



**Part-Time/Temporary Hourly Rates**  
**SY 2016 - 2017**  
**Effective: July 1, 2016 and December 1, 2016**

Position	7/1/2016 Rates	12/1/2016 Rates	Comments
<b>SUBSTITUTES</b>			
Bus Assistants	\$ 10.26	\$ 10.37	Entry rate for Bus Driver Asst.
Bus Assistants (summer only)	\$ 10.26	\$ 10.37	Entry rate for Bus Driver Asst.
Bus Assistants subbing for bus driver (employee must substitute a minimum of one-hour)	\$ 4.49		Additional per Hour
Bus Drivers	\$ 13.53	\$ 13.68	Entry Rate for Bus Driver
Bus Drivers (summer only)	\$ 13.53	\$ 13.68	Entry rate for Bus Driver
Cafeteria Manager	\$ 14.50	\$ 14.65	Entry Rate for Cafeteria Mgr. I
Cafeteria Assistant	\$ 9.58	\$ 9.68	Entry Rate for Cafeteria Asst.
Cafeteria Assistant subbing for Cafeteria Manager (employee must substitute a minimum of one-hour)	\$ 4.49		Additional per Hour
Clerical	\$ 12.63	\$ 12.76	Entry Rate for Office Assoc. II
Long Term	\$ 13.53	\$ 13.68	Entry Rate for Grade 9
Custodian	\$ 9.58	\$ 9.68	Entry Rate for Custodian I
Driver Ed Instructor	\$ 12.63	\$ 12.76	Entry Rate for Drivers Ed. Inst.
Interpreter	\$ 17.84	\$ 18.03	Entry Rate for Interpreter I
ISS Coordinator	\$ 13.53	\$ 13.68	Entry Rate for ISS Coordinator
Library/Media Assistant	\$ 11.78	\$ 11.91	Entry Rate for Library Media Asst.
Library/Media Assistant subbing for Library/Media Specialist (employee must substitute a minimum of one-hour)	\$ 4.49		Additional per Hour
Nurse Assistant	\$ 12.63	\$ 12.76	Entry Rate for Clinic Asst.
Nurse Assistant subbing for the Nurse (employee must substitute a minimum of one-hour)	\$ 4.49	\$ -	Additional per Hour
OT/PT	\$ 26.99	\$ 27.28	Entry Rate for OT/PT
OT/PT Assistant	\$ 20.47	\$ 20.69	Entry Rate for OT/PT Asst.
Security Assistant	\$ 11.00	\$ 11.11	Entry Rate for Security Asst.
Teacher Assistant	\$ 11.00	\$ 11.11	Entry Rate for Teacher Asst.
Long Term	\$ 11.78	\$ 11.91	Entry Rate for Teacher Asst. HQ
Teacher Assistant subbing for Teacher (employee must substitute a minimum of one-hour)	\$ 4.49		Additional per Hour
Technology Support Technician	\$ 16.82		Entry Rate for the position
<b>SUBSTITUTE DAILY RATES FOR TEACHERS and NURSES</b>			
Teacher Daily Substitute (Non-Licensed)	\$ 89.00		Must have earned a minimum of 60 college credits
Teacher Daily Substitute (Substitute Training Certificate)	\$ 95.00		Must have earned a certificate of completion from a substitute training program approved by VBCPS.
Teacher Daily Substitute (Licensed)	\$ 99.00		Must have a valid active V A teacher license
Teacher Long-Term Substitute (Licensed)	\$ 124.32		Must have or be eligible for an active Va. teaching license with an endorsement in the subject area to be taught.
Site Assigned Designated Subs - (Non-Licensed)	\$ 91.50		Must have earned a minimum of 60 college credits
Site Assigned Designated Subs (Substitute Training Certificate)	\$ 95.00		Must have earned a certificate of completion from a substitute training program approved by VBCPS.
Site Assigned Designated Subs - (Licensed)	\$ 99.00		Must have a valid active VA teacher license
School Nurse, RN - Daily	\$ 175.33		Must be a registered nurse
<b>SUMMER SCHOOL EMPLOYEES</b>			
Building Supervisor	\$ 13.53	\$ 13.68	Entry Rate for Custodian IV
Bus Assistants	\$ 10.26	\$ 10.37	Entry Rate for Bus Driver Asst.
Bus Drivers	\$ 13.53	\$ 13.68	Entry Rate for Bus Driver
Clerical	\$ 12.50		
Custodian	\$ 9.58	\$ 9.68	Entry Rate for Custodian I
Driver Ed Teacher-Behind the Wheel (Licensed)	\$ 30.00		Summer School Teacher Rate
Driver Ed Parapro-Behind the Wheel (Non - Licensed)	\$ 15.87		
Driver Ed Teacher-Classroom	\$ 30.00		Summer School Teacher Rate



