

# OFF-SCHEDULE HOURLY WAGES

Board Approved:  
Effective: January 1, 2026

## **Part-Time Hourly Employees**

## **2025-2026**

After-School Academy (ASA)	25.00
Project Exploration Staff	25.00-30.00
Interpreters	27.41
Elementary AM/Lunch/PM Supervisors	15.00
Middle School Hall Monitors & Lunch Supervisors	15.00
High School Hall Monitors & Lunch Supervisors	15.00
High School Technician/Live Stream Tech	Minimum of \$30.00 per event for 2.5 hours. After that, the rate of pay is \$11.00 an hour for each additional hour.

## **Buildings and Grounds**

Summer Paint Crew Lead	17.00
Summer Technology Crew	15.00
Summer Work Crew	15.00

## **Community Education**

Boathouse/Rock Gym Workers	
Belay Staff	11.41-12.00
Lead Staff	12.00-20.00
Special Staff	15.00-18.00
Senior Lead Staff	20.98-31.60
Assistant Experiential Education Lead	22.04-33.20
Early Childhood Screening Supervisor	20.98
Early Childhood Screening Specialist	20.98
Drivers' Education Classroom Instructor	35.00
Drivers' Education Behind the Wheel Instructor	29.00
Substitute Educational Assistants	16.12

*General Community Education Instructors will be covered by individually-negotiated program contracts at a base rate of \$15 per hour. Instructors are also paid on a percentage system ranging from 25%-100% for the district and 75%-0% for the instructor, based on needs and requirements of programming.*

**Substitute Pay for Non-Licensed Employees**

Pay rate will be adjusted to the B21, Step 1 rate of pay in the most recently ratified contract of the appropriate bargaining unit (e.g., 2024-2025 Schedule B, \$16.12/hour)\*

Clerical Support Staff	15.96*
Custodian	16.08*
Paraeducator	16.12*

A non-licensed substitute will be paid a minimum of two hours when reporting to work as assigned but not needed.

A long-term substitute for clerical support staff, custodial, and paraeducator is one who is called for more than ten (10) days of consecutive work for the same employee.

- A long-term substitute's pay shall be calculated from the current appropriate bargaining unit schedule. Experience shall be considered for placement.

**Facility Rental**

Site Supervisor	Minimum of \$40.00 per event for 2 hours. After that, the rate of pay is \$15.00 an hour for each additional hour.
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## 2025-2026 Athletic Pay Schedule

Onboarding Training for Activities/Athletics will be paid \$30.00/hour. Time as determined by the Activities Director.

**EVENT WORKERS AND OFFICIALS**

GENERAL EVENT STAFF	POSITION				
		ALHS	8th	7th	6th
	Tickets (Under 2 Hours)	\$40.00			
	Tickets (Over 2 Hours)	\$60.00			
	Supervision (Under 2 Hours)	\$40.00			
	Supervision (Over 2 Hours)	\$60.00			
	Officials (Not Listed in Salary Schedule)	\$60.00			
		<b><u>SWMS</u></b>			
FOOTBALL	POSITION	ALHS	8th	7th	6th
	Clock Worker	\$45.00			
	Scoreboard	\$45.00			

Announcer	\$45.00		
Chains	\$45.00		
Varsity Site Manager	\$120.00		
Site Manager Lower Level (1 Game)	\$70.00	\$45.00	\$45.00
Site Manager Lower Level (2 Games)	\$140.00	\$90.00	\$90.00
Site Manager Lower Level (Multiple Games & Locations)	\$80.00	\$100.00	\$100.00
Varsity Officials (Non-Assigned)	\$120.00		
Officials (Lower Level – Per Game)	\$75.00	\$60.00	\$60.00

**Note:** Fees will be determined by association for varsity officials assigned by association. Site manager and officials are the only staff for lower level games.

SOCCER	POSITION	ALHS
	Announcer	\$40.00
	Scoreboard	\$40.00
	Field Table	\$40.00
	Site Manager	\$85.00
	Site Manager (Lower Level Only)	\$40.00
	Varsity Referee (Non-Assigned)	\$85.00
	Varsity Assistant Referee (Non-Assigned)	\$65.00 each
	Varsity Referee (Work as 2-person team, no assistants)	\$90.00 each
	JV/B/9 Solo Referee (Non-Assigned)	\$80.00
	JV/B/9 Referee (Non-Assigned)	\$60.00
	JV/B/9 Assistant Referee (Non-Assigned)	\$45.00 each

**Note:** Soccer officials assigned by association. Normal varsity crew is three (3) officials (Referee + 2 Assistant Referees) and each work lower level games.

<b>SWIMMING</b>	<b>POSITION</b>	<b>ALHS</b>
	Site Manager	\$70.00
	Announcer	\$40.00
	Table Workers (2)	\$40.00 each
	Official (2, Non-Assigned)	\$88.00 each

<b>VOLLEYBALL</b>	<b>POSITION</b>	<b><u>SWMS</u></b>		
		<b>ALHS</b>	<b>7/8th</b>	<b>6th</b>
	Site Manager	\$90.00	\$45.00	\$40.00
	Site Manager Trn	\$110.00		
	Scoreboard/Announcer	\$40.00		
	Scorebook	\$40.00		
	Libero Tracker	\$40.00		
	Line Judge (2, V, & JV)	\$50.00 each		
	Official (V & JV or V & B, Non-Assigned)	\$110.00 each		
	Official (9A)	\$55.00		
	Official (9A & 9B)	\$85.00		
	Officials (JH)		\$40.00	\$40.00

**Note:** Ticket taker rate is higher for volleyball as they stay for four (4) hours. Officials are typically assigned by association. Rates above are for non-assigned positions. For any casual workers and line judges, add \$15.00 for tournament pay.

