



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

Department of Human Resources
Quality • Diversity • Passion • Commitment

Substitute Rates

Instructional	Daily Rate of Pay	Title I Daily Rate of Pay
	Effective 10/1/22	Effective 11/16/22
Teacher Daily Substitute (non-licensed)	\$125.00	\$145.00
Teacher Daily Substitute (licensed)	\$135.00	\$155.00
Teacher Daily Substitute (Substitute Training Certificate)	\$130.00	\$150.00
Site Assigned Substitute Teacher (non-licensed)	\$127.00	\$147.00
Site Assigned Substitute Teacher (licensed)	\$135.00	\$155.00
Long-Term* Substitute Teacher†	\$205.00	\$225.00
Please note instructional substitute rates are temporary through June 2023. All rates are subject to modification by the school board.		
Title I Schools: Bayside ES, Bayside MS, Bayside Sixth Grade Campus, B. F. Williams ES, Birdneck ES, Brookwood ES, College Park ES, Diamond Springs ES, Green Run ES, Holland ES, Luxford ES, Lynnhaven ES, Newtown ES, Parkway ES, Point O'View ES, Rosemont ES, Seatack ES		

Classified	Rate of Pay
Bus Driver	\$21.27 per hour
Bus Assistant	\$11.07 per hour
Cafeteria Assistant/Cafeteria Monitor	\$11.07 per hour
Clerical	\$14.60 per hour
Clerical Long-Term*	\$15.65 per hour
Clinic Assistant (LPN, CNA, EMT)	\$13.63 per hour
Custodian	\$11.07 per hour
Interpreter (hearing impaired)	\$19.25 per hour
School Nurse (RN)	\$190.33 daily
Teacher Assistant (all categories)	\$15.65 per hour
Teacher Assistant Long-Term* (all-categories)	\$16.76 per hour
Please note the school nurse substitute rate is temporary through June 2023.	

* 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.