SoWashCo SCHOOLS

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	$19.13
	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

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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		**Section 3AA** **Park High**	**Section 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

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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 addtional 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			

SoWashCo SCHOOLS

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

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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	

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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

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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