

HANOVER COUNTY PUBLIC SCHOOLS
FY 2023-2024 Operating Budget
Salary Schedule for Temporary Personnel

Substitute Teachers	Rates		
Substitute Teacher	\$	18.62	per hour
Substitute - Administrators			
Assistant Principal - Elementary School	\$	39.44	per hour
Assistant Principal - Middle School	\$	42.59	per hour
Assistant Principal - High School	\$	46.00	per hour
Principal - Elementary School	\$	49.68	per hour
Principal - Middle School	\$	53.65	per hour
Principal - High School	\$	57.94	per hour
Substitute - Other Positions			
Administrative/Clerical (Substitute and Summer School)	\$	15.00	per hour
Athletic Trainer (when not covered by stipend)	\$	27.72	per hour
Auto Driver (Substitute, Field Trip, and Sub Summer School)	\$	15.75	per hour
Bus Driver (Substitute, Field Trip, and Sub Summer School)	\$	17.37	per hour
Cafeteria Monitor	\$	15.00	per hour
Clinic Substitute	\$	15.00	per hour
Courier	\$	15.00	per hour
Custodian	\$	15.00	per hour
Food Service Assistant	\$	15.00	per hour
Food Service Manager	\$	16.00	per hour
Instructional Assistant - Regular and Special Education	\$	15.00	per hour
Long-term Clerical	\$	15.75	per hour
Long-term Instructional Assistant	\$	15.75	per hour
Parking Lot Attendant	\$	15.00	per hour
School Nurse	\$	18.62	per hour
Technology Intern	\$	15.00	per hour
Traffic Guard	\$	15.75	per hour
Transportation Attendant (Substitute and Sub Summer School)	\$	15.99	per hour
Long Term Substitute			
Substitute Teacher or School Nurse, after 10 or more consecutive days in the same placement (except short-term contracts)	\$	30.53	per hour
Substitute Teacher, after 10 or more consecutive days for the same teacher (except short-term contracts) (with extra class)	\$	35.93	per hour
Assigned Substitute	\$	137.00	per day

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Professional - Temporary	Rates	
Instructional Coaches - Federally Funded	\$	55.13 per hour
Title II Eyes on Instruction - Federally Funded	\$	55.13 per hour
Hearing Impaired Interpreter	\$	38.55 per hour
Other: Curriculum Development, Workshop, Vocational Adult Instruction, Homebound Instruction, Tutors: ELL, El Civic, SPED, Title I, GED, Project Grad, C&I, Night School, AEFLA, AP, Saturday School, Instructional Support, Contact Tracing, ESL, FEBIS Home Visits, IB, ISAEP, Reading-Math Interventionist	\$	30.53 per hour
Driver Education Behind-the-Wheel Instructor	\$	129.15 per student
Adult Education Program Teacher (ABE / GED / GAE)	\$	30.53 per hour
Use of Facility Services		
Audio Visual Technician	\$	56.50 per hour
Administrator	\$	25.20 per hour
Food Services Assistant	\$	25.20 per hour
Custodian -		hourly rate plus applicable OT
Travel Reimbursement - Personal Vehicle	IRS Rate	per mile
After School Inclusion Supervisor	\$	39.31 per hour
Teacher (ABE / GED / GAE)	\$	31.47 per hour
Instructional Assistant	\$	23.63 per hour
Sign Language Interpreters - after 5:00 for a minimum of 2 hours	\$	52.41 per hour
Summer School - Extended Year Services - Learning Loss Recovery		
Extended School Year Coordinator	\$	4,410.00 per contract
Nurse (Summer School and ESY)	\$	40.86 per hour
Occupational Therapist	\$	45.90 per hour
Physical Therapist	\$	45.90 per hour
Speech Pathologist	\$	45.90 per hour
Clinic Attendant	\$	16.53 per hour
Office Assistant	\$	15.00 per hour
Program Assistant	\$	20.00 per hour
Summer School Bus and Auto Driver		Current Hourly Rate
Summer School Coordinator (Elementary)	\$	4,410.00 per contract
Summer School Coordinator (Middle)	\$	4,410.00 per contract

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Professional - Temporary (continued)

	Rates
Summer School Teacher - (Online High School)	\$ 6,483.00 per contract
Summer School Transportation Attendant	Current Hourly Rate
Summer School/ESY/LLR Instructional Assistant	\$ 16.53 per hour
Summer School/ESY/LLR Substitute Teacher	\$ 31.28 per hour
Summer School/ESY/LLR Teacher or School Counselor	\$ 38.59 per hour
Summer School Food Service Assistant	Current Hourly Rate
Summer School Food Service Manager	Current Hourly Rate

Other Positions

Data Specialist	\$ 15.00 per hour
Gameworker	\$ 15.00 per hour
School Nurse 1:1	\$ 31.34 per hour
Temporary Athletic Worker	\$ 17.03 per hour
Testing Proctor	\$ 30.53 per hour
Textbook Crew/Textbook Crew Leader	\$15.00/\$15.75 per hour
VHSL State Worker	\$ 15.00 per hour

*Temporary work assignment rates for areas not listed will be determined by Human Resources and Finance. Positions not listed will be based on the pay plan with the comparable position.