STMA Non-Classified Employment Pay Rates[1]

Effective September 1, 2026 - August 29, 2027 (Effective for start of fall activities)

Position	Rate of Pay	Reference
Accompanists at Music Concerts *Paid for rehearsals and performances.*		
Choir and Instrumental (Band) Concert for Grades K-12	$45.00 per hour	
Musical Productions		
Scene Designer, Painter, Choreographer	$1,900-2,400 per production	Paid per season (fall & spring)
Rehearsal/Performer Pianist	$2,300-2,800 per production	Paid per season (fall & spring)
Chaperone/Supervision		
School Sponsored Activity, Dance, or Concert and Middle School Activity Nights (on school property)	$35.00 per hour	
School Sponsored Activity or Dance Supervision (not on school property)	$45.00 per hour	
Video/Recording Music/Choir/Band Concerts	$16.50 per hour	
Activity Workers		
Ticket Taker - Football & Hockey	$25.00 per hour	
Ticket Taker - All other events/games	$20.00 per hour	
Announcer/Judge	$25.00 per hour	
Announcer/Judge with Scoring/Timing (Scoreboard/Clock)	$30.00 per hour	
Scoreboard/Computer/Clock	$30.00 per hour	
Line Judge - Volleyball	$35.00 per hour	
Event/Game Supervisor - Football	$25.00 per hour	
Event/Game Supervisor - All other events/games	$20.00 per hour	
Concession stand worker	$18.00 per hour	
Concession stand supervisor	$21.00 per hour	
Middle School Coach Substitute	$35.00 per hour	
Middle School Official	$45.00 per hour	
Graduation Worker	$20.00 per hour	
Dome Facility Configuration Workers (current permanent staff)	$45.00 per hour	
Dome Facility Configuration Workers (students or non-permanent staff)	$25.00 per hour	
PAC Technicians	$20.00 an hour	
PAC Aide	$15.50 per hour	
Language Interpreter at School Events	$45.00 per hour	
Spelling Bee	$45.00 per hour	Maximum of 3 hours

[1]District administration retains discretion to maintain a staff member at a given wage or stipend (pro rata) who was in the same or similar position prior to the 2023-24 work/school year if the rate is higher than stated.

Community Education Programming		
Community Ed Aide - 1st year	$15.50 per hour	
Community Ed Aide - 2nd year +	$16.50 per hour	
Community Ed Swim Aide	$14.00 per hour	
Community Ed Class/Sport/Camp Instructor Assistant - 1	$20.00 per hour	
Community Ed Class/Sport/Camp Instructor Assistant - 2	$21.00 per hour	
Community Ed Class/Sport/Camp Instructor Assistant - 3	$22.00 per hour	
Community Ed Class/Sport/Camp Instructor - 1st year	$25.00 per hour	
Community Ed Class/Sport/Camp Instructor - 2nd year	$26.00 per hour	
Community Ed Class/Sport/Camp Instructor - 3rd year +	$27.00 per hour	
Community Ed Private Music (Vocal/Instrumental) Lessons	$27.00 per lesson	Paid per 30 minute lesson
Community Ed Water Safety Instructor/Lifeguard - 1st year	$17.00 per hour	
Community Ed Water Safety Instructor/Lifeguard - 2nd year	$17.50 per hour	
Community Ed Water Safety Instructor/Lifeguard - 3rd year+	$18.00 per hour	
Community Ed Cheer Team - Varsity	$6,950	Stipend per season
Community Ed Cheer Team - Varsity Assistant	$2,900	Stipend per season
Community Ed Cheer Team - Varsity Game Day	$1,550	Stipend per season
Community Ed Cheer Team - Varsity Game Day Assistant	$1,100	Stipend per season
Community Ed Cheer Coach - JV Head Coach	$2,400	Stipend per season
Community Ed Cheer Coach - JV Assistant Coach	$1,800	Stipend per season
Community Ed Cheer Coach - JV Game Day	$1,400	Stipend per season
Community Ed Cheer Coach - JV Game Day Assistant	$975	Stipend per season
Community Ed Cheer Team - Middle School Blue Coach 1	$1,950	Stipend per season
Community Ed Cheer Team - Middle School Blue Coach 2	$1,300	Stipend per season
Community Ed Cheer Team - Middle School Gold Coach 1	$1,100	Stipend per season
Community Ed Cheer Team - Middle School Gold Coach 2	$750	Stipend per season
Community Ed Cheer Team - Middle School Game Day Head Coach	$1,300	Stipend per season
Community Ed Cheer Team - Middle School Game Day Assistant Coach	$900	Stipend per season
Community Ed Cheer Team - Elementary Blue Coach 1	$1,500	Stipend per season
Community Ed Cheer Team - Elementary Blue Coach 2	$1,000	Stipend per season
Community Ed Cheer Team - Elementary Gold Coach 1	$1,000	Stipend per season
Community Ed Cheer Team - Elementary Gold Coach 2	$700	Stipend per season
Community Ed Cheer Team - Elementary Other Coach 1	$750	Stipend per season
Community Ed Cheer Team - Elementary Other Coach 2	$525	Stipend per season
Community Ed E-Sports Team Coach	$2,080	Stipend per season

