Newport News Public Schools

Fiscal Year 2026- 2027 SUBSTITUTE PERSONNEL COMPENSATION

CATEGORY	RATE	ACH DREAM RATE	FLSA*
Licensed Teacher Substitute	$170.00 / day	$181.72 / day	**E**
Degreed Teacher Substitute	$145.00 / day	$155.00 / day	E
Non-Degreed Teacher Substitute	$120.00 / day	$128.28 / day	E
Licensed Site Based Teacher Substitute	$185.00 / day	$197.76 / day	E
Degreed Site Based Teacher Subsitute	$160.00 / day	$171.03 / day	E
Non-Degreed Site Based Teacher Substitute	$135.00 / day	$144.31 / day	E
Degreed Long-Term Teacher Substitute	$225.00 / day	$240.52 / day	E
Licensed Long-Term Teacher Substitute	$240.00 / day	$256.55 / day	E
Substitute School Based Administrator	$300/day		E
(or previous active NNPS School Based Administrator daily rate, whichever is higher)			
Teacher Assistant Substitute/Media Assistant	$15.00 / hour		N
Substitute For Clerical	$15.00 / hour		N
Retirees Substituting in Secretarial positions will receive			
the minimum hourly rate for the position for which they are filling			
Certified SIS Subsitute for Clerical	$18.30 / hour		N
Substitute for Nurse			
RN	$145 / day		N
LPN	$120 / day		N
Long-Term RN	$200 / day		N
Substitute For Nurse Assistant	$15.00 / hour		N
Substitute For Security Officer	$17.50 / hour		N
Substitute Bus Driver (non contracted)	$20.16 / hour		N
Substitute Educational Interpreters	$22.00 / hour - $154		N

(Or Rate Based On Current Certification Level)			
Food Services Substitute	$13.50 / hour		N
Instructional Assistant Substituting For Regular	$5.00/hour		N
Classroom Teacher			
Per hour added to current pay rate & there is a 1/2 day minimum			
Teacher Instruction during planning period (Classroom Coverage)	$30.00		E

**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.*