Travis Unified School District

CERTIFICATED SUBSTITUTE SALARY SCHEDULE

Effective July 1, 2025

Day-to- Day Substitutes	Daily Rate	Retired TUSD Teachers	Long Term Substitute
Day 1-20	$250.00	$270.00	$300.00
Day 21-plus	$270.00	$290.00	$300.00

The holder of the Emergency 30-Day Substitute Teaching Permit authorizes the holder to serve as a day-to-day substitute teacher in any classroom, including preschool, kindergarten, and grades 1-12 inclusive, or in classes organized primarily for adults.

Full day: Full days are considered to be at least five hours of the teacher's scheduled hours exclusive of a lunch period.

Half day: Half days are considered to be at 50% of the teacher's scheduled hours exclusive of a lunch period.

Long Term Substitute: "The holder may serve as a substitute for no more than 30 days for any one teacher during the school year, except in a special education classroom, where the holder may serve for no more than 20 days for any one teacher during the school year."

Minimum days: Substitutes will be paid at either full/ half day rate according to the assignment's report times.

Prep-period: Substitutes may be asked to cover classes without additional compensation on what would normally be the regular teacher's preparation period.

Summer School: Summer School or Extra Duty will be paid at the Regular Hourly Rate or Intensive Supplemental Instruction Rate as approved by the Board

Retired TUSD Teachers: Individuals who have retired from TUSD and have maintained their valid credentials.

Earned Benefits- Certificated Substitutes will earn paid sick leave in accordance with the Healthy Workplace/Heathy Family Act of 2014 (AB1522).

CALSTRS: Certificated Substitutes who work more than 100 days within a fiscal year are automatically enrolled in CALSTRS. Once STRs contributions are activated, the substitute does become a permanent STRS member and is required to make contributions on all future earnings.

Substitute teachers are required to do the same duties as would fall on the day(s) worked to the regular teacher for whom they are substituting. This includes, but is not limited to, such things as bus duty, lunch room duty outside of their 30-minute duty-free lunch, recess supervision, and rally/assembly supervision. Substitutes are not expected to perform the regular teacher's paid extra duty assignments, such as coaching

California Education Code Title 5, CCR § 80025.3" or "California Code of Regulations, Title 5, § 80025.3 – Day to Day Substitute Teaching"

(a) The holder of a valid California teaching or services credential for which the requirements are equal to or greater than those listed in Title 5 Section 80025(a)(1) and (2) for an Emergency 30-Day Substitute Teaching Permit is authorized to serve as a substitute in any classroom; preschool, kindergarten and grades 1-12, inclusive; or in classes organized primarily for adults. However, the holder shall not serve as a substitute for more than 30 days for any one teacher during the school year. Holders of teaching or services credentials issued prior to February 1, 1983 will not be held to the requirement in Education Code Section 44252(b) if the requirements for the credential included a bachelor's degree and a professional preparation program.

(b) The holder of a permit or credential issued according to the provisions of Title 5 Sections 80021, 80021.2, 80022, 80023.2, 80025.1 or 80071.4(c) may, in addition to the authorization of the permit, serve as a substitute in any classroom; preschool, kindergarten and grades 1-12, inclusive; or in classes organized primarily for adults during the valid period of the permit in any district within the county listed on the document. However, the holder shall not serve as a substitute for more than 30 days for any one general education teacher or classroom, or more than 20 days for any one special education teacher or classroom during the school year.

(c) The provisions of this section do not apply to teachers who hold documents issued under the provisions of Education Code Sections 44321 or 44325.

Board Approved June 10, 2025