



**Substitutes/Temporary Workers/Special Services/Technical
2025-2026 Rates**

Department	Job Title	2025-2026 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	Supervisory \$18.00; Program \$19.00 *10+ days in the same assignment paid at base rate of contract
	Clerical Substitute	\$16.00
	Office Coordinator Substitute	\$19.00
	Office Coordinator Substitute (retired from SoWashCo)	\$27.00
	Health Care Specialist Substitute	\$23.00 *10+ days in the same assignment paid at base rate of contract
	Health Care Specialist Substitute (retired from SoWashCo)	\$31.00
	Independent Employee Specialist/Trainer	Hourly rate of Step 1 of salary band for that position
	Test Proctors	\$30.00
	Avid Tutor	Adult (HS Diploma) \$19.00 Student (No HS Diploma) = \$15.00
	Great Rivers Program Intern	\$15.50
	Kids Club Supervisor Sub	Step 1 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

S o W a s h C o SCHOOLS		
Officials/Site Managers		
2025-2026 Rates		
Department	Job Title	2025-2026 Wage
Officials	Speech/Debate – Adult Officials	\$21.20/round
	Speech/Debate – Student Officials	MN state minimum wage
Event Workers	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	Section 3AA (Park High)		Section 4AA (East Ridge & Woodbury High)
* Reimbursed by respective region Rates determined by region approval	Section Site Manager	2-Games : \$200 All Day (6 hours+) : \$35 per hour	Single: \$100.00
			Double: \$150.00 Football: \$150.00
	Season Ticket Taker	2-Games : \$150 All Day (6 hours+) : \$25 per hour	Single Game: \$60.00
			Double Header: \$90.00
	Section/Event Personnel Ticket Staff Announcer Scorer/Timer Carpenter/Tech Director Supervisor	2-Games : \$150 All Day (6 hours+) : \$25 per hour	Single Game: \$60.00
			Double Header: \$90.00
	Clerical		Single Game: \$60.00
			Double Header: \$90.00

SOWASHCO SCHOOLS		
Officials		
2025-2026 Rates		
Department	Job Title	2025-2026 Wage
Game Officials	Fall Sports	
*As determined by the Metro Athletic Directors Officials Fees Committee	Adapted Soccer	\$74.00
	Swim and Dive	
	Var/JV - up to 5 extra dives or heats - 2 officials	\$84.00
	Var/JV - up to 5 extra dives or heats - 1 official	\$94.00
	Each additional dive and/or heat over 5	\$12.00
	Offsite diving/11 dive dual meet	\$60.00
	Invite Meet fee (\$/hour)	\$46.00
	Football	
	Varsity	\$130.00
	Lower Level	\$92.00
	Soccer	
	Varsity- 3 Officials	\$87.00
	Varsity- 2 Officials	\$102.00
	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

SoWashCo SCHOOLS			
Officials			
2025-2026 Rates			
Department	Job Title	2025-2026 Wage	
Game Officials	Winter Sports		
*As determined by the Metro Athletic Directors Officials Fees Committee	Adapted Floor Hockey	\$74.00	
	Gymnastics		
	Varsity/JV together- 2 officials - 2 Teams	\$124.00	
	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)	\$97.00	
	Lower Level	\$68.00	
	Hockey		
	Varsity Referee	\$101.00	
	JV Referee and Varsity Line	\$84.00	
	JV & Varsity	\$185.00	
	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	\$56.00	N/A	\$30.00
3-4	\$66.00	\$55.00	\$32.50
5-10	\$80.00	\$65.00	\$37.50
11-15	\$89.00	\$71.00	\$40.50
16-20	\$102.00	\$81.00	\$45.50
21-25	\$109.00	\$84.00	\$47.50
26-30	\$116.00	\$91.00	\$50.50
31-40	\$129.00	\$101.00	\$55.50
41-50	\$149.00	\$117.00	\$63.50
51-60	\$163.00	\$127.00	\$68.50
61-70	\$182.00	\$137.00	\$73.50
71-80	\$210.00	\$163.00	\$84.50
81-90	\$238.00	\$178.00	\$94.00
91-100	\$266.00	\$199.00	\$104.50
101+	determined on a meet by meet basis		



Officials		
2025-2026 Rates		
Department	Job Title	2025-2026 Wage
Game Officials	Spring Sports	
*As determined by the Metro Athletic Directors Officials Fees Committee	Adapted Softball	\$74.00
	Baseball	
	Varsity	\$107.00
	Lower Level	\$92.00
	Lower Level 5 Inning DH (75% Var)	\$138.00
	Softball	
	Varsity	\$95.00
	Lower Level	\$82.00
	Lower Level 5 Inning DH (75% Var)	\$123.00
	Boys Lacrosse	
	Varsity - 3 Officials	\$98.00
	Varsity - 2 Officials	\$121.00
	JV/B/9th - 2 Officials (2x25min run time)	\$68.00
	JV/B/9th - 1 Official (2x25min run time)	\$78.00
	Girls Lacrosse	
	Varsity - 3 Officials	\$94.00
	Varsity - 2 Officials	\$117.00
	JV/B/9th - 2 Officials (2x25min run time)	\$62.00
	JV/B/9th - 1 Official (2x25min run time)	\$72.00



**Community Education
2025-2026 Rates**

Position	2025-2026 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
Adult Enrichment Instructor	\$30.00/\$35.00/\$40.00/\$45.00 – Rates will be negotiated by the coordinator hiring the instructor. All rates paid are covered through the advertised class fee.
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	\$30.00 (paid by renters)
Middle School Officials	Flag Football: \$53.00 per Day
	Volleyball: \$44.00 per day
	Basketball One Long Game: \$30.00
	Basketball Two Back-to-Back Games: \$57.00
	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)	\$17.00 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)	\$16.25 (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 2025–2026 Rates

Point value = \$142.00

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 2025-2026 Rates		
Instructors	New Hires as of 7/1/25	Current Staff as of 7/1/25
Gymnastics/Aquatics Level 4	\$20.00 (fee based)	3.5% increase
Gymnastics/Aquatics Level 3	\$15.00 (fee based)	3.5% increase
Gymnastics/Aquatics Level 2	\$14.00 (fee based)	3.5% increase
Gymnastics/Aquatics Level 1	\$13.00 (fee based)	3.5% increase
Gymnastics/Aquatics Training	MN state minimum wage (fee based)	3.5% increase
Aquatics 2025-2026 Rates		
Instructors	New Hires as of 7/1/25	Current Staff as of 7/1/25
Aquatics Daytime Guard/Water Ex Instructor/Supervisor	\$23.00 (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