

St. Louis Park Public Schools

St. Louis Park, Minnesota

Title: Resolution to Approve Miscellaneous Pay Rates
Submitted By: Richard Kreyer, Human Resource Director
Meeting Date: April 16, 2024

Background Information: Most rates of pay are established within employee agreements and approved by the Board of Education. The District also has various assignments that are important to support activities, athletics and other programs that are not specified in employment agreements. To improve our systems and structures and to ensure consistency and accountability, we are recommending that the Board annually approve these miscellaneous pay rates.

Recommendation:

That the School Board approves the proposed 2024-25 pay rates for the listed positions and activities performed on behalf of the School District that are not otherwise already specified as part of an employee agreement already approved by the Board. In the event that an activity not listed in this resolution needs to be created mid-year, that the Superintendent or designee shall create the pay rate consistent with this resolution and that the new rates be incorporated in the next year's annual resolution, if it is intended to continue.

RESOLUTION FOR BOARD TO ADOPT:

RESOLVED that the School Board of Independent School District No. 283 approves the proposed 2024-25 pay rates for the listed positions and activities performed on behalf of the School District that are not otherwise already specified as part of an employee agreement already approved by the Board. In the event that an activity not listed in this resolution needs to be created mid-year, that the Superintendent or designee shall create the pay rate consistent with this resolution and that the new rates be incorporated in the next year's annual resolution, if the rate of pay or activity is intended to continue. These rates of pay will remain effective until modified by the Board of Education.



St. Louis Park Public Schools

MISCELLANEOUS WAGE RATES

SUBSTITUTES, COMMUNITY EDUCATION, ATHLETICS, MISC PROGRAMS

AS OF 07/01/2024

2024-25 Sub Rates for St. Louis Park Schools

2024-25 Sub Rates for St. Louis Park Schools		
Clerical Subbing (CAPS)	SLP Rate Per Hour	Additional Notes
CAPS Office Assistant	\$17.34/hr	CLS 5, Step 1 CAPS Contract
CAPS Admin Assistant	\$18.36/hr	CLS 6, Step 1 CAPS Contract
***Returning Employee (Retirement from same job)	Pay Employee Exited At (Including Premiums/Add Ons)	***Contact Human Resources
School Nutrition Subbing (SN)		
School Nutrition Subbing (SN)	SLP Rate Per Hour	Additional Notes
Nutrition Sub	\$17.50/hr	CLS 2, Step 1 SN Contract
***Returning Employee (Retirement from same job)	Pay Employee Exited At (Including Premiums/Add Ons) or CLS 2, Step 1 rate (whichever rate is higher)	***Contact Human Resources
Paraprofessional Subbing (SPARK)		
Paraprofessional Subbing (SPARK)	SLP Rate Per Hour	Additional Notes
Instructional Asst	\$18.03/hr	CLS 4, Step 1 of SPARK Contract
Special Education Asst (HQ- Highly Qualified)	\$20.85/hr	CLS 5, Step 4 of SPARK Contract
LTS- Instructional Asst 20+ Days	\$20.17/hr	CLS 4, Step 4 of SPARK Contract
LTS- Special Education Asst HQ 20+ Days	\$22.13/hr	CLS 5, Step 6 of SPARK Contract
***Returning Employee (Retirement from same job)	Pay Employee Exited At (Including Premiums/Add Ons)	***Contact Human Resources
Teacher Subbing (Effective 02/05/2024)		
Teacher Subbing (Effective 02/05/2024)	SLP Rate	Additional Notes
Building Sub (District-Wide, Short-Call License)	*BA, Step 1 (\$45,474/185) - SLP	
Building Sub (District-Wide, Fully Licensed)	*BA, Step 1 (\$45,474/185) - SLP	
Long-Term Sub (Fully Licensed 20-89 Days)	*BA, Step 1 (\$45,474/185) - SLP	
Long-Term Sub (Fully Licensed 90+ Days)	*BA, Step 1 (\$45,474/185) - SLP	Also eligible for benefits
SLP Retirees	\$200/day or See HR	Spec Ed, health and hard to fill may receive former daily rate.
Nurse Subbing		
Nurse Subbing	SLP Rate	Additional Notes
Nurse Sub	***Contact Human Resources	***Contact Human Resources

