



Part-Time/Temporary Hourly Rates SY 2023-2024		
Position	July 1, 2023	Comments <i>(Note: With the exception of Bus Drivers, the majority of the rates are based on the 21/22 entry rates for the position.)</i>
SUBSTITUTES		
Auxilliary Bus Driver	\$ 16.3956	
Bus Assistants	\$ 13.3262	<i>Entry rate for Bus Driver Asst.</i>
Bus Assistants (summer only)	\$ 13.3262	<i>Entry rate for Bus Driver Asst.</i>
Bus Assistants subbing for bus driver <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.4900	<i>Additional per Hour</i>
Bus Drivers	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Drivers (summer only)	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Cafeteria Manager	\$ 18.8179	<i>Entry Rate for Cafeteria Mgr. I</i>
Cafeteria Assistant	\$ 13.3262	<i>Entry Rate for Cafeteria Asst.</i>
Cafeteria Assistant subbing for Cafeteria Manager <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.4900	<i>Additional per Hour</i>
Clerical	\$ 15.2976	<i>Entry Rate for Office Assoc. II</i>
Long Term	\$ 16.3956	<i>Entry Rate for Grade 10</i>
Custodian	\$ 13.3262	<i>Entry Rate for Custodian I</i>
Driver Ed Instructor	\$ 14.2803	<i>Entry Rate for Drivers Ed. Inst.</i>
Interpreter	\$ 20.1690	<i>Entry Rate for Interpreter I</i>
ISS Coordinator	\$ 15.2976	<i>Entry Rate for ISS Coordinator</i>
Library/Media Assistant	\$ 16.3956	<i>Entry Rate for Library Media Asst.</i>
Library/Media Assistant subbing for Library/Media Specialist <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.4900	<i>Additional per Hour</i>
Clinic Assistant	\$ 14.2803	<i>Entry Rate for Clinic Asst.</i>
Clinic Assistant subbing for the Nurse <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.4900	<i>Additional per Hour</i>
OT/PT	\$ 37.5000	<i>Entry Rate for OT/PT</i>
OT/PT Assistant	\$ 23.1489	<i>Entry Rate for OT/PT Asst.</i>
Security Assistant	\$ 16.3956	<i>Entry Rate for Security Asst.</i>
Teacher Assistant	\$ 16.3956	<i>Entry Rate for Teacher Asst.</i>
Long Term	\$ 17.5664	<i>Entry Rate for U11</i>
Teacher Assistant subbing for Teacher <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.49	<i>Additional per Hour</i>
Technology Support Technician	\$ 18.8179	<i>Entry Rate for TST</i>
SUBSTITUTE DAILY RATES FOR TEACHERS and NURSES		
Teacher Daily Substitute (Non-Licensed)	\$ 125.00	<i>Must have earned a minimum of 30 college credits.</i>
Teacher Daily Substitute (Licensed)	\$ 135.00	<i>Must have a valid active VA teacher license</i>
Teacher Long-Term Substitute	\$ 205.00	<i>Must have or be eligible for an active VA teaching license with an endorsement in the subject area to be taught.</i>
Site Assigned Designated Subs - (Non-Licensed)	\$ 130.00	<i>Must have earned a minimum of 30 college credits</i>
Site Assigned Designated Subs - (Licensed)	\$ 140.00	<i>Must have a valid active VA teacher license</i>
School Nurse, RN - Daily	\$ 191.00	<i>Must be a registered nurse</i>
School Nurse, RN - Long-term Rate	\$ 205.00	<i>Must be a registered nurse</i>
SUMMER SCHOOL EMPLOYEES		
Auxilliary Bus Driver	\$ 16.3956	<i>Entry Rate for Aux. Driver</i>
Building Supervisor	\$ 18.8179	<i>SAB Building Only</i>
Bus Assistants	\$ 13.3262	<i>Entry rate for Bus Driver Asst.</i>
Bus Drivers - non VBCPS	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Drivers - VBCPS (non-temporary)	\$ -	<i>VBCPS Bus Drivers in an allocation received their own rate</i>
Clerical	\$ 15.2976	<i>Effective 6/28/21</i>
Custodian	\$ 13.3262	<i>Entry Rate of Grade 7 for 21-22</i>
Driver Ed Teacher-Behind the Wheel (Licensed)	\$ 35.0000	<i>Summer School Teacher Rate</i>
Driver Ed Parparo -Behind the Wheel (Non - Licensed)	\$ 17.5500	
Driver Ed Teacher-Classroom	\$ 35.0000	<i>Summer School Teacher Rate</i>
Interpreter	\$ 20.1690	
Library/Media Assistant	\$ 16.3956	
Nurse (RN)	\$ 32.0000	<i>Summer School Rate</i>
Nurse Assistant	\$ 14.2803	
OT/PT	\$ 37.5000	<i>Summer School Rate</i>



