

Newport News Public Schools
Fiscal Year 2018 - 2019 OTHER PERSONNEL COMPENSATION

CATEGORY	RATE (hourly unless noted)	FLSA*
ADULT EDUCATION		
Adult Education Proctor	\$15.00	N
Adult Education Clerical	\$15.00	N
Adult Education Night Administrator	\$26.80	N
Adult Education School Counselor	\$25.35	N
Adult Education Security	\$13.59	N
ESL/GED Proctors	\$15.00	E
GED Instructor	\$25.00	E
ISAEP Instructor (licensed)	\$25.35	E
ATHLETICS		
Announcer - Todd Stadium	\$12.00	N
Camera Person - Todd Stadium	\$10.00	N
Clock / Timer - Schools	\$10.00	N
Clock / Timer- Todd Stadium	\$12.00	N
Computer Clerk (NN XC Invitational)	\$10.00	N
Concession - Todd Stadium	\$10.00	N
Concession Lead - Todd Stadium	\$12.00	N
Data Entry Clerk (Conn Madden Relays)	\$12.00	N
Facility - Todd Stadium	\$10.00	N
Facility - Todd Stadium (Student)	\$7.25	N
Finish Line Judge - (NN XC Invitational)	\$10.00	N
Scoreboard - Todd Stadium	\$12.00	N
Scorekeeper - Schools	\$10.00	N
Starter (Conn Madden Relays & NN XC Invitational)	\$12.00	N
Ticket Seller - Schools	\$10.00	N
Ticket Seller - Todd Stadium	\$12.00	N
Ticket Taker / Gate - Schools	\$9.00	N
Ticket Taker / Gate - Todd Stadium	\$10.00	N
Ticket Taker / Gate - Todd Stadium (passes)	\$12.00	N
Timer (NN XC Invitational)	\$10.00	N
Tournament Director	\$12.00	N
Trainer (Conn Madden Relays & NN XC Invitational)	\$12.00	N
BEFORE AND AFTER SCHOOL/SATURDAY PROGRAMS / OTHER POSITIONS		
After School (Teachers) (Providing Services Other Than Contracted Days Or Summer School)	\$25.35	E
Bus Driver in Training	\$10.33	N
Cafeteria Monitors	\$8.00	N
College Career Specialist	\$15.00	N
Curriculum - New Revision & Development	\$20.00	N
Drivers Education Assistant	\$7.25	N
Drivers Education Behind The Wheel (Certified)	\$25.00	N
Drivers Education Behind The Wheel Lead (Certified)	\$26.50	N
Educational Interpreter	\$14.88**	N
Extended Learning Program Coordinator	\$29.35	E
Extended Learning Program Coordinator (Saturday School)	\$34.35	E
Language Interpreter/Translator	\$20.50	N
VAP Assessor	\$15.96	N

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BEFORE AND AFTER SCHOOL/SATURDAY PROGRAMS / OTHER POSITIONS		
High School Graduation Work (Exempt Employee)	\$25.35	N
Homebound Instructor - School Based	\$25.35	E
Instructional Assistant	Contract Rate	N
Media Specialist	\$25.35	N
New Teacher Induction	\$25.35	N
Night Differential	\$0.50	N
Grad Point Facilitator (licensure required)	\$25.35	N
Grad Point Facilitator (no degree)	\$10.50	N
School Nurses RN	\$13.59**	N
School Nurses LPN	\$10.00	N
Off Duty Law Enforcement Officer (Security) (rate set by NNPD)	\$30.00	N
Part-Time Secretary & Clerical Staff (Retirees Only)	Minimum Hourly Rate of Position Filled	N
Pre-school screener	\$13.96	N
Professional Development Presenters (Licensed)	\$25.35	E
School Counselor	\$25.35	N
Secretary	\$10.00**	N
Security Officer (NNPS staff)	Contract Rate	N
Shipyards Instructor (rate set by shipyard)	\$22.75 - \$28.40	E
SOL Remediation (licensed)	\$25.35	E
SOL Remediation (non-licensed)	\$10.50	N
Student Employees (High School)	\$7.25	N
Teacher	\$25.35	E
Teacher (Teaching Saturday Program)	\$30.42	E
Transcription	\$25.35	N
Tutor - College Student/Adult	\$10.50	N
Tutor - Degreed	\$15.00	N
Tutor - High School Students	\$7.25	N
Tutor - Licensed Teacher	\$25.35	N

**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.*

****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 rate of pay or the hourly rate 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 NNPS employment contract, then the employee will be paid the hourly rate listed above.**