



Substitutes/Temporary Workers/Special Services/Technical 2026-2027 Rates		
Department	Job Title	2026-2027 Wage
Accompanist	Concert Accompanist	\$25.00
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)	\$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)	\$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) \$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		
2026–2027 Rates		
Department	Job Title	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

S o W a s h C o SCHOOLS		
Officials		
2026-2027 Rates		
Department	Job Title	2026-2027 Wage
Game Officials	Fall Sports	
*As determined by the Metro Athletic Directors Officials Fees Committee	Adapted Soccer	\$76.00
	Swim and Dive	
	Var/JV - up to 5 extra dives or heats - 2 officials	\$86.00
	Var/JV - up to 5 extra dives or heats - 1 official	\$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	\$135.00
	Lower Level	\$95.00
	Soccer	
	Varsity- 3 Officials	\$90.00
	Varsity- 2 Officials	\$105.00
	Lower Level- 1 Official	\$74.00
	Lower Level- 2 or more Officials	\$67.00
	Assignor Fee/official/game (invoiced by assignor to school)	\$8.00

SoWashCo SCHOOLS						
Officials						
2026-2027 Rates						
Department	Job Title		2026-2027 Wage			
Game Officials	Winter Sports					
*As determined by the Metro Athletic Directors Officials Fees Committee	Adapted Floor Hockey		\$76.00			
	Gymnastics					
	Varsity/JV together- 2 officials - 2 Teams		\$126.00			
	Varsity/JV together- 3 officials - 2 Teams		\$102.00			
	Varsity/JV together- 4 officials - 3 Teams		\$117.00			
	Varsity/JV together- 3 officials - 3 Teams		\$160.00			
	Basketball					
	Varsity (2 or 3 officials)		\$100.00			
	Lower Level		\$69.00			
	Hockey					
	Varsity Referee		\$103.00			
	JV Referee and Varsity Line		\$86.00			
	JV & Varsity		\$189.00			
	Wrestling					
	Varsity and JV 1 official		\$120.00			
	Varsity only 1 official		\$90.00			
		Two Varsity Duals 1 official		\$145.00		
		Three Varsity Duals		\$180.00		
		One JV Dual		\$75.00		
		Two JV Duals		\$110.00		
		Three JV Duals		\$140.00		
Two Varsity - 1 JV Dual		\$165.00				
One Varsity - 2 JV Duals		\$140.00				
Middle School/Junior High		\$75.00				
One 9th Dual		\$75.00				
Two 9th Duals		\$105.00				
Three 9th Duals		\$135.00				
Weigh-ins		1 Hour Prior add \$30 - 2 Hours prior for Tourney add \$50				
Wrestling Tournaments						
Varsity less than 8 hours		\$235.00				
Varsity more than 8 hours		\$275.00				
JV/9 less than 8 hours		\$185.00				
JV/9 more than 8 hours		\$205.00				
Dance						
# of Routines		Superior Judge	Judge	Judge/Tabulator	Kick Counter/Timer	
2		\$57.00	\$51.00	N/A	\$31.00	
3-4		\$67.00	\$56.00	\$56.00	\$33.50	
5-10		\$81.00	\$66.00	\$66.00	\$38.50	
11-15		\$90.00	\$72.00	\$72.00	\$41.50	
16-20		\$103.00	\$82.00	\$52.00	\$46.50	
21-25	\$110.00	\$85.00	\$57.00	\$48.50		
26-30	\$117.00	\$92.00	\$92.00	\$51.50		
31-40	\$130.00	\$102.00	\$102.00	\$56.50		
41-50	\$150.00	\$118.00	\$118.00	\$64.50		
51-60	\$164.00	\$128.00	\$128.00	\$69.50		
61-70	\$183.00	\$138.00	\$138.00	\$74.50		
71-80	\$211.00	\$164.00	\$159.00	\$85.50		
81-90	\$239.00	\$179.00	\$179.00	\$95.00		
91-100	\$267.00	\$200.00	\$200.00	\$105.50		
101+	determined on a meet by meet basis					



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



Community Education

2026-2027 Rates

Position	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 - Rates will be negotiated by the coordinator hiring the instructor. All rates paid are covered through the advertised class fee.
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	\$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	Volleyball: \$45.00 per day
	Basketball One Long Game: \$30.00
	Basketball Two Back-to-Back Games: \$59.00
	Wrestling: \$36.00 per match
	Track: See following
Finish Clerk	\$52.00 per meet
Starter	\$52.00 per meet
Clerk of Course	\$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)	\$24.72 (paid by renters)
Junior Sound & Lighting (CE)	\$16.74 (paid by renters)
Intramurals Instructor	Teacher contract rate
Camps and Clinics/Specialty & Youth Enrichment Instructors	
Promoter/Lead Coach/Instructor	
\$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 2026-2027 Rates

Point value = \$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



Aquatics 2026-2027 Rates		
Instructors	New Hires as of 7/1/26	Current Staff as of 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
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