Approved by School Board:

2024-25 Sub Rates for Misc. Programs

2024-25 Sub Rates for Misc. Programs		
Community Education Subbing	Rate Per Hour	Additional Notes
Clerical Sub (Admin 1- Front Desk)	\$17.34/hr	CLS 5, Step 1 CAPS Contract
Clerical Sub (Admin 2 or 3- Principal Support)	\$18.36/hr	CLS 6, Step 1 CAPS Contract
ABE Para Sub	\$18.03/hr	CLS 4, Step 1 of SPARK Contract
ABE Teacher Sub	\$29.70/hr	Extended Employment Rate on Teacher Contract
***Returning Employee (Retirement from same job)	Pay Employee Exited At (Including Premiums/Add Ons)	***Contact Human Resources before employee starts working
Early Learning/ ECFE Subbing	Rate Per Hour	Additional Notes
EL/ECFE Para Sub	\$18.03/hr	CLS 4, Step 1 of SPARK Contract
ECFE Teacher Sub	\$29.70/hr	Extended Employment Rate on Teacher Contract
***Returning Employee (Retirement from same job)	Pay Employee Exited At (Including Premiums/Add Ons)	***Contact Human Resources before employee starts working
Kids Place Subbing	Rate Per Hour	Additional Notes
Current SPARK Employee with District	Same hourly pay as contract	SPARK HOURLY RATE
Student Assistant (High School through graduation)	\$13.00/hr	EDUCATOR TEMP
Adult (+1 year experience in child care and/or college degree in related field)	\$16.00/hr	EDUCATOR TEMP
Adult (+3 year experience in child care or college degree or CDA plus 2+ years child care/teaching experience)	\$18.00/hr	EDUCATOR TEMP
Adult (+7 year experience in child care or college degree or CDA plus 5+ years child care/teaching experience)	\$19.00/hr	EDUCATOR TEMP
Adult (Teaching License and/or college degree and 5+ years working in child care or related field)	\$20.00/hr	EDUCATOR TEMP
Summer Learning Academy (Summer 06/10/2024)	Rate for Temp Hires	Additional Notes
SLA/ Credit Recovery Licensed Teacher	\$31.00/hr	*Current contracted employee = TEACHER CONTRACT RATE
SLA/ Credit Recovery Licensed Teacher (SPED)	N/A	*Current contracted employee = TEACHER CONTRACT RATE
SLA/ Credit Recovery Para	\$20.00/hr	*Current contracted employee = SPARK HOURLY RATE
SLA/ Credit Recovery Para (SPED)	\$22.00/hr	(If contract rate less than set hourly rate, employee gets set hourly rate)
SLA/ Credit Recovery Clerical	\$22-\$24/hr	*Current contracted employee = CLERICAL HOURLY RATE

