Newport News Public Schools
Fiscal Year 2026 - 2027 OTHER PERSONNEL COMPENSATION

CATEGORY	RATE	FLSA*
	(hourly unless noted)	
ADULT EDUCATION		
Adult Education Clerical	$15.00	N
Adult Education Coordinator	$32.00	N
Adult Education Night Administrator	$32.00	N
Adult Education Proctor	$15.00	N
Adult Education School Counselor	$30.00	E
Adult Education Security	$15.00	N
GED Instructor	$30.00	E
ISAEP Instructor (licensed)	$30.00	E
ATHLETICS		
Announcer - Todd Stadium	$15.00	N
Camera Person - Todd Stadium	$13.50	N
Clock / Timer - Schools	$13.50	N
Clock / Timer- Todd Stadium	$15.00	N
Computer Clerk (NN XC Invitational)	$13.50	N
Concession - Todd Stadium	$13.50	N
Concession Lead - Todd Stadium	$15.00	N
Data Entry Clerk (Conn Madden Relays)	$15.00	N
Facility - Todd Stadium	$13.50	N
Facility - Todd Stadium (Student)	State Minimum Wage	N
Finish Line Judge - (NN XC Invitational)	$13.50	N
Scoreboard - Todd Stadium	$15.00	N
Scorekeeper - Schools	$13.50	N
Starter (Conn Madden Relays & NN XC Invitational)	$15.00	N
Ticket Seller - Schools	$13.50	N
Ticket Seller - Todd Stadium	$15.00	N
Ticket Taker / Gate - Schools	$13.50	N
Ticket Taker / Gate - Todd Stadium	$13.50	N
Ticket Taker / Gate - Todd Stadium (passes)	$15.00	N
Timer (NN XC Invitational)	$13.50	N
Tournament Director	$15.00	N
Trainer (Conn Madden Relays & NN XC Invitational)	$20.00	N
Trainers not contracted with NNPS	$25.00	N
BEFORE AND AFTER SCHOOL/SATURDAY PROGRAMS / OTHER POSITIONS		
After School (Teachers)	$30.00	E
(Providing Services Other Than Contracted Days Or Summer School)		
Bus Driver in Training	$19.00	N
Cafeteria Monitors	$13.50	N
College Career Specialist	$25.54**	N
Curriculum - New Revision & Development	$35.00	N

Drivers Education Assistant	State Minimum Wage	N
Drivers Education Behind The Wheel (Certified)	$30.00	N
Drivers Education Behind The Wheel Lead (Certified)	$32.00	N
Educational Interpreter	$22.00**	N
Extended Learning Program Coordinator	$34.00	E
Extended Learning Program Coordinator (Saturday School)	$40.00	E
Language Interpreter/Translator	$22.00	N
Recess Monitors	$13.50	N
VAP Assessor	$15.96	N
BEFORE AND AFTER SCHOOL/SATURDAY PROGRAMS / OTHER POSITIONS		
Apprenticeship Instructor	$30.00	E
Apprenticeship Instructor (Curriculum Writing)	$19.11	E
Credit Recovery Facilitator (licensure required)	$30.00	N
Credit Recovery Facilitator (no degree)	$13.50	N
Distance Learning Instructor (per class per 15 students)	500 p/class ($7500 ma	E
Dual Enrollment Instructor	$750 per course	E
Graduation Coach - Grant Funded	$30.00	E
Hearing Officer	$40.00	E
High School Graduation Work (Exempt Employee)	$30.00	E
High School Graduation Work (Non-Exempt Employee)	Regular hrly rate	N
Homebound Instructor - School Based	$30.00	E
Instructional Assistant	Contract Rate	N
Lead Pre-school Screener	$25.00	E
Media Specialist	$30.00	N
Micro-credential PD Developer	$30.00	E
New Teacher Induction	$30.00	N
Night Differential	$0.75	N
Off Duty Law Enforcement Officer (Security) (rate set by NNPD)	$36.00	N
Part-Time Secretary & Clerical Staff (Retirees Only)	Minimum Hourly Rate of Position Filled	N
Professional Development Presenters (Licensed)	$35.00	E
Saturday School Administrator (Elementary)	$45.00	E
Saturday School Administrator (Middle)	$47.00	E
Saturday School Administrator (High)	$49.00	E
Screener	$15.00	N
School Counselor	$30.00	N
Secretary	$15.00**	N
Security Officer (NNPS staff)	Contract Rate	N
SOL Remediation (licensed)	$30.00	E
SOL Remediation (non-licensed)	$13.50	N
Student Employees (High School)	State Minimum Wage	N
Teacher	$30.00	E
Teacher in Residence	$15.00	N
Teacher (Teaching Saturday Program)	$40.00	E
Temp Teacher for Vacancy (*LTS rate)	$25.52	E

Transcription	$25.35	N
Tutor - College Student/Adult	$15.00	N
Tutor - Degreed	$18.00	N
Tutor - High School Students	State Minimum Wage	N
Tutor - License Eligible Teacher	$30.00	N
Virtual Learning Teacher (External)	$8400 pr year	E
BUS DRIVER & BUS ASSISTANT ATTENDANCE INCENTIVE		
Level One: First Contracted Month No Absences	$50 per month	N/A
Level Two: Second Contracted Month No Absences (Consecutive)	$100 per month	N/A
Incentive remains at $100 per month for each month with no absences, consecutively.		
**If absence occurs, employee starts back at Level One for the next contracted month.		

**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.*

*****If the incumbent is a NNPS employee and the function performed is in the same capacity as the employee's regular position, the employee will be paid their current rate of pay or the hourly rate whichever is higher. If the function performed during the contract year is in a different capacity than the employee's regular position or if the individual is not working under NNPS employment contract, then the employee will be paid the hourly rate listed above.***