

Teacher Recruitment 2011-2012

Salary and Benefits

The 2011-2012 salary range for teachers with a Bachelor's Degree is \$38,596 to \$65,585. Salaries for all school employees are competitive with neighboring cities in the southeastern region of Virginia. Our benefits package is comprehensive with a menu of opportunities to fit the specific needs of our diverse work force.

We offer health plans, group life insurance, state supported retirement, and options for participation in our legal resources plan, credit union, dental care plan, flexible spending accounts, long term care, long term disability, tax deferred savings plans, and a comprehensive wellness and prevention program with a health reimbursement arrangement. We recognize and reward educational achievement with additional annual salary stipends for higher degrees as follows: Master's Degree - \$2,500; Master's Degree + 30 credits - \$3,300; Doctorate - \$4,100.

Virginia Beach City Public Schools appreciates and understands the need for comprehensive staff training. We provide effective and timely staff development to all employee groups in addition to assisting with tuition reimbursement for pertinent coursework on a first come first served basis.

Benefit Information 2010-2011

- Retirement Plan with vesting after 5 years (Virginia Retirement System)
- Basic Life Insurance (Virginia Retirement System - no cost to employee)
- Optional Life Insurance
- Disability Coverage (Workers' Compensation and Virginia Retirement System - fully paid by VBCPS)
- Health Insurance (employer contribution towards premium)
- Dental Insurance
- Legal Resources Plan
- Long Term Care
- Long Term Disability
- Employee Assistance Program (confidential 24-hour service for personal and job-related problems)
- Semi-monthly payment of salary
- Direct deposit of salary to financial institutions
- Wellness & Prevention Program
- Flexible Benefits Program
- Health Reimbursement Arrangement (non-taxable employer towards participation in wellness and disease management programs)
- Tax Sheltered Account 403(b) Plan
- Deferred Compensation 457 Plan
- Personal Reasons Leave (two days per calendar school year)
- Sick Leave (one day per month; unlimited accrual)
- Sick Leave bank (for unexpected illness or injury)
- General liability insurance within the scope of employment; restrictions apply (i.e. intentional acts that cause harm are not covered)