SLA Nurse Aide	\$24.00/hr	*Current contracted employee = SPARK HOURLY RATE
SLA Nurse	***Contact Human Resources	***Contact Human Resources
SLA Preschool Enrichment Instructor (Licensed)	N/A	*Current contracted employee = TEACHER CONTRACT RATE
SLA Preschool Enrichment Instructor (Non-Licensed)	\$25.00/hr	
SLA Preschool Enrichment Classroom/Program Assistant	\$20.00/hr	
SLA Coordinator - Elementary	\$8,160 Stipend	*Work begins May 1
SLA Coordinator - Middle School	\$7,120 Stipend	*Work begins May 1
Summer Credit Recovery Coordinator - High School	\$7,000 Stipend	*Work begins May 1
Summer Learning & Play		
	Rate Per Hour	Additional Notes
YEP Lead Class Instructor (Non-Licensed)	\$23.00/hr	
YEP Classroom/Program Assistant	\$21.00/hr	
Summer Youth Staff - Student Only	\$14.00/hr	
General & Youth Enrichment		
	Rate Per Hour	Additional Notes
Special Events - (ex. "Parktacular", "National Night Out")	\$20.00/hr	
Outreach Coordinator	\$25-\$27/hr	Based on experience
Project Writer	\$35-\$45/hr	Based on experience Writing program plans, grants
Piano Instructors	\$31-\$35/hr	Based on experience
Student Theater Tech Assistant	\$12.75/hr	
Adult Theater Tech Assistant	\$15-\$20/hr	Based on experience
YDC/Youth Council	\$10.00/hr	*Max of \$160/student, student participates twice/month for 4 months at 2 hours each date
Youth Program Staff - Student Only	\$13.00/hr	
Aquatics		
	Rate Per Hour	Additional Notes
Lifeguard	\$16-18/hr	
Swim Instructor/Aide	\$12-\$18/hr	
Swim Instructor (Private Lessons)	\$38-40/hr	
Aqua Fins - Synchronized Swim Coach	\$12.00/hr	
<p>Note: If Employee is working in a specific program not listed above, hourly rates are set by the specific program and <u>not</u> at the existing hourly rate of the employee.</p>		

Approved by School Board:

2024-25 Athletics Other Rates for Ticket Sellers and other Game Workers**Football**

	Chain Crew (4)	\$50
	Scoreboard	\$40
	Far end Gate	\$50
	Home Gate (2)	\$50
	Visitor Gate	\$50
	Security (5-7)	\$50
	Spotter	\$40
	Announcer	\$45
	Officials	Set by the bargaining metro AD's

Volleyball

	Announcer	\$35
	Security	\$50
	Libero	\$50
	Line Judge	\$50
	Scoreboard	\$50
	Scorebook	\$50
	Ticket Seller	\$50
	Supervisor	\$50
	Officials	Set by the bargaining metro AD's

Soccer

	Announcer	\$30-\$40
	Scoreboard	\$50-\$60
	Security	\$50
	Ticket seller	\$50
	Officials	Set by the bargaining metro AD's

Swimming

	Ticket seller	\$45
	Officials	Set by the bargaining metro AD's

Hockey

	Security	\$40-\$55
	Penalty Box	\$45-\$55
	Ticket Seller	\$45-\$55
	Announcer	\$45-\$65
	Score Keeper	\$55-\$65
	Scoreboard	\$55-\$65
	Supervision	\$55-\$70
	Officials	Set by the bargaining metro AD's

Gymnastics		
	Ticket Seller	\$45-\$50
	Judges	Set by the bargaining metro AD's
Swimming		
	Ticket seller	\$35-\$45
	Officials	Set by the bargaining metro AD's
Basketball		
	Announcer	\$35-\$40
	Supervisor	\$40-\$45
	Security	\$40-\$50
	Ticket Seller	\$45-\$55
	Ticket Taker	\$45-\$55
	Score Board	\$45-\$65
	Score Book	\$45-\$65
	Officials	Set by the bargaining metro AD's
Track		
	Worker	\$35-\$70
Synchro		
	Ticket Seller	\$35-\$45
	Officials	Set by the bargaining metro AD's
Lacrosse		
	Table worker	\$40-\$50
	Announcer	\$40-\$55
	Score board	\$40-\$55
	Score book	\$40-\$55
	Supervision	\$40-\$55
	Ticket Seller	\$40-\$55
	Officials	Set by the bargaining metro AD's

SIGNATURES

IN WITNESS WHEREOF, the Board approves and executes the Resolution to Approve Miscellaneous Pay Rates for the 2024-25 fiscal year and until further updated:

Independent District No. 283
6300 Walker St.
St. Louis Park, MN 55416

Chair

Clerk

Superintendent

Human Resources Director

Dated this _____ day of _____, 2024