



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

Department of Human Resources
Quality • Diversity • Passion • Commitment

Substitute Rates

Effective July 1, 2021 (subject to modification by the school board)

Instructional	Daily Rate of Pay
Teacher Daily Substitute (non-licensed)	\$95.00
Teacher Daily Substitute (licensed)	\$105.00
Site Assigned Substitute Teacher (non-licensed)	\$97.00
Site Assigned Substitute Teacher (licensed)	\$105.00
Long-Term* Substitute Teacher†	\$175.00

Classified	Rate of Pay
Bus Driver	\$15.65 per hour
Bus Assistant	\$11.08 per hour
Cafeteria Assistant/Cafeteria Monitor	\$11.08 per hour
Clerical	\$13.63 per hour
Clerical Long-Term*	\$14.60 per hour
Clinic Assistant (LPN, CNA, EMT)	\$13.63 per hour
Custodian	\$11.08 per hour
Interpreter (hearing impaired)	\$19.25 per hour
School Nurse (RN)	\$175.33 daily
Teacher Assistant (all categories)	\$11.87 per hour
Teacher Assistant Long-Term* (all-categories)	\$12.72 per hour

* Long-term assignments occur when working in the same position for a minimum of 21 consecutive days.

† To qualify for long-term substitute teacher pay, you must possess or be eligible to possess a Virginia Teaching License in the subject area you are hired to teach.