	
	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
	<b>Girls Lacrosse</b>	
	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
<b>Classroom Instruction - includes prep</b>	<b>A = \$15.30/\$16.30/\$17.30</b>
<b>*step increase after at least 2 quarters of instruction</b>	Current staff receive a 3.5% increase.
	<b>B = \$20.20/\$21.20/\$22.30</b>
	Current staff receive a 3.5% increase
	<b>C = Contract with instructor</b>
<b>SOAR Instructors</b>	<b>1 hour/week/every ten students @ Teacher Contract rate</b>
<b>Project Coordinator - Part-Time</b>	\$21.50
<b>Project Supervisor 2 - Part-Time</b>	\$18.20
<b>Skoolie Squad</b>	\$20.00
<b>Community Engagement and Youth Development Intern</b>	MN state minimum wage
<b>Youth Program Supervisor</b>	\$16.00
<b>Rental Site Supervisor</b>	\$20.00 (paid by renters)
<b>Middle School Officials</b>	<b>Flag Football:</b> \$53.00 per Day
	<b>Volleyball:</b> \$42.00 per game
	<b>Basketball One Long Game:</b> \$30.00
	<b>Basketball Two Back-to-Back Games:</b> \$55.00
	<b>Wrestling:</b> \$35.00 per match
	<b>Track:</b> See following
<b>Finish Clerk</b>	\$50.00 per meet
<b>Starter</b>	\$50.00 per meet
<b>Clerk of Course</b>	\$45.00 per meeting
<b>Additional Staff (with high school diploma)</b>	\$16.00 per hour
<b>Middle School Athletic Supervisor</b>	\$18.00 per hour
<b>Kids Club Supervisor Sub</b>	Step 1 on contract
<b>Kids Club Aids (no high school diploma)</b>	MN state minimum wage
<b>Senior Sound &amp; Lighting (CE - 2+ years of experience)</b>	\$24.00 (paid by renters)
<b>Junior Sound &amp; Lighting (CE)</b>	\$15.75 (paid by renters)
<b>Intramurals Instructor</b>	Teacher contract rate
<b>Camps and Clinics/Specialty Instructors</b>	
<b>Promoter/Lead Coach/Instructor</b>	
\$35/hour	
<i>Paid for 15min prep for every hour of camp</i>	
<b>Staff with HS Diploma</b>	<b>Staff without HS Diploma</b>
\$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