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## South Washington County Schools

Keith Jacobus, Ph.D., Superintendent

**District Service Center**

7362 E. Point Douglas Rd. S.

Cottage Grove, MN 55016

Phone: 651-425-6300 Fax: 651-425-6318

### **ADMINISTRATIVE REPORT**

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

FROM: Dr. Kevin Witherspoon, Director of Human Resources

DATE: 10/12/17

TOPIC/PURPOSE OF REPORT: 2017-2018 Miscellaneous Wage Sheet- Revised

RECOMMENDED BOARD ACTION: Approval

DATE FOR BOARD ACTION: 10/18/17

### **REPORT**

The Miscellaneous Wage Sheet is reviewed annually and consists of the rates of pay for non-union miscellaneous positions. The 2017-2018 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.

## 2017-2018 Miscellaneous Wage Sheet

Rates effective July 1, 2017

Rates are hourly unless otherwise indicated

Department	Job Title	2017-2018 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
	Kids Club Aides: 16-17 years old	\$8.65
	Kids Club Aides 18+ years old	\$9.50
	Bus Monitor, Collator, TV Taping, Athletic Event Worker, Other	\$8.15
<b>Substitute/Temporary Worker</b>	Clerical/ Paraprofessional Substitute	\$13.50
	Teacher Substitute	\$18.00 (\$135/day) \$15.00 extra for subbing during prep time (periods that exceed 60 minutes) \$10.00 extra for subbing during prep time (periods 60 min or less)
		**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	\$18.00 (\$135/day)
	Health Care Specialist Sub	\$15.05
	Temporary Employees- trans, Clerical, Nutrition Services, etc.	\$13.50
	Temporary Custodian Employees	\$13.56 (step 1)
	ACCESS Program Intern	\$13.50
	Kids Club Supervisor Sub	Step 1 of KC Super. contract
<b>Special Services</b>	Amplification Specialist	\$25.00
<b>Technical</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
	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	<del>\$64.00</del> <b>\$66.00</b>
	Volleyball (9 <sup>th</sup> , B, JV)- 1 official	<del>\$39.00</del> <b>\$48.00</b>
	Soccer (9 <sup>th</sup> , B, JV)- 1 official	<del>\$56.00</del> <b>\$57.00</b>
	Soccer (9 <sup>th</sup> , B, JV)- 2 officials	<del>\$48.00</del> <b>\$49.00</b>
	<b>WINTER SPORTS:</b>	
	Basketball (9 <sup>th</sup> , B, JV)-2 off.	\$57.00 (one game) <b>\$58.00</b>
	Basketball (9 <sup>th</sup> , B, JV)-2 off.	\$81.00 (two games) <b>\$82.00</b>
	Wrestling (9 <sup>th</sup> , B, JV)- 1 off.	\$49.00 (one match) <b>\$53.00</b>
	<b>SPRING SPORTS:</b>	
	Baseball (9 <sup>th</sup> , B, JV)- 1 umpire	\$76.00 (one game) <b>\$77.00</b>
	Softball (9 <sup>th</sup> , B, JV)- 1 umpire	\$68.00 (one game) <b>\$69.00</b>
	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	\$100.00 per event
	Soccer	\$55.00 per single game, \$73.00 per double header
	Volleyball	\$61.00 per event
	Girls Swimming	\$55.00 per event
	<b>WINTER SPORTS:</b>	

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Basketball	\$75.00 per event
Hockey	\$55.00 per event
Boys Swimming	\$55.00 per event
Wrestling	\$55.00 per event
Gymnastics	\$55.00 per event
<b>SPRING SPORTS:</b>	
Track	\$57.00 per event
Lacrosse	\$55.00 per event
<b>FINE ARTS:</b>	
Performing Arts Event	\$45.00 per event

