

Title: Resolution to Approve Miscellaneous Pay Rates

Submitted By: Jason Loewe, Executive Director of Human Resources

Meeting Date: November 25, 2025

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.

How Does This Address the District Mission or Strategic Plan:

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 2025-26 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 2025-2026 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 PAY RATES

**SUBSTITUTES, KELLY EDUCATION, COMMUNITY EDUCATION, ATHLETICS, MISC PROGRAMS
AS OF 11/25/2025**

Human Resources

6300 Walker Street, St. Louis Park, MN 55416 | Phone: 952-928-6000 | Fax: 952-928-6081 (Confidential HR Fax)

2025-26 Sub Rates for St. Louis Park Schools

Clerical Subbing (CAPS)			
Clerical Subbing (CAPS)	Kelly Education	District	Pay Code
CAPS Office Assistant	CLS 5, Step 1 CAPS Contract	CLS 5, Step 1 CAPS Contract	197 - CLERICAL TEMP
CAPS Admin Assistant	CLS 6, Step 1 CAPS Contract	CLS 6, Step 1 CAPS Contract	197 - CLERICAL TEMP
***Returning Employee (Retirement from same job)	NA	Pay Employee Exited At	***Contact Human Resources before employee begins subbing
School Nutrition Subbing (SN)			
School Nutrition Subbing (SN)	Kelly Education	District	Pay Code
Nutrition Sub	NA	CLS 2, Step 1 School Nutrition Contract	387 - NUTRITION TEMP
***Returning Employee (Retirement from same job)	NA	Pay Employee Exited At OR CLS 2, Step 1 (whichever is higher)	***Contact Human Resources before employee begins subbing
Paraprofessional Subbing (SPARK)			
Paraprofessional Subbing (SPARK)	Kelly Education	District	Pay Code
Instructional Asst	CLS 4, Step 1 SPARK Contract	CLS 4, Step 1 SPARK Contract	327 - SPARK TEMP
Special Education Asst (HQ- Highly Qualified)	CLS 5, Step 4 SPARK Contract	CLS 5, Step 4 SPARK Contract	327 - SPARK TEMP
LTS- Instructional Asst 20+ Days	CLS 4, Step 4 SPARK Contract	CLS 4, Step 4 SPARK Contract	327 - SPARK TEMP
LTS- Special Education Asst HQ 20+ Days	CLS 5, Step 6 SPARK Contract	CLS 5, Step 6 SPARK Contract	327 - SPARK TEMP
***Returning Employee (Retirement from same job)	NA	Pay Employee Exited At	***Contact Human Resources before employee begins subbing
Teacher Subbing (Effective 07/01/2025)			
Teacher Subbing (Effective 07/01/2025)	Kelly Education	District	Additional Notes
Teacher Sub Full Day	\$175/day	Employed by Kelly Education	
Teacher Sub Half Day	\$90/day	Employed by Kelly Education	
Building Sub Full Day	\$205/day	Employed by Kelly Education	
Building Sub Half Day	\$100/day	Employed by Kelly Education	
Long-Term Sub (Fully Licensed 20-59 Days)	\$225/day	BA, Step 1 (Teacher Contract) / 185 days	
Long-Term Sub (Fully Licensed 60+ Days)	\$250/day	BA, Step 1 (Teacher Contract) / 185 days	90+ days offered Benefits
SLP Retiree Full Day	\$200/day	\$200/day or See HR	Spec Ed, Health, and hard to fill may receive former daily rate
SLP Retiree Half Day	\$100/day	\$100/day or See HR	Spec Ed, Health, and hard to fill may receive former daily rate
Test Proctor - High School	\$200/day	Employed by Kelly Education	
Test Proctor - All other schools	Paid at highest skill	Employed by Kelly Education	
Nurse Subbing			
Nurse Subbing	District		Additional Notes
Nurse Sub	***Contact Human Resources		***Contact Human Resources

Approved by School Board:

Last Updated: 11/2025

2025-26 Sub Rates for Misc. Programs

Community Education Subbing		
Community Education Subbing	Rate Per Hour	Pay Code
Clerical Sub (Admin 1- Front Desk)	CLS 5, Step 1 CAPS Contract	197 - CLERICAL TEMP
Clerical Sub (Admin 2 or 3- Principal Support)	CLS 6, Step 1 CAPS Contract	197 - CLERICAL TEMP
ABE Para Sub	CLS 4, Step 1 SPARK Contract	327 - SPARK TEMP
ABE Teacher Sub	Extended Employment Rate on Teacher Contract	247 - TEACHER SUB
***Returning Employee (Retirement from same job)	Pay Employee Exited At	***Contact Human Resources before employee begins subbing
Early Learning/ ECFE Subbing		
Early Learning/ ECFE Subbing	Rate Per Hour	Pay Code
EL/ECFE Para Sub	CLS 4, Step 1 SPARK Contract	327 - SPARK TEMP
ECFE Teacher Sub	Extended Employment Rate on Teacher Contract	247 - TEACHER SUB
***Returning Employee (Retirement from same job)	Pay Employee Exited At	***Contact Human Resources before employee begins subbing
Kids Place Subbing		
Kids Place Subbing	Rate Per Hour	Pay Code
Current SPARK Employee with District	Same hourly pay as contract	329 - SPARK HOURLY RATE
Student Assistant (High School through graduation)	\$14.00/hr	297 - EDUCATOR TEMP
Adult (+1 year experience in child care and/or college degree in related field)	\$16.50/hr	297 - EDUCATOR TEMP
Adult (+3 year experience in child care or college degree or CDA plus 2+ years child care/teaching experience)	\$18.50/hr	297 - EDUCATOR TEMP
Adult (+7 year experience in child care or college degree or CDA plus 5+ years child care/teaching experience)	\$19.50/hr	297 - EDUCATOR TEMP
Adult (Teaching License and/or college degree and 5+ years working in child care or related field)	\$20.50/hr	297 - EDUCATOR TEMP
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.		

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2025-26 Sub Rates for Misc. Programs

Summer Learning Academy	Rate for Temp Hires	Pay Code for Contracted Employees
SLA/ Credit Recovery Licensed Teacher	\$31.00/hr	551- SUMMER PROGRAMS
SLA Licensed Teacher (SPED)	Determined by HR	245 - TEACHER CONTRACT RATE
SLA/ Credit Recovery Para	\$20.00/hr	329 - SPARK HOURLY RATE The higher of the contract rate or the set hourly rate will apply.
SLA Para (SPED)	\$22.00/hr	
SLA/ Credit Recovery Clerical	\$22-\$24/hr	199 - CLERICAL HOURLY RATE
SLA Nurse Aide	\$24.00/hr	329 - SPARK HOURLY RATE
SLA Nurse	***Contact Human Resources	***Contact Human Resources
SLA Preschool Enrichment Instructor (Licensed)	N/A	245 - TEACHER CONTRACT RATE
SLA Preschool Enrichment Instructor (Non-Licensed)	\$25.00/hr	551- SUMMER PROGRAMS
SLA Preschool Enrichment Classroom/Program Assistant	\$20.00/hr	
SLA Coordinator - Elementary	\$8,160 Stipend	995 - STIPEND *Work begins May 1
SLA Coordinator - Middle School	\$7,120 Stipend	
Summer Credit Recovery Coordinator - High School	\$7,000 Stipend	
Summer Learning & Play	Rate Per Hour	Pay Code
YEP Lead Class Instructor (Non-Licensed)	\$23.00/hr	551- SUMMER PROGRAMS
YEP Classroom/Program Assistant	\$21.00/hr	
Summer Youth Staff - Student Only	\$14.00/hr	
Youth Enrichment Support (School Year 25/26)	Rate Per Hour	Pay Code
YEP Lead Class Instructor (Non-Licensed)	\$20.75/hr	555 - CE - YOUTH ENRICHMENT
YEP Classroom/Program Assistant	\$18.25/hr	
General & Youth Enrichment	Rate Per Hour	Pay Code
Special Events - (ex. "Parktacular", "National Night Out")	\$20.00/hr	555 - CE - YOUTH ENRICHMENT
Outreach Coordinator	\$25-\$27/hr	555 - CE - YOUTH ENRICHMENT
Project Writer (Support with writing program plans & grants)	\$35-\$45/hr	555 - CE - YOUTH ENRICHMENT Based on grant complexity & experience; Determined by HR
Project Coordinator (Support with EL programs, coaching, assessment)	\$40-\$75/hr	555 - CE - YOUTH ENRICHMENT Based on experience & license; Determined by HR
Piano Instructors	\$31-\$35/hr	555 - CE - YOUTH ENRICHMENT Based on experience
Facility Monitor	\$15-\$17/hr	
Student Theater Tech Assistant	\$14.00/hr	555 - CE - YOUTH ENRICHMENT
Adult Theater Tech Assistant	\$15-\$20/hr	555 - CE - YOUTH ENRICHMENT Based on experience
YDC/Youth Council	\$10.00/hr	555 - CE - YOUTH ENRICHMENT *Max of \$160/student, student participates twice/month for 4 months at 2 hours each date
Youth Program Staff - Student Only	\$14.00/hr	555 - CE - YOUTH ENRICHMENT
Aquatics	Rate Per Hour	Pay Code
Lifeguard	\$16-25/hr	544 - CE - AQUATICS
Swim Instructor/Aide	\$14-\$22.50/hr	
Swim Instructor (Private Lessons)	\$38-40/hr	
Aqua Fins - Synchronized Swim Coach	\$14-25/hr	
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.		