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SUMMER SCHOOL EMPLOYEES (continue)		
OT/PT Assistant	\$ 23.1489	
Security Assistant	\$ 16.3956	
Summer Feeding Program (Manager)	\$ 21.6000	
Summer Feeding Program (Assistant)	\$ 13.7437	
Teacher Assistant subbing for Teacher <i>(applies to non-VBCPS employees working summer school only)</i>	\$ 20.8856	<i>Summer School Rate of \$16.3956 plus \$4.49</i>
Teacher	\$ 35.0000	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track	\$ 35.0000	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track Tutor (non-certified)	\$ 27.2135	
Teacher - IEP/Summer Eligibility Assessment	\$ 35.0000	
Teacher Assistant	\$ 16.3956	
MISCELLANEOUS HOURLY AND/OR DAILY RATES		
Acting Administrator	\$ 32.7017-78.1187	<i>Superintendent or designee approval required (U20-MP of 28)</i>
Alternate Chief Examiner - Adult Learning Center (ALC)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Audit Intern	\$ 20.0000	<i>Effective 10/11/22</i>
Baille Translator	\$ 18.8179	<i>Grade 12</i>
Bus Driver - Additonal/Double Run	\$ 8.5000	
Bus Driver - Field Trip Rate (non-contracted employee)	\$ 12.0000	<i>Effective January 1, 2022, move to \$11.00 per hour</i>
Bus Driver - Parks and Recreation	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver Trainee	\$ 21.4911	<i>23-24 Entry Rate for Bus Driver</i>
Bus Driver - Wait Time (non-contracted Employee)	\$ 12.0000	
CDL - Random Drug Testing	\$ 8.5000	
Cafeteria Assistant-Special Events	\$ 13.7437	<i>Per Food Service Request</i>
Cafeteria Manager-Special Events	\$ 21.6000	<i>Per Food Service Request</i>
Cafeteria Monitor	\$ 13.3262	
Clerical Support	\$ 15.2976 - 24.8059	
Computer Lab Facilitator-Technician (ALC)	\$ 16.7290	
Curriculum Development/Textbook Adoption	\$ 35.0000	
Disc Jockey	\$ 25.00	
Evening Administrator	\$ 37.5462	<i>Entry Rate for a HS AP</i>
Foreign Language Translator-Oral	\$ 14.00	
Foreign Language Translator-Written	\$ 16.00	
Guidance Representative - Hearings	\$ 35.00	<i>Per Hour</i>
Hearing Officer - Student Discipline	\$ 45.00	<i>Per Hour</i>
Hearing Officer - Case Cancelled	\$ 15.00	<i>Per Case</i>
Homebound Teacher - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Homebound Teacher - Non-Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Non Certified Teacher	\$ 27.2135	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Certified Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Interpreter - After School Activities - (EIPA 2.5-2.9)	\$ 20.1690	<i>Entry Rate for grade 13 interpreter</i>
Interpreter - After School Activities - (EIPA 3.0-3.4)	\$ 21.6089	<i>Entry Rate for grade 14 interpreter</i>
Interpreter - After School Activities - (EIPA 3.5-3.9)	\$ 24.8059	<i>Entry Rate for grade 16 interpreter</i>
IPT/VGLA Testing & Scoring	\$ 25.0000	
Jail Education Program - Social Worker	\$ 40.0000	
Jail Education Program - Psychologist	\$ 60.0000	
Jail Education Program - Teacher	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Leadership Camp Counselor	<i>Stipend</i>	<i>Paid via a stipend, effective July 1, 2021.</i>
Media Lab Facilitator - ALC	\$ 27.2135	<i>Non-Certified Teacher Rate</i>
Music Accompanist	\$ 25.0000	
Music Clinicians/Judges	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Occupation Therapy Assistant (Certified)	\$ 23.1489	<i>Entry Rate for OT/PT Asst.</i>
Early Literacy Support (non-certified) <i>Formerly PALS</i>	\$ 18.5000	
Early Literacy Support (Certified) <i>Formerly PALS</i>	\$ 21.5000	



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MISCELLANEOUS HOURLY AND/OR DAILY RATES (continue)		
Physical Therapy Assistant (Licensed)	\$ 23.1489	<i>Entry Rate for OT/PT Asst.</i>
Professional Dev. Activity Instr. (PDA)	\$ 35.0000	
Professional Dev. Activity Instr. (PDA) - PLP Prep	\$ 25.0000	
Professional Dev. Activity Instr. (PDA) - Non - PLP Prep	\$ 15.0000	
Project Support Staff	\$ 13.3262 - 78.1187	<i>Superintendent or designee approval required (Grade 7-MP of 28)</i>
Project Support Staff - PIA - Clerical/Material Assistant	\$ 15.2976	<i>Entry Rate for Grade 9</i>
Retake Expedited Coordinator	\$ 20.0000	
Saturday Detention	\$ 20.0000	
Security- Police Officers (Non-athletic)	\$ 50.0000	
Security - Police Officers (Graduation Only)	\$ 50.0000	
Security - Police Supervisor (Graduation Only)	\$ 52.0000	
Security - Police Lieutenant (Graduation Only)	\$ 54.0000	
Special Education Job Coach - Training	\$ 12.0000	
Special Education Job Coach - HD	\$ 14.7000	
Special Education Job Coach - BD	\$ 17.1465	
Specialty Camp Coach	<i>Stipend</i>	
Student Workers	\$ 12.0000	<i>Minimum Wage Requirement</i>
Teacher - Academic Programs	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - After Hours (approval required)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - ALC	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Teacher - Community Service Programs	\$ 25.3575	
Teacher - Workforce Development Training	\$ 25.3575	
Teacher - Transition Program (Grant)	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Test Examiner	\$ 21.0600	
Test Proctor	\$ 15.2976	<i>Entry Rate for Office Assoc. II</i>
Tutor - AVID Program	\$ 17.6300	
Tutor - Certified	\$ 33.5993	<i>Entry Rate for a Teacher</i>
Tutor - Non-certified	\$ 27.2135	<i>Adj. by same % as Entry Level-Teacher</i>
Workshop Participants - Classified	\$ 9.7500	<i>If training is required, participant receives their own rate of pay</i>
Workshop Participants - Teacher	\$ 20.8795	<i>50% of the Teacher Scale for 21 years of exp.</i>