<b>Community Education Miscellaneous Wage Sheet 17-18 Rates</b>		
<b>Position</b>	<b>16-17 rates</b>	<b>17-18 rates</b>
<b>Classroom Instruction - includes prep</b>	A - \$15.30/\$16.30/\$17.30	A - \$15.30/\$16.30/\$17.30
<i>*Step increase after at least</i>	B - \$20.20/\$21.20/\$22.30	B - \$20.20/\$21.20/\$22.30
<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>	\$18.00	\$18.20
<b>Program Supervisor 1 - part time</b>	\$14.10	\$14.10
<b>Enrichment/Act. Center Supervisor</b>	\$12.85/ \$13.90/ \$14.30/ \$14.75	\$12.85/ \$13.90/ \$14.30/ \$14.75
<b>Middle School Enrichment Supervisor</b>	\$15.00	\$15.00
<b>Roving/ Stadium Supervisor</b>	\$11.00	\$11.00
<b>Activity Center Student Supervisor</b>	OJT rate	OJT rate
<b>Auditorium Manager</b>	\$15.00	\$15.00
<b>Auditorium Stage Hand- Under 18</b>	\$8.65	\$8.65
<b>Auditorium Stage Hand- 18+ years old</b>	\$9.50	\$9.50
<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>	\$51.00 /game	\$51.00/game
<b>Volleyball</b>	\$36.00/game	\$36.00/game
<b>Basketball</b>	See following	See following
<b>2 back to back games</b>	\$45.00	\$45.00
<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>	\$12.00/hour	\$12.00/hour
<b>Middle School Athl. Supervisor</b>	\$15.75	\$15.75
<b>Seasonal CE Temp</b>	\$9.50	\$9.50
<b>Kids Club Supervisor Sub</b>	Step 1 on contract	Step 1 on contract
<b>Kids Club Aides - no H.S. diploma</b>	OJT rate or \$9.50 over 18	Student/Kids Club Aides Rates
<b>Sound &amp; Lighting (CE) w/H.S. diploma</b>	\$18.30	\$18.30
<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 17-18 Rates</b>		
*Point value for 16-17 is \$133		
<b>Middle School Athletic Coaches</b>	<b>16-17 rates</b>	<b>17-18 rates</b>
	<b>Base Points</b>	<b>Base Points</b>
Football	13	13
Volleyball	10	10
Cheerleading	9	9
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 17-18

<b>Instructors</b>						
<b>Level A: 1000 hours w/HS Degree New Hire: BS/BA degree w/teaching experience</b>	Base	Step 1	Step 2	Step 3	Step 4	Step 5
	\$13.75	\$14.00	\$14.25	\$14.55	\$14.85	\$15.10
<b>Level B: 500 hours w/HS Degree New Hire: BS/BA no teaching experience</b>	Base	Step 1	Step 2	Step 3	Step 4	Step 5
	\$11.55	\$11.80	\$12.10	\$12.35	\$12.65	\$12.90
<b>Level C: 250 hours w/age 16 or (&lt;250 hours w/age 18, LG step 2) New Hire: Ages 18+ after base training</b>	Base	Step 1	Step 2	Step 3	Step 4	Step 5
	\$10.45	\$10.70	\$11.00	\$11.25	\$11.55	\$11.80
<b>Level D: Lifeguards Ages 15-17</b>	Base	Step 1	Step 2	Step 3	Step 4	Step 5
	\$9.35	\$9.60	\$9.90	N/A	N/A	N/A
<b>Level E: Base Training Ages 14-19 Ages 14-17 move to step 1 Ages 18-19 move to Level C Base</b>	Base	Step 1	Step 2	Step 3	Step 4	Step 5
	\$7.75 Training Wage	\$8.00	\$8.25	\$8.50	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.
- American Red Cross Certification Accepted
- WSI w/BA/BA degree – Level A
- WSI w/HS Degree – Level B
- WSI – Level C

<b>Aquatics-Site Supervisors</b>	<b>Base</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>Level A:</b> Site Supervisor Lifeguard Trainer	\$15.40	\$16.50	\$17.60	\$18.15	\$18.70	\$19.25
<b>Level B:</b> Assistant Site Supervisor/Daytime Lifeguard	\$13.75	\$14.30	\$14.85	\$15.40	\$15.65	\$16.20

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.

<b>Water Exercise/ LG Trainer</b>	<b>Base</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>Level A:</b> Instructor high school degree	\$15.40	\$15.95	\$17.05	\$17.60	\$18.15	\$18.70

\*All level A instructors are hired at base.

<b>Gymnastics- Instructors</b>	<b>Base</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
<b>Level A:</b> 7+ years coaching experience. HS or Club gymnastics coaching experience preferred.	\$20.00	\$21.00	\$22.00	XXX
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	XXX
<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	XXX
<b>Level D:</b> Gymnastics background preferred. Little to no coaching experience	\$9.00 \$9.50 (age 18+)	\$10.00	\$11.00	XXX

\*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