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## South Washington County Schools

Keith Jacobus, Ph.D., Superintendent

### District Service Center

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### ADMINISTRATIVE REPORT

TO: Members of the School Board  
Dr. Keith Jacobus, Superintendent

FROM: Dr. Kevin Witherspoon, Director of Human Resources

DATE: 06/11/20

TOPIC/PURPOSE OF REPORT: 2020-2021 Miscellaneous Wage Sheet

RECOMMENDED BOARD ACTION: Approval

DATE FOR BOARD ACTION: 06/18/20

### REPORT

The Miscellaneous Wage Sheet is reviewed annually and consists of the rates of pay for non-union miscellaneous positions. The recommendation is that the rates would be effective July 1, 2020 upon your approval. Where appropriate, based on labor conditions and economic data, the general recommendation is for a 0% increase, with a few positions receiving a slight increase due to a demonstrated need.

# 2019-2020 ~~2020-2021~~ Miscellaneous Wage Sheet

Rates effective July 1, 2019 ~~2020~~

Rates are hourly unless otherwise indicated

Department	Job Title	2019-2020 <del>2020-2021</del> Wage
<b>Accompanist</b>	Concert Accompanist	\$19.55
<b>Students (District 833)</b>	OJT Interns- Technology Assistants, Student Video Assistants	\$10.55
	OJT Interns- All Others	\$8.65
	Custodial- Student aides (including summer)	\$8.65; \$9.86 (18+)
	Kids Club Aides: 16-17 years old	\$8.65
	Kids Club Aides 18+ years old	\$9.86
	Bus Monitor, Collator, TV Taping, Athletic Event Worker, Other	\$8.15
<b>Substitute/Temporary Worker</b>	Clerical/ Paraprofessional Substitute	<del>\$14.50</del> \$14.75
	Teacher Substitute	18.67 (\$140.00/ day) \$10.00 extra for subbing during prep time
		**For 10 or more consecutive work days in the same assignment, pay is base of appropriate wage schedule in current contract.
	Licensed School Nurse Sub	\$18.67 (\$140.00/day)
	Health Care Specialist Sub	\$15.05
	<b>Test Proctors</b>	<b>\$28.00</b>
	<b>Avid Tutor</b>	<b>\$14.50</b>
	<b>Avid Lead Tutor</b>	<b>\$17.50</b>
	Temporary Employees- trans, Clerical, Nutrition Services, etc.	<del>\$14.50</del> \$14.75
	Temporary Custodian Employees (including Summer)	\$14.61 (step 1)
	ACCESS Program Intern	\$13.50
	Kids Club Supervisor Sub	Step 1 of KC Super. contract
<b>Special Services</b>	Amplification Specialist	<del>\$25.00</del> \$28.00
<b>Technical</b>	<b>Cablecaster</b>	<b>\$18.80</b>
	TV Taping	\$13.50
	Television Production Tech- Sub	\$16.20
	Technology Assistant	\$14.00
<b>Officials</b>	Speech/Debate- Adult Officials	\$21.20/ round
	Speech/Debate- Student Officials	\$8.65/ round; \$9.86 (18+)
	Concessions Coordinator	\$14.00
	Ticket Taker/seller, Announcer, Timekeeper, Scorekeeper, Supervision	\$14.00

	<b>NON-VARSITY GAME OFFICIAL *</b>	
<b>*As determined by the Metro Athletic Directors Officials Fees Committee</b>	<b>FALL SPORTS:</b>	
	Football (9 <sup>th</sup> , B, JV)- 3 officials	\$79.00
	Volleyball (9 <sup>th</sup> , B, JV)- 1 official	\$51.00
	Soccer (9 <sup>th</sup> , B, JV)- 1 official	\$60.00
	Soccer (9 <sup>th</sup> , B, JV)- 2 officials	\$52.00
	<b>WINTER SPORTS:</b>	
	Basketball (9 <sup>th</sup> , B, JV)-2 off.	\$61.00(one game)
	Basketball (9 <sup>th</sup> , B, JV)-2 off.	\$90.00 (two games)
	Wrestling (9 <sup>th</sup> , B, JV)- 1 off.	\$57.00 (one match)
	<b>SPRING SPORTS:</b>	
	Baseball (9 <sup>th</sup> , B, JV)- 1 umpire	\$80.00 (one game)
	Softball (9 <sup>th</sup> , B, JV)- 1 umpire	\$72.00 (one game)
	Track	\$14.00/hr Additional staff (adult)
		\$8.35/hr additional staff (student)
	<b>Hosted MSHSL Tournament Games- Reimbursed by respective region</b>	Region 3AA (PHS)      Region 4AA (ERHS, WHS)
	Section Site Manager	\$65- single \$75- neutral single \$100- double \$120- double-neutral site/football \$70- single \$125- double Football- \$125
	Section Ticket Taker	\$45- single game \$70- two games \$45- single game \$70- double header
	Section Carpenter/ Tech Director	\$85/event
	Section Supervision	\$45- single game \$70- two games \$65- FB Game Manager \$45- single game \$70 double header
	Clerical	\$45- single game \$70- two games \$45- single game \$70- double header
	<b>SITE MANAGER</b>	
	<b>FALL SPORTS:</b>	
	Football	\$105.00 per event
	Soccer	\$60.00 per single game, \$78.00 per double header
	Volleyball	\$66.00 per event
	Girls Swimming	\$60.00 per event
	<b>WINTER SPORTS:</b>	

