

Newport News Public Schools
Fiscal Year 2022- 2023 SUBSTITUTE PERSONNEL COMPENSATION

CATEGORY	RATE	ACH DREAM RATE	FLSA*
Degreed Teacher Substitutes**	\$135.00 / day	\$144.31 / day	E
Non-Degreed Teacher Substitutes**	\$110.00 / day	\$117.59 / day	E
Degreed Long-Term Teacher Substitute**	\$185.00 / day	\$197.76 / day	E
Substitute School Based Administrator	\$280.00 / day		E
Teacher Assistant Substitutes/Media Assistants**	\$12.00 / hour		N
Substitutes For Secretaries	\$12.00 / hour		N
<i>Retirees Substituting in Secretarial positions will receive the minimum hourly rate for the position for which they are filling</i>			
Substitute for Nurse			
<i>RN</i>	\$135 / day		N
<i>LPN</i>	\$110 / day		N
Substitutes For Nurse Assistants	\$12.00 / hour		N
Substitutes For Security Officer	\$14.00 / hour		N
Substitute Bus Driver (non contracted)	\$18.00 / hour		N
Substitute Educational Interpreters (Or Rate Based On Current Certification Level)	\$20.25 / hour		N
Food Services Substitutes	\$12.00 / hour		N

Instructional Assistant Substituting For Regular	\$4.50/hour		N
Classroom Teacher			
<i>Per hour added to current pay rate & there is a 1/2 day minimum</i>			
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.*