

Hastings Area Public Schools - ISD 200
School Board Meeting Agenda

Thursday, March 7, 2024
Special Meeting of the Hastings School Board
Middle School Media Center

- I. **Call Meeting to Order**
 - a. Attendance
- II. **Pledge of Allegiance**
- III. **Motion to approve the agenda/table file**
- IV. **Action**
 - a. Summer paraprofessional pay rates
 - b. Interim principal approval for the remainder of the year
- V. **Adjournment**



RECOMMENDATION FOR APPROVAL OF UPDATED NON-CONTRACTED RATES

March 7, 2024

In order to be able to effectively recruit paraprofessionals for positions outside the regular school year, including summer programming, it is necessary to increase the non-contracted hourly rate of pay.

The revised Non-Contracted Rates of Pay document is attached.

Administration recommends increasing the hourly rate for Educational Support Professionals (Non-IEP Outside of the Regular School Day, Summer School, Targeted Services) from \$18.00 to \$22.00 per hour, effective upon Board approval.

Submitted by: Cathy Moen, Director of Human Resources



HASTINGS PUBLIC SCHOOLS
NON-CONTRACTED RATES OF PAY
Updated March 6, 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
Crossing Guards (Pd through City of Hastings)*	\$14.25
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 (Non-IEP Outside of Reg. School Day, Summer School, Targeted Svcs.)	\$22.00
Student Assistant (Lunchroom/Playground)	\$16.37
Food Service	
Cook Assistant	\$17.00
Interpreters**	\$30.00
Light/Sound Technician (Facilities)	\$26.00
Light/Sound Assistant	\$11.00
Nurses	
Non-Public Nurse (RN)	\$33.68
Substitute LPN	\$25.98
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
Site/Facilities/Open Gym Supervisor	\$15.00
Snow Plow (Temporary)	\$21.50
Student Workers/Assistants	\$11.00
Substitute Teacher	\$175.00/day
Substitute Teacher (Floating and Short Call Pilot through MDE)	\$200/day
Summer Grounds/Custodial	\$15.00
Summer Grounds - Large Mower	\$15.50
Temporary Clerical / Tech Support / Other Support Staff***	\$17.84
Test Proctors***	\$20.00

* 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



**RECOMMENDATION FOR APPROVAL
MEMORANDUM OF AGREEMENT
INTERIM MIDDLE SCHOOL PRINCIPAL COMPENSATION**

March 7, 2024

Administration recommends approval of the Memorandum of Agreement provided as an attachment.

Submitted by: Cathy Moen, Director of Human Resources



**MEMORANDUM OF AGREEMENT
EXTENSION OF INTERIM
MIDDLE SCHOOL PRINCIPAL COMPENSATION
March 7, 2024**

This Memorandum of Agreement is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "School District") and the Principals' Association (hereinafter referred to as the "Association").

WHEREAS, the Hastings Middle School Principal is on a leave of absence; and

WHEREAS, Trent Hanson, High School Assistant Principal/Athletic Director was assigned as the interim Middle School Principal for the period of December 22, 2023 through March 8, 2024; and

WHEREAS, it is necessary to extend this assignment to the end of the school year, due to a continuing leave of the Middle School Principal; and

WHEREAS, Trent Hanson has agreed to continue in the role of Interim Middle School Principal, through the end of the school year; and

WHEREAS, Trent Hanson is continuing to perform the responsibilities of his regular position as High School Assistant Principal/Athletic Director, while also fulfilling the role as Interim Middle School Principal.

NOW THEREFORE, it is mutually agreed by and between the parties as follows:

1. Trent Hanson shall be paid a stipend, in addition to his regular compensation, for all work performed during the period of March 11, 2024 through June 7, 2024; and
2. Such stipend shall be in the amount of \$14,000; and
3. The terms of this Memorandum of Agreement shall not establish a precedent, nor shall it be used to seek or justify similar terms in any subsequent situation.

ISD 200 PRINCIPALS' ASSOCIATION

HASTINGS PUBLIC SCHOOLS - ISD 200

DATE: _____

DATE: _____

BY: _____

BY: _____

FOR THE DISTRICT