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Basketball	\$80.00 per event
Hockey	\$60.00 per event
Boys Swimming	\$60.00 per event
Wrestling	\$60.00 per event
Gymnastics	\$60.00 per event
<b>SPRING SPORTS:</b>	
Track	\$62.00 per event
Lacrosse	\$60.00 per single game, \$78.00 per double header
<b>FINE ARTS:</b>	
Performing Arts Event	\$50.00 per event

<b>Community Education Miscellaneous Wage Sheet 19-20 20-21 Rates</b>		
<b>Position</b>	<b>18-19 19-20 rates</b>	<b>19-20 20-21 rates</b>
<b>Classroom Instruction - includes prep</b>	A - \$15.30/\$16.30/\$17.30 Those above listed receive a 2% increase.	A - \$15.30/\$16.30/\$17.30 Those above listed receive a 2% increase.
<i>*Step increase after at least</i>	B - \$20.20/\$21.20/\$22.30 Those above listed receive a 2% increase.	B - \$20.20/\$21.20/\$22.30 Those above listed receive a 2% increase.
<i>2 quarters of instruction.</i>	C – Contract with Instructor	C – Contract with Instructor
	D – Without payment	D – Without payment
<b>Prog. Coord. - part time</b>	\$21.20	\$21.20
<b>Prog. Supervisor 2 - part time</b>	\$18.20	\$18.20
<b>Program Supervisor 1 - part time</b>	\$14.10	\$14.10
<b>Enrichment/Act. Center Supervisor</b>	\$13.15/ \$14.25/ \$14.65/ \$15.10	\$13.15/ \$14.25/ \$14.65/ \$15.10
<b>Middle School Enrichment Supervisor</b>	\$15.00	\$15.00
<b>Roving/ Stadium Supervisor</b>	\$11.50	\$11.50
<b>Activity Center Student Supervisor</b>	OJT rate	OJT rate
<b>Auditorium Manager</b>	\$15.50	\$15.50
<b>Auditorium Stage Hand- Under 18</b>	\$8.90	\$8.90
<b>Auditorium Stage Hand- 18+ years old</b>	\$10.15	\$10.15
<b>Middle School Athl. Coaches</b>	Contract Formula- see attached	Contract Formula- see attached
<b>Middle School Athl. Officials</b>	See following	See following
<b>Football</b>	\$52.00/game	<del>\$52.00</del> <b>\$53.00</b> /game
<b>Volleyball</b>	\$37.00/game	<del>\$37.00</del> <b>\$38.00</b> /game
<b>Basketball</b>	See following	See following
<b>2 back to back games</b>	\$47.00	<del>\$47.00</del> <b>\$48.00</b>
<b>1 long game</b>	\$30	\$30
<b>Wrestling</b>	\$33.00 /match	\$33.00 /match
<b>Track</b>	See following	See following
<b>Finish Clerk</b>	\$50/meet	\$50/meet
<b>Starter</b>	\$50/meet	\$50/meet
<b>Clerk of Course</b>	\$45/meet	\$45/meet
<b>Additional staff w/H.S. diploma</b>	\$13.00/hour	\$13.00/hour
<b>Middle School Athl. Supervisor</b>	\$16.58	\$16.58
<b>Kids Club Supervisor Sub</b>	Step 1 on contract	Step 1 on contract
<b>Kids Club Aides - no H.S. diploma</b>	Student/Kids Club Aides Rates	Student/Kids Club Aides Rates
<b>Sound &amp; Lighting (CE) w/H.S. diploma</b>	\$18.30	<del>\$18.30</del> <b>\$18.80</b>
<b>Sound &amp; Lighting (CE) no H.S. diploma</b>	OJT Tech rate	OJT Tech rate
<b>Intramurals instructor</b>	Teacher contract rate	Teacher contract rate
<b>Early Childhood Screeners</b>	\$21.40	\$21.40
<b>Sign Language Interpreter</b>	\$20.50	\$20.50

