



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: 09/19/19

TOPIC/PURPOSE OF REPORT: 2019-2020 Miscellaneous Wage Sheet- Revised

RECOMMENDED BOARD ACTION: Approval

DATE FOR BOARD ACTION: 09/26/19

REPORT

The Miscellaneous Wage Sheet is reviewed annually and consists of the rates of pay for non-union miscellaneous positions. The 2019-2020 wages were previously approved, but the Metro Athletic Directors Officials' Fees Committee have updated officials' fees, and these updates (see page 2 of the wage sheet) have now been included on our Miscellaneous Wage Sheet for Board approval.

2019-2020 Miscellaneous Wage Sheet

Rates effective July 1, 2019

Rates are hourly unless otherwise indicated

Department	Job Title	2019-2020 Wage
Accompanist	Concert Accompanist	\$19.55
Students (District 833)	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
Substitute/Temporary Worker	Clerical/ Paraprofessional Substitute	\$14.50
	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
	Temporary Employees- trans, Clerical, Nutrition Services, etc.	\$14.50
	Temporary Custodian Employees (including Summer)	\$14.61 (step 1)
	ACCESS Program Intern	\$13.50
	Kids Club Supervisor Sub	Step 1 of KC Super. contract
Special Services	Amplification Specialist	\$25.00
Technical	TV Taping	\$13.50
	Television Production Tech- Sub	\$16.20
	Technology Assistant	\$14.00
Officials	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

	NON-VARSITY GAME OFFICIAL *																		
*As determined by the Metro Athletic Directors Officials Fees Committee	FALL SPORTS:																		
	Football (9 th , B, JV)- 3 officials	\$67.00 \$79.00																	
	Volleyball (9 th , B, JV)- 1 official	\$49.00 \$51.00																	
	Soccer (9 th , B, JV)- 1 official	\$58.00 \$60.00																	
	Soccer (9 th , B, JV)- 2 officials	\$50.00 \$52.00																	
	WINTER SPORTS:																		
	Basketball (9 th , B, JV)-2 off.	\$59.00 \$61.00 (one game)																	
	Basketball (9 th , B, JV)-2 off.	\$83.00 \$90.00 (two games)																	
	Wrestling (9 th , B, JV)- 1 off.	\$55.00 \$57.00 (one match)																	
	SPRING SPORTS:																		
	Baseball (9 th , B, JV)- 1 umpire	\$78.00 \$80.00 (one game)																	
	Softball (9 th , B, JV)- 1 umpire	\$70.00 \$72.00 (one game)																	
	Track	\$14.00/hr Additional staff (adult)																	
		\$8.35/hr additional staff (student)																	
	Hosted MSHSL Tournament Games- Reimbursed by respective region	<table border="1"> <thead> <tr> <th>Region 3AA (PHS)</th> <th>Region 4AA (ERHS, WHS)</th> </tr> </thead> <tbody> <tr> <td>Section Site Manager</td> <td>\$65- single \$75- neutral single \$100- double \$120- double-neutral site/football</td> <td>\$70- single \$125- double Football- \$125</td> </tr> <tr> <td>Section Ticket Taker</td> <td>\$45- single game \$70- two games</td> <td>\$45- single game \$70- double header</td> </tr> <tr> <td>Section Carpenter/ Tech Director</td> <td>\$85/event</td> <td></td> </tr> <tr> <td>Section Supervision</td> <td>\$45- single game \$70- two games \$65- FB Game Manager</td> <td>\$45- single game \$70 double header</td> </tr> <tr> <td>Clerical</td> <td>\$45- single game \$70- two games</td> <td>\$45- single game \$70- double header</td> </tr> </tbody> </table>	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
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																	
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Clerical	\$45- single game \$70- two games	\$45- single game \$70- double header																	
	SITE MANAGER																		
	FALL SPORTS:																		
	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																	
	WINTER SPORTS:																		

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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
SPRING SPORTS:	
Track	\$62.00 per event
Lacrosse	\$60.00 per single game, \$78.00 per double header
FINE ARTS:	
Performing Arts Event	\$50.00 per event

