VENTURA UNIFIED SCHOOL DISTRICT

CERTIFICATED SUBSTITUTE INCENTIVE SALARY SCHEDULE

Effective 8/5/2026

Substitutes that work 10 Consecutive Days will be placed on this schedule on the 11th day after working 10 Consecutive Days

ELEMENTARY Substitutes

Full Day Substitute		**$225.00**
Morning Elementary	60% of Daily Rate	**$135.00**
Afternoon Elementary	50% of Daily Rate	**$112.50**
Kindergarten Substitute		
Extended-Day/Full Day Kindergarten Assignments***		**$225.00**
· Students released *before* 12:00 Noon***	65% of Daily Rate	**$146.25**
· Students released *after* 12:00 Noon***	75% of Daily Rate	**$168.75**
Partial-Day (AM/PM Kindergarten Assignments)	60% of Daily Rate	**$135.00**
Banking Day Elementary		
· Students released *before* 12:00 Noon	65% of Daily Rate	**$146.25**
· Students released *after* 12:00 Noon	75% of Daily Rate	**$168.75**

*** 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

Full Day Substitute	per Day	**$225.00**
Banking Day Middle School	80% of Daily Rate	**$180.00**
(All Fridays at MS level are banking days)		
Period Middle School*	per period	**$38.25**
Banking Day Period Middle School*	80% of per period	**$30.60**

** There is a two-period minimum for a substitute assignment – No more than $225 per day for day-to-day subbing.*

HIGH SCHOOL Substitutes

Full Day Substitute	per Day	**$225.00**
Period High School*	per period	**$45.00**

** There is a two-period minimum for a substitute assignment – No more than $225 per day for day-to-day subbing.*

LONG-TERM Substitute Assignments

Teacher /Counselor/Speech/Nurse 1-10 Days	per Day	**$200.00**
Teacher/Counselor/Speech/Nurse 11-15 Days	per Day	**$225.00**
Teacher/Counselor/Speech/Nurse 16-30 Days	per Day	**$227.00**
Teacher/Counselor/Speech/Nurse 31-60 Days	per Day	**$241.00**
Teacher/Counselor/Speech/Nurse 61-90 Days	per Day	**$254.00**
Teacher/Counselor/Speech/Nurse 91+ Days (*Class1, Step 1 Cert Salary Schedule)*	per Day	**$318.00**

CalSTRS/CalPERS Compliance Notes: Standard work calendar for Certificated Non-Management is 185 work days**.** Total workdays available 261: 185 days paid, 76 days unpaid. Substitute teachers are assigned on daily assignments and may be assigned to long-term substitute assignments which follow the work calendar for the position.

Board Approved 8/4/2026

The Governing Board is committed to providing equal opportunity for all individuals in district programs and activities. District programs, activities, and practices shall be free from unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics. (BP 0410)