

TO: School District & ESD Fiscal Staff

FROM: Dan Farley, PhD

DATE: May 19, 2025

SUBJECT: 2025-26 Minimum Daily Substitute Teacher Pay Rates

This memo fulfills ODE’s annual obligation, pursuant to [ORS 342.610](#), to publish substitute teacher pay rates for the 2025-26 school year, which is not feasible to complete until the most current salary figures are available annually in mid-May. The memo provides updated statutory information and final minimum pay rates.

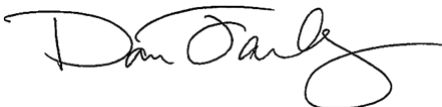
Final Minimum Pay Rates for Substitute Teachers for the 2025-26 School Year

Note that charter schools are not subject to the provisions of the law that sets the minimum amount that substitute teachers must be paid. Based on data for 2024-25, the statewide average salary of beginning teachers with a bachelor’s degree was **\$49,404**.

Districts with a 5-Day School Week		
Substitute Teacher Assignment of 10 days or less	Substitute Teacher Assignment > 10 days in a District	
	Without a salary schedule	With a salary schedule
\$ 221.02	\$ 260.02	1/190th of the district’s annual salary scale for beginning teachers’ with a Bachelor’s degree, or \$221.02, whichever is higher

Districts with 4-Day School Week		
Substitute Teacher Assignment of 8 days or less	Substitute Teacher Assignment > 8 days in a District	
	Without a salary schedule	With a salary schedule
\$ 248.65	\$ 292.52	1.125 x 1/190th of the district’s annual salary scale for beginning teachers’ with a Bachelor’s degree, or \$248.65, whichever is higher

If you have questions regarding these calculated rates, please contact Evan Fuller, Senior Research Analyst, at [evan.fuller@ode.oregon.gov](mailto:evan.fuller@ode.oregon.gov).



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