

July 1, 2023

TO: School District and ESD Superintendents  
RE: 2023-24 Substitute Teacher Pay Rates

HB 2939 from the 2015 legislative session created separate substitute teacher pay rates for districts with class schedules based on a 4-day week.

Following are final minimum pay rates for substitute teachers for the 2023-24 school year. **Note that charter schools are not subject to the provisions of the law (ORS 342.610, summarized below) that sets the minimum amount that substitute teachers must be paid.**

According to ORS 342.610, teachers employed as substitute teachers shall not be paid less per day than 85 percent of the daily salary of a beginning teacher who holds a bachelor's degree. The school district shall set the working hours for a substitute teacher. **Substitutes who work for less than a half day shall be paid half of the daily salary reported in this memo. Substitutes who work a half day or more shall be paid the full daily salary.**

The daily salary is defined as the average annual salary of beginning teachers who hold a bachelor's degree divided by 190 days using the most recent data available, but not earlier than the preceding school year. [ORS 342.610 (1)]

Based on data for 2022-23, the average salary of beginning teachers with a bachelor's degree is **\$46,125**.

#### **School districts with class schedules based on a 5-day week**

- The minimum pay rate for the **first 10** consecutive days of substitute teaching is **\$206.35** per day (\$46,125 divided by 190 times 85%).

#### **School districts with class schedules based on a 4-day week**

- The minimum pay rate for the **first 8** consecutive days is **\$232.14** per day (the 5-day rate \$206.35 times 1.125).

In cases where a substitute teacher teaches for **more than 10** consecutive days (**more than 8** consecutive days for districts with a 4-day week) in the same assignment, the minimum rate for the days taught beyond 10 (8 for a 4-day week) is computed as follows:

#### **School districts with class schedules based on a 5-day week**

- For districts with a salary scale, the minimum rate is the higher of:
  - 1/190<sup>th</sup> of the district's annual salary scale for beginning teachers with a bachelor's degree. [ORS 342.610 (3)(a)(A)] ; **or**

- **\$206.35** per day [ORS 342.610 (3)(a)(B)]
- For districts without a salary scale, the minimum rate is **\$242.76** per day (100 percent, rather than 85 percent, of 1/190<sup>th</sup> of the statewide average salary for beginning teachers with a bachelor's degree) . [ORS 342.610 (3)(a)]

**School districts with class schedules based on a 4-day week**

- For districts with a salary scale, the minimum rate is the higher of:
  - 1/190<sup>th</sup> of the district's annual salary scale for beginning teachers with a bachelor's degree **times 1.125**. [ORS 342.610 (3)(a)(A)] ; **or**
  - **\$232.14** per day [ORS 342.610 (3)(a)(B)]
- For districts without a salary scale, the minimum rate is **\$273.11** per day (100 percent, rather than 85 percent, of 1/190<sup>th</sup> of the statewide average salary for beginning teachers with a bachelor's degree **times 1.125**). [ORS 342.610 (3)(a)]

If you have questions, please contact Evan Fuller at [evan.fuller@ode.state.or.us](mailto:evan.fuller@ode.state.or.us)