

Newport News Public Schools

Fiscal Year 2025- 2026 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 Substitute	\$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 <i>(or previous active School Based Administrator daily rate, whichever is higher)</i>	\$300/day		E
Teacher Assistant Substitute/Media Assistant	\$15.00 / hour		N
Substitute For Clerical <i>Retirees Substituting in Secretarial positions will receive the minimum hourly rate for the position for which they are filling</i>	\$15.00 / hour		N
Certified SIS Substitute for Clerical	\$17.00 / hour		N
Substitute for Nurse <i>RN</i>	\$145 / day		N
<i>LPN</i>	\$120 / day		N
<i>Long-Term RN</i>	\$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		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			
<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.*