Community Education Miscellaneous Wage Sheet 19-20 Rates		
Position	18-19 rates	19-20 rates
Classroom Instruction - includes prep	A - \$15.30/\$16.30/\$17.30	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	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
Prog. Coord. - part time	\$21.20	\$21.20
Prog. Supervisor 2 - part time	\$18.20	\$18.20
Program Supervisor 1 - part time	\$14.10	\$14.10
Enrichment/Act. Center Supervisor	\$13.15/ \$14.25/ \$14.65/ \$15.10	\$13.15/ \$14.25/ \$14.65/ \$15.10
Middle School Enrichment Supervisor	\$15.00	\$15.00
Roving/ Stadium Supervisor	\$11.50	\$11.50
Activity Center Student Supervisor	OJT rate	OJT rate
Auditorium Manager	\$15.50	\$15.50
Auditorium Stage Hand- Under 18	\$8.65	\$8.90
Auditorium Stage Hand- 18+ years old	\$9.86	\$10.15
Middle School Athl. Coaches	Contract Formula- see attached	Contract Formula- see attached
Middle School Athl. Officials	See following	See following
Football	\$51.00/game	\$52.00/game
Volleyball	\$37.00/game	\$37.00/game
Basketball	See following	See following
2 back to back games	\$46.00	\$47.00
1 long game	\$30	\$30
Wrestling	\$33.00 /match	\$33.00 /match
Track	See following	See following
Finish Clerk	\$50/meet	\$50/meet
Starter	\$50/meet	\$50/meet
Clerk of Course	\$45/meet	\$45/meet
Additional staff w/H.S. diploma	\$13.00/hour	\$13.00/hour
Middle School Athl. Supervisor	\$16.10	\$16.58
Kids Club Supervisor Sub	Step 1 on contract	Step 1 on contract
Kids Club Aides - no H.S. diploma	Student/Kids Club Aides Rates	Student/Kids Club Aides Rates
Sound & Lighting (CE) w/H.S. diploma	\$18.30	\$18.30
Sound & Lighting (CE) no H.S. diploma	OJT Tech rate	OJT Tech rate
Intramurals instructor	Teacher contract rate	Teacher contract rate
Early Childhood Screeners	\$21.40	\$21.40
Sign Language Interpreter	\$20.50	\$20.50

Middle School Athletics Miscellaneous Wage Sheet 19-20 Rates		
*Point value for 19-20 is \$133		
Middle School Athletic Coaches	18-19 rates	19-20 rates
	Base Points	Base Points
Football	13	13
Volleyball	10	10
Basketball	10	10
Wrestling	12	12
Track	10	10
Experience points	Points	
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	
Responsibility points	Points	
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

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	\$14.68	\$14.98	\$15.30	Top level 1%
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	\$12.46	\$12.72	\$13.03	Top level 1%
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	\$11.33	\$11.59	\$11.80	Top level 1%
Level D: Lifeguards Ages 15-17	Base	Step 1	Step 2	Step 3	Step 4	Step 5
	\$9.63	\$9.89	\$10.20	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 Training Wage	\$8.24	\$8.49	\$8.76	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	
Level A: Site Supervisor Lifeguard Trainer	\$15.86	\$17.00	\$18.13	\$18.69	\$19.26	Top level 1%
Level B: Assistant Site Supervisor/Daytime Lifeguard	\$14.16	\$14.45	\$14.85	\$15.40	\$15.65	Top level 1%

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	
Level A: Instructor high school degree	\$15.40	\$15.95	\$17.05	\$17.60	\$18.15	Top level 1%

*All level A instructors are hired at base.

Gymnastics- Instructors	Base	Step 1	Step 2
Level A: 7+ years coaching experience. HS or Club gymnastics coaching experience preferred.	\$20.00	\$21.00	\$22.00
Current staff grandfathered in at previous rates.			
Level B: 5+ years coaching experience. Trained in spotting and creating lessons for Pre-K through HS classes	\$15.00	\$16.00	\$17.00
Level C: 3+ years coaching experience. Background in spotting and creating lessons for Pre-K through HS classes	\$12.00	\$13.00	\$14.00
Level D: 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