

OFF-SCHEDULE HOURLY WAGES

Board Approved:
Effective: January 20, 2026

Part-Time Hourly Employees

	<u>2025-2026</u>
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	Under 2.5 Hours = \$30 Between 2.5 – 5 Hours = \$60 Over 5 Hours = \$90

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	
	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

FOOTBALL	POSITION		SWMS		
		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.

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

VOLLEYBALL	POSITION	<u>SWMS</u>		
		ALHS	7/8th	6th
	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.

BASEBALL	POSITION	<u>ALHS</u>		<u>SWMS – 7/8th</u>	
		Single Game	Double Header	Single Game	Double Header
	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	ALHS		SWMS – 7/8th	
		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 4th 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	Dual	ALHS	SWMS	
			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.

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.

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.

OTHER COMPENSATION POSITION

Concessions Manager	\$6,199.00
	AUG - JUNE
District Facilities Scheduler	\$10,000

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.