

2008-09 SUBSTITUTE PERSONNEL COMPENSATION

CATEGORY	FLSA	RATE (hourly unless noted otherwise)	
			Ach. Dream Extended day <b>2nd -8th Grade only</b>
DEGREED TEACHER SUBSTITUTES	E	70.52	PER DAY 86.02
DEGREED TEACHER SUBSTITUTES HOLDING A VA TEACHING LICENSE	E	75.95	PER DAY 92.68
NON-DEGREED TEACHER SUBSTITUTES	E	59.93	73.11
DEGREED SCHOOL BASED TEACHER SUBSTITUTES	E	77.03	PER DAY 93.98
DEGREED LONG-TERM TEACHER SUBSTITUTE BEGINNING THE SIXTEENTH CONSECUTIVE DAY FOR THE SAME TEACHER	E	121.92	PER DAY 144.14
TEACHER ASSISTANT SUBSTITUTES	N	6.64	
SUBSTITUTES FOR SECRETARIES OR CLERKS	N	6.66	
SUBSTITUTES FOR NURSES	N	8.57	
LONG-TERM NURSE SUBSTITUTE BEGINNING THE SIXTEENTH CONSECUTIVE	N	11.81	
SUBSTITUTES FOR NURSE ASSISTANTS/ LIBRARY MEDIA ASSISTANTS	N	6.64	
SUBSTITUTES FOR SECURITY OFFICERS	N	8.29	
SUBSTITUTE ADMINISTRATOR *OR MINIMUM HOURLY RATE OF POSITION WHICHEVER IS GREATER	N	24.00 *	
SUBSTITUTE EDUCATIONAL INTERPRETERS	N	14.88	
SUBSTITUTE BUS DRIVER	N	11.20 *	*MINIMUM HOURLY RATE FROM THE PREVIOUS YEAR
FOOD SERVICES SUBSTITUTES	N	6.93	
CURRICULUM DEVELOPMENT WORK			
REVISION WORK		15.96	
NEW DEVELOPMENT		19.11	

CATEGORY	FLSA	RATE (hourly unless noted otherwise)	
200-09 BEFORE AND AFTER SCHOOL PROGRAMS			
MEDIA SPECIALIST	N	25.35	
READING RESOURCE	E	25.35	
TEACHER	E	25.35	
COUNSELOR	N	25.35	
EDUCATIONAL INTERPRETERS	N	14.60 **	
NURSE (RN)	N	13.59 **	
SECURITY OFFICER	N	13.59 **	
TREATMENT NURSE (LPN)	N	11.26 **	
NURSE ASSISTANT	N	8.97 **	
SECRETARY	N	8.97 **	
INSTRUCTIONAL ASSISTANT	N	8.97 **	
OTHER			
AVID TUTORS	N	10.50	
AVID TUTORS employed for 1 or more years	N	11.00	
CAFETERIA MONITORS	N	7.45	
GRANT FACILITATOR	N	18.25	
INSTRUC. ASSIST. SUBBING FOR A TEACHER	N	3.29	PER HOUR ADDED TO EMPLOYEE'S CURRENT RATE OF PAY (MUST BE A 1/2 DAY MINIMUM)
EDUCATIONAL INTERPRETER	N		RATE (BASED ON CERTIFICATION LEVEL) STIPULATED WITHIN THE VDDHH GUIDELINES. (This rate applies when providing interpreting services in support of an employee during a period of time other than contracted days or summer school.)
STUDENT EMPLOYEES WILL BE PAID CURRENT FEDERAL MINIMUM WAGE		6.55 Effective 7/24/08	
SUMMER SCHOOL RATES			
ADMINISTRATOR/PRIN. (HIGH SCHOOL)	E	1112.76	PER WEEK (4 days)
ADMINISTRATOR/PRIN. (MIDDLE SCH.)	E	953.2918	PER WEEK (5 days)
ADMINISTRATOR/PRIN. (ELEM. SCH.)	E	987.13	PER WEEK (5 days)
ASST. PRINCIPAL (HIGH SCHOOL)	E	1027.89	PER WEEK (4 days)
ASST. PRINCIPAL (MIDDLE SCH.)	E	911.84	PER WEEK (5 days)
LEAD TEACHER	E	30.42	
MEDIA SPECIALIST	N	30.42	
READING RESOURCE TEACHER	E	30.42	
TEACHER	E	30.42	
COUNSELOR	N	30.42	
EDUCATIONAL INTERPRETER	N	14.60 **	
NURSE (RN)	N	13.59 **	
SCHOOL SECURITY OFFICER	N	13.59 **	
TREATMENT NURSE (LPN)	N	11.26 **	
BUS DRIVER	N	9.73 **	
BUS ASSISTANT	N	7.91 **	
CROSSING GUARD	N	8.97 **	
CUSTODIAN	N	8.97 **	
DATA ENTRY CLERK	N	8.97 **	
MEDIA ASSISTANT	N	8.97 **	
NURSE ASSISTANT	N	8.97 **	
SECRETARY	N	8.97 **	
INSTRUCTIONAL ASSISTANT	N	8.97 **	
STUDENT WORKER	N	6.84	
TECHNOLOGY SUPPORT SPECIALIST	N	17.95 **	
2007-08 INTERSESSION HOURLY RATES			
MEDIA SPECIALIST	N	25.35	
READING RESOURCE TEACHER	E	25.35	
TEACHER	E	25.35	
COUNSELOR	N	25.35	
NURSE (RN)	N	13.59 **	
TREATMENT NURSE (LPN)	N	11.26 **	
MEDIA ASSISTANT	N	8.97 **	
INSTRUCTIONAL ASSISTANT	N	8.97 **	

VA license otherwise the daily sub rate will apply

\*\*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 NNPS EMPLOYMENT CONTRACT HOURLY RATE OF PAY OR THE HOURLY RATE LISTED ABOVE, 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 A NNPS EMPLOYMENT CONTRACT, THEN THE EMPLOYEE WILL BE PAID THE HOURLY RATE LISTED ABOVE.