

# Newport News Public Schools

## Fiscal Year 2018 - 2019 SUBSTITUTE PERSONNEL COMPENSATION

CATEGORY	RATE	ACH DREAM RATE	FLSA*
Degreed Teacher Substitutes**	\$80.00 / day	\$85.50 / day	E
Non-Degreed Teacher Substitutes**	\$65.00 / day	69.48 / day	E
Degreed Long-Term Teacher Substitute**	\$121.92 / day	\$134.53 / day	E
Substitute School Based Administrator	\$240.00 / day		E
Teacher Assistant Substitutes/Media Assistants**	\$8.50 / hour		N
Substitutes For Secretaries <i>Retirees Substituting in Secretarial positions will receive the minimum hourly rate for the position for which they are filling</i>	\$10.00 / hour		N
Substitutes For Nurses			
RN	\$77.25 / day		N
LPN	\$62.75 / day		N
Substitutes For Nurse Assistants	\$8.50 / hour		N
Substitutes For Security Officer	\$12.44 / hour		N
Substitute Bus Driver (non contracted)	\$11.61 / hour		
Substitute Educational Interpreters (Or Rate Based On Current Certification Level)	\$14.88 / hour		N
Food Services Substitutes	\$8.00 / hour		N
Food Services Substitutes II	\$9.00 / hour		N
Instructional Assistant Substituting For Regular Classroom Teacher <i>Per hour added to current pay rate &amp; there is a 1/2 day minimum.</i>	\$3.50/hour		N

*\*Fair Labor Standards Act (FLSA) - the federal law that establishes minimum wage, overtime pay, record keeping, and child labor standards affecting full-time and part-time workers. Employees whose jobs are governed by the FLSA are either "Exempt (E)" or "Nonexempt (N)." Nonexempt employees are eligible for overtime pay. Exempt employees are not.*