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

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<b>SUMMER SCHOOL EMPLOYEES (continued)</b>			
Interpreter	\$ 17.84	\$ 18.03	<i>Entry Rate for Interpreter I</i>
Library/Media Assistant	\$ 12.50		
Nurse (RN)	\$ 175.33		<i>Daily Rate for School Nurse</i>
Nurse Assistant	\$ 12.50		
OT/PT	\$ 26.99	\$ 27.28	
OT/PT Assistant	\$ 20.47	\$ 20.69	<i>Entry Rate for OT/PT Asst.</i>
Security Assistant	\$ 12.50		
Summer Feeding Program (Manager)	\$ 12.50		<i>Grant Funds</i>
Summer Feeding Program (Worker)	\$ 9.32		<i>Grant Funds</i>
Teacher Assistant subbing for Teacher ( <i>applies to non-VBCPS employees working summer school only</i> )	\$ 16.99		<i>Summer School Rate plus \$4.49</i>
Teacher	\$ 30.00		<i>Summer School Teacher Rate</i>
Teacher - Fast Track Tutor	30.00		<i>Summer School Teacher Rate</i>
Teacher - IEP/Summer Eligibility Assessment	15.00		<i>50% of the summer school teacher rate</i>
Teacher Assistant	12.50		
<b>MISCELLANEOUS HOURLY AND/OR DAILY RATES</b>			
Acting Administrator	\$ 28.92-68.98	\$ 29.23-69.82	<i>Superintendent or designee approval required (Grade 20-midpoint of 28)</i>
Alternate Chief Examiner - Adult Learning Center (ALC)	\$ 29.71	\$ 30.03	<i>Entry Rate for a Teacher</i>
Bus Driver - Behind the Wheel Trainee	<i>Paid as a stipend based on the minimum wage rate.</i>		
Bus Driver - Behind the Wheel Training Specialist	N/A		<i>Pay employee's hourly rate</i>
Bus Driver - Additional/Double Run		\$ 8.50	<i>Per Run - Effective 3/1/17</i>
Bus Driver - Field Trip Rate	8.50		
Bus Driver - Parks and Recreation	10.00		
CDL - Random Drug Testing	8.50		
Cafeteria Assistant-Special Events	12.00		
Cafeteria Manager-Special Events	16.43		
Cafeteria Monitor	\$ 9.58	\$ 9.68	<i>Entry Rate for Cafeteria Asst.</i>
Clerical Support	\$ 12.63-17.84	\$ 12.76-18.03	<i>Clerical entry rates for grades 8-13</i>
Computer Lab Facilitator-Technician (ALC)	\$ 15.20	\$ 15.36	
Curriculum Development/Textbook Adoption	\$ 25.00		
Evening Administrator	\$ 33.20	\$ 33.56	<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 per		
Hearing Officer - Student Discipline	\$ 80.00 per		<i>Effective 2/27/2017</i>
Hearing Officer - Case Cancelled	\$ 15.00 per		
Homebound Teacher - Certified	\$ 29.71	\$ 30.03	<i>Entry Rate for a Teacher</i>
Homebound Teacher - Non-Certified Teacher	\$ 24.06	\$ 24.32	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Non Certified Teacher	\$ 24.06	\$ 24.32	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Certified Teacher	\$ 29.71	\$ 30.03	<i>Entry Rate for a Teacher</i>
Interpreter - After School Activities - (EIPA 2.5-2.9)	\$ 17.84	\$ 18.03	<i>Entry Rate for grade 13 interpreter</i>
Interpreter - After School Activities - (EIPA 3.0-3.4)	\$ 19.11	\$ 19.31	<i>Entry Rate for grade 14 interpreter</i>
Interpreter - After School Activities - (EIPA 3.5-3.9)	\$ 21.94	\$ 22.17	<i>Entry Rate for grade 16 interpreter</i>
IPT/VGLA Testing & Scoring	\$ 25.00		
Jail Education Program - Social Worker	40.00		
Jail Education Program - Psychologist	60.00		
Jail Education Program - Teacher	\$ 29.71	\$ 30.03	<i>Entry Rate for a Teacher</i>
Leadership Camp Counselor	\$ 8.94	\$ 9.04	<i>Entry Rate for Grade 3 - Unified Scale</i>
Music Clinicians/Judges	\$ 29.71	\$ 30.03	<i>Entry Rate for a Teacher</i>
Occupation Therapy Assistant (Certified)	\$ 20.47	\$ 20.69	<i>Entry Rate for OT/PT Asst.</i>
Occupation Therapist	34.25		
PALS Instructor (HD)	\$ 13.30	\$ 13.44	