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2025-26 Athletic Event Workers

800 - ATHLETICS SUPPORT

Football

Position	Rate
Chain Crew	\$65
Scoreboard	\$40
Student Gate	\$65
Home Gate	\$65
Visitor Gate	\$65
Security	\$100
Spotter	\$40
Announcer	\$50
Officials	Set by the Bargaining Metro AD's

Volleyball

Position	Rate
Announcer	\$35
Security	\$50
Libero	\$50
Line Judge	\$60
Scoreboard	\$60
Scorebook	\$60
Tickets	\$60
Supervisor	\$60
Officials	Set by the Bargaining Metro AD's

Swimming

Position	Rate
Tickets	\$45
Officials	Set by the Bargaining Metro AD's

Synchronized Swimming

Position	Rate
Tickets	\$45
Officials	Set by the Bargaining Metro AD's

Soccer

Position	Rate
Announcer	\$40
Scoreboard	\$ 50-60
Security	\$ 50-60
Tickets	\$ 50-60
Supervisor	\$ 50-60
Book	\$50
Officials	Set by the Bargaining Metro AD's

Boys Basketball

Position	Rate
Announcer	\$40
Supervisor	\$75
Security	\$75
Tickets	\$60
Scoreboard	\$75
Scorebook	\$75
Shot Clock	\$40
Officials	Set by the Bargaining Metro AD's

Girls Basketball

Position	Rate
Announcer	\$40
Supervisor	\$55
Security	\$55
Tickets	\$55
Scoreboard	\$55
Scorebook	\$55
Shot Clock	\$40
Officials	Set by the Bargaining Metro AD's

Gymnastics

Position	Rate
Tickets	\$45
Supervisor	\$75
Judges	Set by the Bargaining Metro AD's

Hockey

Position	Rate
Announcer	\$70
Security	\$70
Tickets	\$40
Scorebook	\$70
Scoreboard	\$70
Supervision	\$70
Officials	Set by the Bargaining Metro AD's

Lacrosse

Position	Rate
Announcer	\$55
Scoreboard	\$55
Scorebook	\$55
Supervision	\$55
Tickets	\$55
Officials	Set by the Bargaining Metro AD's

Approved by School Board:
Last Updated: 11/2025



SIGNATURES

IN WITNESS WHEREOF, the Board approves and executes the Resolution to Approve Miscellaneous Pay Rates for the 2025-26 fiscal year and until further updated:

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

Chairperson

Clerk

Superintendent

Executive Director of Human Resources

Dated this _____ day of _____, 2025