



RECOMMENDATION TO APPROVE UPDATED NON-CONTRACT RATES OF PAY

May 20, 2026

Administration is recommending approval of the following update to the 2025-2026 Non-Contracted Rates of Pay, effective June 8, 2026:

- Increase in rates of pay for Sub Nurses as follows:
 - LPN - Increase from \$25.98 to \$27.03
 - RN - Increase from \$31.42 to \$32.47

Submitted by: Cathy Moen, Director of Human Resources



HASTINGS PUBLIC SCHOOLS
NON-CONTRACTED RATES OF PAY
Updated May 15, 2026

POSITION	HOURLY RATE
Accompanist	\$35.00
Activities/Athletics	
Athletic Trainer/Lifeguard	\$25.00
High School Officials	Per the Metro Officials Fee Structure
Middle School Officials	See MS Official Pay Schedule
Raiders Express Coach	\$20.00
Raiders Express Lead	\$25.00
School Activities/Athletic Event Workers/Ticket Takers	\$18.00
Section/Region/State/MSHSL Events	Per Respective Event Guidelines
Site Managers	\$22.00
Table Workers	\$20.00
AVID Tutors (non-student)	\$12.50
Community Ed Instructors	As Negotiated
Counselor (Non-Public)	\$34.74
Crossing Guards (Pd through City of Hastings)* (Note: rate per session)	\$16.25
Drivers Ed Instructors (Classroom and Behind the Wheel)	\$34.00
Early Childhood Program Assistant (Less than 10.5 hours)	\$18.00
Educational Support Professional	
Instructional Assistant (School year only)***	\$19.40
Instructional Assistant (Summer School and Targeted Svcs.)	\$22.00
Student Assistant (Supervision)	\$16.37
Food Service	
Cook Assistant	\$17.50
Interpreters**	\$30.00
Light/Sound Technician (Facilities)	\$26.00
Light/Sound Assistant	\$11.25
Nurses	
Non-Public Nurse (RN)	\$33.68
Summer/Substitute LPN***	\$27.03
Summer/Substitute RN***	\$32.47
School Age Care (SAC)	
SAC Program Assistant (Less than 10.5 hrs/wk)	\$15.30
Summer SAC Assistant***	\$15.30
Summer SAC Program Lead***	\$21.50
Summer Site Instructor	\$18.00
SAC Instructional Assistant	***
Site/Facilities/Open Gym Supervisor	\$15.00
Snow Plow (Temporary)	\$21.50
Student Workers/Assistants (effective 1.1.26)	\$11.50
Substitute Teacher	\$200/day
Summer Grounds/Custodial	\$16.00
Summer Grounds - Large Mower	\$16.50
Temporary Clerical / Tech Support / Other Support Staff***	\$17.84
Test Proctors***	\$20.00
Title I Teacher (Non-Public)	\$32.46

* Rate subject to contract with City

** Rate rounded to nearest quarter hour

*** Current employees will be paid at their regular hourly/contract rate of pay