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<b>MISCELLANEOUS HOURLY AND/OR DAILY RATES (continue)</b>			
PALS Instructor (BD)	\$ 15.95	\$ 16.13	
PALS Instructor (Certified)	\$ 18.02	\$ 18.21	
Physical Therapist	\$ 34.25		
Physical Therapy Assistant (Licensed)	\$ 20.47	\$ 20.69	<i>Entry Rate for OT/PT Asst.</i>
Professional Dev. Activity Instr. (PDA)	\$ 30.00		
Professional Dev. Activity Instr. (PDA) - PLP Prep	\$ 25.00		
Professional Dev. Activity Instr. (PDA) - Non - PLP Prep	\$ 15.00		
Program Planner - ALC	\$ 29.71	\$ 30.03	<i>Entry Rate for a Teacher</i>
Project Support Staff	\$ 11.78-68.98	\$ 11.91-69.82	<i>Superintendent or designee approval required (Grade 7-midpoint of 28)</i>
Project Support Staff - PIA - Clerical	\$ 12.63	12.76	<i>Entry Rate for Office Assoc. II</i>
Project Support Staff - Materials Asst.	\$ 13.53	\$ 13.68	<i>Entry Rate for Grade 9 Procurement Asst.</i>
Retake Expedited Coordinator	\$ 20.00		
Saturday Detention	\$ 20.00		
Security Officers (Sworn Officers)	\$ 27.00		<i>Based on agreement with the City</i>
Security - Police Officers (Graduation Only)	\$ 30.00		<i>Based on agreement with the City</i>
Security - Police Supervisor (Graduation Only)	\$ 35.00		<i>Based on agreement with the City</i>
Special Education Job Coach - Training	\$ 10.22	\$ 10.32	
Special Education Job Coach - HD	\$ 13.62	\$ 13.76	
Special Education Job Coach - BD	\$ 15.88	\$ 16.05	
Specialty Camp Coach	\$ 14.17	\$ 14.33	
Student Workers	\$ 8.94	\$ 9.04	<i>Entry Rate for Grade 3 - Unified Scale</i>
Teacher - Academic Programs	\$ 29.71	\$ 30.03	<i>Entry Rate for a Teacher</i>
Teacher - After Hours (approval required)	\$ 29.71	\$ 30.03	<i>Entry Rate for a Teacher</i>
Teacher - ALC	\$ 29.71	\$ 30.03	<i>Entry Rate for a Teacher</i>
Teacher - Community Service Programs - 6 Students (ALC)	\$ 14.80	\$ 14.95	
Teacher - Community Service Programs - 7 Students (ALC)	\$ 16.90	\$ 17.08	
Teacher - Community Service Programs - 8 Students (ALC)	\$ 19.03	\$ 19.23	
Teacher - Community Service Programs - 9+ Students (ALC)	\$ 21.14	\$ 21.36	
Teacher - Workforce Development Training - 6 Students (ALC)	\$ 16.44	\$ 16.62	
Teacher - Workforce Development Training - 7 Students (ALC)	\$ 18.80	\$ 19.00	
Teacher - Workforce Development Training - 8 Students (ALC)	\$ 21.14	\$ 21.36	
Teacher - Workforce Development Training - 9+ Students (ALC)	\$ 23.48	\$ 23.74	
Teacher - Transition Program (Grant)	\$ 29.71	\$ 30.03	<i>Entry Rate for a Teacher</i>
Test Examiner	\$ 19.50	\$ 19.71	
Test Proctor	\$ 12.63	\$ 12.76	<i>Entry Rate for Office Assoc. II</i>
TSIP Test Proctor	\$ 16.20		
Tutor - AVID Program	\$ 17.63		
Tutor - Certified	\$ 29.71	\$ 30.03	<i>Entry Rate for a Teacher</i>
Tutor - Non-certified	\$ 24.06	\$ 24.32	<i>Adj. by same % as Entry Level-Teacher</i>
Workshop Participants - Classified	\$ 8.67	\$ 8.77	<i>50% of Grade 8 midpoint (TA)</i>
Workshop Participants - Teacher	\$ 19.23	\$ 19.48	<i>50% of the Teacher Scale for 19 years of exp.</i>