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TO: CBAC Members
 FROM: Kim Carter, Director of Compensation and Benefits
 SUBJECT: Substitute Teacher Comparison
 DATE: March 4, 2019

Please find below a comparison of the substitute teacher salaries for the Richmond metro area which includes Chesterfield, Hanover, Henrico, and Richmond. It includes both short term and long term substitute pay.

Please do not hesitate to contact me should you require additional information.

Metro Area Substitute Teacher Comparison							
2018-2019	Chesterfield		Hanover		Henrico	Richmond	
	half day	(6.5 hrs) daily	hourly *	(7.25) daily	(8 hrs) daily	hourly*	(8 hrs) daily
degree	\$43.00	\$85.00	\$11.94	\$86.57	\$85.48	\$10.75	\$86.00
non-degree	\$43.00	\$85.00	\$10.45	\$75.76	\$85.48	\$9.25	\$74.00
		daily (8 hrs)					
long term degree	\$99.00	\$197.00	n/a	\$195.36	\$198.80	\$18.60	\$148.80
long term non-degree	\$99.00	\$197.00	n/a	n/a	n/a	\$18.35	\$146.80
*Hourly rate for payroll purposes only. Subs work half or whole days							