



## RECOMMENDATION TO APPROVE UPDATED NON-CONTRACT RATES OF PAY

**September 25, 2024**

Administration is recommending approval of the following additions/updates to the Non-Contracted Rates of Pay:

1. Addition of a non-public rate of pay for Title I teacher. This position is now being staffed by individuals at the non-public schools; and
2. Added note for Crossing Guard indicating that the rate of pay is per session (not per hour); and
3. Addition of Instructional Assistant (SAC) indicating that current employees will be paid at their regular contract rate; and
4. Increase in the rates for Light/Sound Assistant and Student Workers/Assistant in order to ensure that minimum wage rates are complied with (the rates increase to \$11.13 per hour on January 1, 2025); and
5. Update to Student Assistant line noting "Supervision" (rather than specific to Lunchroom/Playground); and
6. Increase in the rate for substitute teachers to \$200 per day; and
7. Updated Middle School Official Pay Schedule included as attachment.

Submitted by: Cathy Moen, Director of Human Resources



**HASTINGS PUBLIC SCHOOLS**  
**NON-CONTRACTED RATES OF PAY**  
**Updated September 25, 2024**

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 (Effective 6.1.23)	\$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***	\$25.98
Summer/Substitute RN***	\$31.42
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
SAC Instructional Assistant	***
Site/Facilities/Open Gym Supervisor	\$15.00
Snow Plow (Temporary)	\$21.50
Student Workers/Assistants	\$11.25
Substitute Teacher (Includes Floating and Short Call Pilot through MDE) (New rate effective 10.7.24)	\$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



HASTINGS PUBLIC SCHOOLS  
MIDDLE SCHOOL ATHLETICS  
OFFICIALS PAY SCHEDULE 2024-2025

POSITION	RATE
<b>Cross Country</b>	
Meet Manager	\$85
<b>Baseball (1 official)</b>	
Single Game	\$89
Two 5-inning games	\$135
<b>Basketball (2 officials)</b>	
Single Game	\$57
Double Header	\$114
<b>Football</b>	
3 Officials	\$76
2 Officials	\$90
1 Official	\$90
<b>Soccer (1 official)</b>	
Single Game	\$60
Double Header	\$119
<b>Softball (1 official)</b>	
Single Game	\$69
Two 5-inning games	\$104
<b>Swim/Dive (based on negotiated rate)</b>	
Meet 1 Official	\$79
Meet 2 Officials	\$89
Invitational (per hour)	\$44
<b>Track and Field</b>	
Starter	\$85
Clerk	\$64
Meet Manager	\$64
Event Manager	\$38
<b>Volleyball (1 official)</b>	
Per Match	\$47
Tournament Match	\$43
<b>Wrestling (1 official)</b>	
Single Match	\$70
Double Header	\$100
Tournaments (per hour)	\$23