<b>BASEBALL</b>	<b>POSITION</b>	<b><u>ALHS</u></b>		<b><u>SWMS – 7/8th</u></b>	
		<b>Single Game</b>	<b>Double Header</b>	<b>Single Game</b>	<b>Double Header</b>
	Site Manager (Hayek Only)	\$65.00	\$105.00		

Site Manager (Multiple Locations)	\$75.00	\$115.00		
Site Manager (7/8 Only)			\$40.00	\$55.00
Scoreboard	\$40.00	\$70.00		
Announcer	\$40.00	\$70.00		
Umpire (Varsity, Non-Assigned)	\$90.00	\$180.00		
Umpire (JV/9, Non-Assigned)	\$80.00	\$160.00		
Umpire (JH, Non-Assigned)			\$60.00	\$120.00

**Note:** Site managers may be asked to manage both baseball and softball at Hammer Complex. No additional pay if already onsite.

SOFTBALL	POSITION	<u>ALHS</u>		<u>SWMS – 7/8th</u>	
		Single Game	Double Header	Single Game	Double Header
	Site Manager (Hammer Only)	\$60.00	\$100.00		
	Site Manager (Tournament)	\$105.00			
	Site Manager (Multiple Locations)	\$70.00	\$105.00		
	Site Manager (7/8 Only)			\$40.00	\$55.00
	Scoreboard	\$40.00	\$70.00		
	Announcer	\$40.00	\$70.00		
	Scoreboard/Announcer (Tournament)	\$75.00			
	Umpire (Varsity, Non-Assigned)	\$75.00	\$150.00		
	Umpire (JV/9, Non-Assigned)	\$60.00	\$120.00		
	Umpire (JH, Non-Assigned)			\$55.00	\$110.00

**Note:** Site managers may be asked to manage both baseball and softball at Hammer Complex. No additional pay if already onsite.

BASKETBALL	POSITION	ALHS	SWMS 7/8th
	Site Manager	\$90.00	\$45.00

Site Manager (JH 2 Games back-to-back)		\$55.00
Head Table (1 Game)	\$40.00	\$40.00
Head Table (2 Games)	\$55.00	\$50.00
Lower Level Official (1 Game, Non-Assigned)	\$55.00 each	\$55.00
Lower Level Official (2 Games, Non-Assigned)	\$85.00	\$55.00
Official (Varsity & JV or Varsity & B, 3 Person Crew, Non-Assigned)	\$125.00 each	
Official (Varsity Only, 3 Person Crew, Non-Assigned)	\$80.00 each	
Double Header (Varsity Boys & Varsity Girls, Non-Assigned)	\$125.00 each	

**Note:** Head table usually includes Scorebook, Scoreboard/Announcer, and Clock workers. As shot clock is needed, add a 4<sup>th</sup> worker. Workers for junior high include Site Manager and one Table Worker for each court.

TRACK & FIELD	POSITION	ALHS	SWMS 7/8th
	Site Manager	\$90.00	
	Meet Manager	\$90.00	\$50.00
	Head Scorer	\$60.00	
	Score Computer	\$60.00	
	Casual Workers	\$50.00 each	
	Starter/Official	\$170.00	

**Note:** Casual workers should be staffed a minimum of one (1) per field event and goal for each meet should be to hire 12-15 casual workers.

WRESTLING	POSITION	ALHS			SWMS
		Dual	Triangular /Quad	Tournament	Dual
	Site Manager	\$70.00	\$90.00	\$100.00	\$45.00

Scorebook/Announcer	\$40.00	\$60.00	\$65.00	
Scoreboard/Clock	\$40.00	\$60.00	\$65.00	\$40.00
Officials (Non-Assigned)	\$125.00 each	\$150.00 each	\$230.00 each	\$50.00

**Note:** For triangulars, two (2) table workers should be scheduled for the varsity mat and one (1) for JV mat. For a quad, four (4) table workers should be hired for varsity and two (2) for JV. Two (2) varsity officials should be hired for each varsity mat.

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HOCKEY	POSITION	ALHS
	Site Manager	\$80.00
	Announcer/Clock	\$50.00
	Scoreboard	\$50.00
	Referee (Non-Assigned)	\$100.00 each
	Linesman (Varsity, Non-Assigned)	\$70.00 each
	Linesman (JV, Non-Assigned)	\$55.00 each

TENNIS	POSITION	ALHS
	Site Manager (Tennis Only)	\$40.00
	Site Manager (Add-On Duty)	\$20.00

**Notes:** Tennis site manager “Add-On Duty” means they may be working another event already and stopping out to manage tennis.

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CROSS COUNTRY	POSITION	ALHS
	Site Manager	\$60.00
	Casual Workers	\$30.00
	Starter/Official (Non-Assigned)	\$150.00

**Note:** Up to 12 casual workers should be hired for any invitationals. For smaller meets, like tris and quads, four (4) casual workers is sufficient.

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OTHER COMPENSATION	POSITION	AUGUST - JUNE
	Concessions Manager	\$6,199.00

MILEAGE	POSITION	16-30 mi	31-50 mi	51 + mi
	Round Trip (Non- Assigned)	\$5.00	\$10.00	\$15.00

**Note:** Mileage may be paid for officials or contractors that are not assigned via an association or agreement.