
HAMPTON BOARD OF EDUCATION
Substitute Pay Rates
DRAFT EFFECTIVE JULY 1, 2023

MINIMUM WAGE:

\$15.00 per hour effective June 1, 2023

Paraprofessional/Executive Assistant Substitute
Without a BA degree

\$15.00 per hour

Teacher/Paraprofessional/Executive Assistant Substitute
Minimum of a BA degree

\$18.00 per hour

BA Step 1 after forty (40) consecutive days in same assignment per Hampton Elementary Association Agreement

Custodian Substitute

\$15.00 per hour

School Nurse Substitute

\$24.50 per hour

All substitutes shall work and be paid a minimum of four (4) hours. If a substitute voluntarily leaves before the four-hour mark, the substitute will be paid for no more than the hours worked