<b>Middle School Athletics Miscellaneous Wage Sheet 19-20 20-21 Rates</b>		
*Point value for 19-20 20-21 is <del>\$133</del> \$140		
<b>Middle School Athletic Coaches</b>	<b>18-19 19-20 rates</b>	<b>19-20 20-21 rates</b>
	<b>Base Points</b>	<b>Base Points</b>
Football	13	13
Volleyball	10	10
Basketball	10	10
Wrestling	12	12
Track	10	10
<b>Experience points</b>	<b>Points</b>	
0 years	0	
1 year	1	
2-3 years	2	
4-6 years	3	
7-10 years	4	
11-15 years	5	
16 + years	6	
<b>Responsibility points</b>	<b>Points</b>	
Head football coach	2	
Head wrestling coach	1	
Head track coach	3	
Head basketball coach	1	
Head volleyball coach	1	

# Aquatics Miscellaneous Wage Sheet

~~19-20~~ **20-21**

Instructors						
Level A: 1000 hours w/HS Degree New Hire: BS/BA degree w/teaching experience	Base	Step 1	Step 2	Step 3	Step 4	
	\$13.75 \$14.00	\$14.00 \$14.68	\$14.68 \$14.98	\$14.98 \$15.30	\$15.30 \$15.55	Top level 4%
Level B: 500 hours w/HS Degree New Hire: BS/BA no teaching experience	Base	Step 1	Step 2	Step 3	Step 4	
	\$11.90 \$12.15	\$12.15 \$12.46	\$12.46 \$12.72	\$12.72 \$13.03	\$13.03 \$13.28	Top level 4%
Level C: 250 hours w/age 16 or (<250 hours w/age 18, LG step 2) New Hire: Ages 18+ after base training	Base	Step 1	Step 2	Step 3	Step 4	
	\$10.76 \$11.02	\$11.02 \$11.33	\$11.33 \$11.59	\$11.59 \$11.80	\$11.80 \$12.05	Top level 4%
Level D: Lifeguards Ages 15-17	Base	Step 1	Step 2	Step 3	Step 4	Step 5
	\$9.63 \$9.89	\$9.89 \$10.20	\$10.20 \$10.45	N/A	N/A	N/A
Level E: Base Training Ages 14-19 Ages 14-17 move to step 1 Ages 18-19 move to Level C Base	Base	Step 1	Step 2	Step 3	Step 4	Step 5
	\$8.04 \$8.24 Training Wage	\$8.24 \$8.49	\$8.49 \$8.74	\$8.76 N/A	N/A	N/A

- Must have completed at least **72** hours of work for at least 6 months for step increase.
- When increasing levels employees start at base of that new level unless otherwise indicated.
- Any current staff making a level change will either begin at base or receive a **\$.25** increase, whichever is higher.
- All new hires will start at base.
- WSI w/BA/BA degree – Level A
- WSI w/HS Degree – Level B
- WSI – Level C
- 1% increase for those at top level meeting minimum requirements.

Aquatics-Site Supervisors	Base	Step 1	Step 2	Step 3	Step 4	
<b>Level A:</b> Site Supervisor Lifeguard Trainer	\$15.86 \$17.00	\$17.00 \$18.13	\$18.13 \$18.69	\$18.69 \$19.26	\$19.26 \$19.51	Top level 4%
<b>Level B:</b> Assistant Site Supervisor/Daytime Lifeguard	\$14.16 \$14.45	\$14.45 \$14.85	\$14.85 \$15.40	\$15.40 \$15.65	\$15.65 \$15.90	Top level 4%

Base: Certification only, no experience.

Step 1: 1-2 years of supervisory experience in aquatics or related field.

Step 2: 3-4 years of supervisory experience in aquatics or related field.

Step 3: 5 plus years of supervisory experience in aquatics or related field.

Water Exercise/ LG Trainer	Base	Step 1	Step 2	Step 3	Step 4	
<b>Level A:</b> Instructor high school degree	\$15.40 \$15.95	\$15.95 \$17.05	\$17.05 \$17.60	\$17.60 \$18.15	\$18.15 \$18.40	Top level 4%

\*All level A instructors are hired at base.

Gymnastics- Instructors	Base	Step 1	Step 2
<b>Level A:</b> 7+ years coaching experience. HS or Club gymnastics coaching experience preferred.	\$20.00	\$21.00	\$22.00
Current staff grandfathered in at previous rates.			
<b>Level B:</b> 5+ years coaching experience. Trained in spotting and creating lessons for Pre-K through HS classes	\$15.00	\$16.00	\$17.00
<b>Level C:</b> 3+ years coaching experience. Background in spotting and creating lessons for Pre-K through HS classes	\$12.00	\$13.00	\$14.00
<b>Level D:</b> Gymnastics background preferred. Little to no coaching experience	\$9.00 \$9.86(age 18+)	\$10.00	\$11.00

\*Must have completed a minimum of 6 months of work at current wage and complete coaching clinics with gymnastics supervisors, or obtain coaching certifications for step increases.

\*When increasing levels, employees start at base of that new level

\*All new hires will start at base