



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

Department of Human Resources
Quality • Diversity • Passion • Commitment

Substitute Rates

Effective July 1, 2019 (subject to modification by the school board)

| Instructional | Daily Rate of Pay |
|---|-------------------|
| Teacher Daily Substitute (non-licensed) | \$89.00 |
| Teacher Daily Substitute (licensed) | \$99.00 |
| Site Assigned Substitute Teacher (non-licensed) | \$91.50 |
| Site Assigned Substitute Teacher (licensed) | \$99.00 |
| Long-Term* Substitute Teacher† | \$165.00 |

| Classified | Rate of Pay |
|---|------------------|
| Bus Driver | \$13.91 per hour |
| Bus Assistant | \$10.55 per hour |
| Cafeteria Assistant/Cafeteria Monitor | \$10.55 per hour |
| Clerical | \$12.98 per hour |
| Clerical Long-Term* | \$13.91 per hour |
| Clinic Assistant (LPN, CNA, EMT) | \$12.98 per hour |
| Custodian | \$9.85 per hour |
| Interpreter (hearing impaired) | \$18.34 per hour |
| School Nurse (RN) | \$175.33 daily |
| Teacher Assistant (all categories) | \$11.30 per hour |
| Teacher Assistant Long-Term* (all-categories) | \$12.11 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.