

Newport News Public Schools

Fiscal Year 2021- 2022 SUBSTITUTE PERSONNEL COMPENSATION

CATEGORY	RATE	ACH DREAM RATE	FLSA*
Degreed Teacher Substitutes**	\$125.00 / day	\$133.60 / day	E
Non-Degreed Teacher Substitutes**	\$100.00 / day	\$106.90 / day	E
Degreed Long-Term Teacher Substitute**	\$150.00 / day	\$160.34 / day	E
Substitute School Based Administrator	\$240.00 / day		E
Teacher Assistant Substitutes/Media Assistants**	\$11.00 / hour		N
Substitutes For Secretaries	\$11.00 / 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			
RN	\$125 / day		N
LPN	\$100 / day		N
Substitutes For Nurse Assistants	\$11.00 / hour		N
Substitutes For Security Officer	\$13.50 / hour		N
Substitute Bus Driver (non contracted)	\$15.27 / hour		N
Substitute Educational Interpreters (Or Rate Based On Current Certification Level)	\$17.00 / hour		N
Food Services Substitutes	\$11.00 / hour		N
Instructional Assistant Substituting For Regular Classroom Teacher	\$3.50/hour		N
<i>Per hour added to current pay rate & there is a 1/2 day minimum</i>			

**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.*