

VENTURA UNIFIED SCHOOL DISTRICT
2025-2026 SY CERTIFICATED SUBSTITUTE SALARY SCHEDULE
 Effective 3/1/24 thru 6/4/26

ELEMENTARY Substitutes

<i>EL1</i>	Full Day Substitute		\$200.00
<i>EL2</i>	Morning Elementary	60% of Daily Rate	\$120.00
<i>EL3</i>	Afternoon Elementary	50% of Daily Rate	\$100.00
	Kindergarten Substitute		
<i>EL4</i>	Extended-Day/Full Day Kindergarten Assignments***		\$200.00
<i>EL5</i>	· Students released <i>before</i> 12:00 Noon***	65% of Daily Rate	\$130.00
<i>EL6</i>	· Students released <i>after</i> 12:00 Noon***	75% of Daily Rate	\$150.00
<i>EL7</i>	Partial-Day (AM/PM Kindergarten Assignments)	60% of Daily Rate	\$120.00
	Banking Day Elementary		
<i>EL8</i>	· Students released <i>before</i> 12:00 Noon	65% of Daily Rate	\$130.00
<i>EL9</i>	· Students released <i>after</i> 12:00 Noon	75% of Daily Rate	\$150.00

*** Only if worked to the regular work day end.
 Extended-Day/Full Day Kindergarten substitutes are required to work the entire day performing school-related work until the regular work day ends;
 if they do not remain for the entire day, they will only be paid the Extended-Day Rate of 65% or 75%.

MIDDLE SCHOOL Substitutes

<i>MS1</i>	Full Day Substitute	per Day	\$200.00
<i>MS2</i>	Banking Day Middle School (All Fridays at MS level are banking days)	80% of Daily Rate	\$160.00
<i>MS3</i>	Period Middle School*	per period	\$34.00
<i>MS4</i>	Banking Day Period Middle School*	80% of per period	\$27.20

* There is a two-period minimum for a substitute assignment – No more than \$200 per day for day-to-day subbing.

HIGH SCHOOL Substitutes

<i>HS1</i>	Full Day Substitute	per Day	\$200.00
<i>HS2</i>	Period High School*	per period	\$40.00

* There is a two-period minimum for a substitute assignment – No more than \$200 per day for day-to-day subbing.

LONG-TERM Substitute Assignments

<i>LT1</i>	Teacher /Counselor/Speech/Nurse 1-15 Days	per Day	\$200.00
<i>LT2</i>	Teacher/Counselor/Speech/Nurse 16-30 Days	per Day	\$227.00
<i>LT3</i>	Teacher/Counselor/Speech/Nurse 31-60 Days	per Day	\$241.00
<i>LT4</i>	Teacher/Counselor/Speech/Nurse 61-90 Days	per Day	\$254.00
<i>LT5</i>	Teacher/Counselor/Speech/Nurse 91+ Days (Class1, Step 1 Cert Salary Schedule) (Rate Effective 3-1-24 and Not Retroactive)	per Day	\$318.00
	Administrators, by Assignment Type (Admin salary schedule)	per Day	varies

CalSTRS/CalPERS Compliance Notes: Standard work calendar for Certificated Non-Management is 185 work days. Days noted below for the 2025-2026 SY which has (261) total work days available.
 185 Days (185 paid, 76 unpaid). Substitute teachers are assigned on daily assignments and may be assigned into long-term substitute assignments which follow the work calendar for the position.

Board Approved 2/13/24