



Substitutes/Temporary Workers/Special Services/Technical 2025-2026 2026-2027 Rates		
Department	Job Title	2025-2026 2026-2027 Wage
Accompanist	Concert Accompanist	~~19.75~~ \$25.00
SoWashCo High School 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 Office Coordinator from SoWashCo)	~~27~~ \$31.00
	Nutrition Services Worker Substitute	\$18.75
	Health Care Specialist Substitute	\$23.00 *10+ days in the same assignment paid at base rate of contract
	Health Care Specialist Substitute (retired Health Care Specialist from SoWashCo)	~~31~~ \$39.00
	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~~ \$20.00 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 2026–2027 Rates		
Department	Job Title	2025–2026 2026–2027 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	(Park High)		ion 4AA (East Ridge & Woodbury High)
* Reimbursed by respective region	Section Site Manager	2–Games : \$200 All Day (6 hours+) : \$35 per hour	Single: \$100.00
Rates determined by region approval			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 2026-2027 Rates		
Department	Job Title	2025-2026 2026-2027 Wage
Game Officials	Fall Sports	
*As determined by the Metro Athletic Directors Officials Fees Committee	Adapted Soccer	74 \$76.00
	Swim and Dive	
	Var/JV - up to 5 extra dives or heats - 2 officials	84 \$86.00
	Var/JV - up to 5 extra dives or heats - 1 official	94 \$96.00
	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 \$135.00
	Lower Level	92 \$95.00
	Soccer	
	Varsity- 3 Officials	87 \$90.00
	Varsity- 2 Officials	102 \$105.00
	Lower Level- 1 Official	70 \$74.00
	Lower Level- 2 or more Officials	62 \$67.00
	Assignor Fee/official/game (invoiced by assignor to school)	\$8.00

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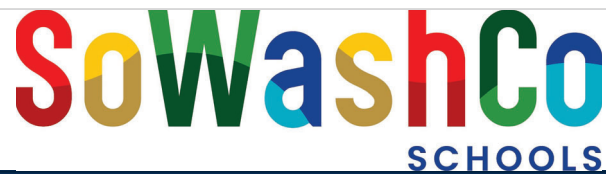
Officials

2025-2026 2026-2027 Rates

Department	Job Title	2025-2026 2026-2027 Wage
Game Officials	Spring Sports	
*As determined by the Metro Athletic Directors Officials Fees Committee	Adapted Softball	74 \$76.00
	Baseball	
	Varsity	107 \$110.00
	Lower Level	92 \$95.00
	Lower Level 5 Inning DH (75% Var)	138 \$143.00
	Softball	
	Varsity	95 \$97.00
	Lower Level	82 \$85.00
	Lower Level 5 Inning DH (75% Var)	123 \$128.00
	Boys Lacrosse	
	Varsity - 3 Officials	98 \$101.00
	Varsity - 2 Officials	121 \$125.00
	JV/B/9th - 2 Officials (2x25min run time)	68 \$69.00
	JV/B/9th - 1 Official (2x25min run time)	78 \$79.00
	Girls Lacrosse	
	Varsity - 3 Officials	94 \$96.00
	Varsity - 2 Officials	117 \$121.00
	JV/B/9th - 2 Officials (2x25min run time)	\$62.00
	JV/B/9th - 1 Official (2x25min run time)	72 \$73.00



Community Education	
2025-2026 2026-2027 Rates	
Position	2025-2026 2026-2027 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	~~\$25.00~~ /\$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~~ \$18.00 per hour
Rental Site Supervisor	\$30.00 per hour; \$40.00 per hour on District Employee Holiday Dates (paid by renters)
Middle School Officials	Flag Football: \$53.00 per Day
	Volleyball: \$44.00 \$45.00 per day
	Basketball One Long Game: \$30.00
	Basketball Two Back-to-Back Games: \$57.00 \$59.00
	Wrestling: \$35.00 \$36.00 per match
	Track: See following
Finish Clerk	~~\$50.00~~ \$52.00 per meet
Starter	~~\$50.00~~ \$52.00 per meet
Clerk of Course	~~\$45.00~~ \$47.00 per meet
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~~ \$24.72 (paid by renters)
Junior Sound & Lighting (CE)	~~\$16.25~~ \$16.74 (paid by renters)
Intramurals Instructor	Teacher contract rate
Camps and Clinics/Specialty & Youth Enrichment Instructors	
Promoter/Lead Coach/Instructor	
~~\$35~~ \$37/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	MN state minimum wage
\$18.00	


Middle School Athletics 2025-2026 2026-2027 Rates

 Point value = ~~\$142.00~~ **\$145.00**

Middle School Athletic Coaches	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 2026-2027 Rates		
Instructors	New Hires as of 7/1/25 7/1/26	Current Staff as of 7/1/25 7/1/26
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
Aquatics Level 4	\$20.00 (fee based)	3.5% increase
Aquatics Level 3	\$15.00 (fee based)	3.5% increase
Aquatics Level 2	\$14.00 (fee based)	3.5% increase
Aquatics Level 1	\$13.00 (fee based)	3.5% increase
Aquatics Training	MN state minimum wage (fee based)	3.5% increase