

April 17, 2020

TO: School District and ESD Superintendents
RE: 2020-21 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 2020-21 school year.

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 a half day or less shall be paid half of the daily salary reported in this memo. Substitutes who work more than a half day 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 2019-20, the average salary of beginning teachers with a bachelor's degree is **\$42,318**.

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 **\$189.32** per day (\$42,318 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 **\$212.98** per day (the 5-day rate \$189.32 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:
 - 1/190th of the district's annual salary scale for beginning teachers with a bachelor's degree. [ORS 342.610 (3)(a)(A)] ; **or**
 - **\$189.32** per day [ORS 342.610 (3)(a)(B)]

- For districts without a salary scale, the minimum rate is **\$222.72** per day (100 percent, rather than 85 percent, of 1/190th 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:
 - 1/190th 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**
 - **\$212.98** per day [ORS 342.610 (3)(a)(B)]
- For districts without a salary scale, the minimum rate is **\$250.56** per day (100 percent, rather than 85 percent, of 1/190th 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 Brian Reeder at brian.reeder@state.or.us