Community Ed First Lego League Coach	$2,130	Stipend per season
Community Ed First Tech Challenge Head Coach	$2,550	Stipend per season
Community Ed First Tech Challenge Asst Coach	$2,050	Stipend per season
Community Ed First Robotics Team Head Coach	$4,000	Stipend per season
Community Ed First Robotics Team Assistant Coach 1	$3,870	Stipend per season
Community Ed First Robotics Team Assistant Coach 2	$3,525	Stipend per season
Girls Flag Football Head Coach	$2,000	Stipend per season
Girls Flag Football Assistant Coach	$1,500	Stipend per season
ECFE Summer Instructor	$25.00 per hour	
ECFE Summer Assistant	$20.00 per hour	
Early Childhood Screening Assistant[2]	$35.00 per hour	

Driver's Education	
Driver's Education Behind the Wheel & Classroom Instructor - 1st year	$36.00 per hour
Driver's Education Behind the Wheel & Classroom Instructor - 2nd year	$37.00 per hour
Driver's Education Behind the Wheel & Classroom Instructor - 3rd year	$38.00 per hour

Non-Certified Substitute, Seasonal, and Student Rates	
Students[3]	$15.50 per hour
Students - Custodian/Maintenance	$16.50 per hour
Substitute wage rates for support staff and maintenance positions[4]	90% of Step 1 on scale[5]
Seasonal wage rate (summer work only)	Step 1 on scale

Booster Club Coach Rates		
Tier 1-Tier 12[6]	$500-$6,000	Stipend per season

[2] The board authorizes the Executive Director of Administrative Services to use an alternate wage rate here for any staff that have served in this capacity within the previous two years if that rate is higher than the rate stated.

[3] A student employee is any individual who has not yet graduated from high school working for less than 100 days in a calendar year in positions that are temporary or seasonal in character. Upon graduation, the district will reclassify student staff in concert with district employment practices and current bargaining agreements. This reclassification will occur on STMA's graduation regardless of the employee's actual graduation date. Reclassification is not retroactive. *See generally* Minn. Stat. Section 179A.03, subdivision 14 (7).

[4] This rate would not apply to current permanent staff assigned to a classified contract. These employees would be assigned their current rate and in accordance with the applicable master contract.

[5] The actual wage rate is at the discretion of the district and does not imply a contractual or legal obligation to change wage rates for non-classified staff simultaneously with any change in the respective collective bargaining agreements for the same job classification. In the event of a scale change, the district will implement wage changes at the start of the following school year and wage changes would not apply retroactively. The timing of when wage rates change is at the discretion of the district. To facilitate this recent change in practice and policy, the school board authorizes the Executive Director of Administrative Services to automatically carry over anyone who previously held a board approved booster club coaching or advisory position in the prior 12 months to automatically move into a similar district approved coaching position for the 2026-2027 school year only.

[6] Stipends may be designated by the Executive Director of Administrative Services (EDAS) in corresponding $500 increments. In addition, for the 2026-27 year only, to facilitate in grandfathering of existing booster coaches or advisors onto this new scale, the EDAS may set the stipend rate to mirror Schedule C in the event that a same or similar position exists on this scale. The district is not otherwise obligated to pay Schedule C rates for booster positions and does not intend to continue this practice in 2027-2028.