

Newport News Public Schools

Fiscal Year 2017 - 2018 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** | \$7.25 / 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/Media Assistants | \$7.25 / 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 & 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.*