



TO: School District & ESD Fiscal Staff

FROM: Dan Farley, PhD

DATE: May 29, 2024

SUBJECT: 2024-25 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 2024-25 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 2024-25 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 2023-24, the average salary of beginning teachers with a bachelor’s degree was **\$47,371**.

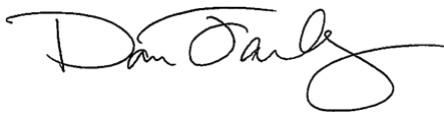
Districts with a 5-Day School Week		
Substitute Teacher Assignment	Without a salary schedule	With a salary schedule
of 10 days or less	\$211.92	\$211.92
> 10 days in a District	\$249.32	The higher of <ul style="list-style-type: none"> • 1/190th of the district’s annual salary scale for beginning teachers with a bachelor’s degree, or • \$211.92
Districts with a 4-Day School Week		
Substitute Teacher Assignment	Without a salary schedule	With a salary schedule
of 8 days or less	\$238.41	\$238.41
> 8 days in a District	\$280.49	The higher of <ul style="list-style-type: none"> • 1.125 times 1/190th of the district’s annual salary scale for beginning teachers with a bachelor’s degree, or • \$238.41

Recent Legislative Changes Affecting Rates

From July 1, 2023, through April 3, 2024, substitute teachers working exactly one-half day were statutorily required to have received a full day's pay.

- **SB 283** from the 2023 legislative session revised ORS 342.610 such that substitute teachers earned no less than one-half of the daily minimum salary if the teacher was employed as a substitute teacher for less than one-half day, or no less than the daily minimum salary if the teacher was employed for one-half day or more. This change applied to the 2023-24 school year, and increased the salary for substitute teachers working exactly a half-day from a half-day's pay to a full day's pay until it was superseded by changes from SB 1552, which had an effective date of April 4, 2024.
- **SB 1552** reverted the previous change from SB 283, such that substitute teachers earned no less than one-half of the daily minimum salary if the teacher is employed as a substitute teacher for one-half day or less than one-half day, or no less than the daily minimum salary the teacher is employed as a substitute teacher for more than one-half day.

If you have questions, please contact Evan Fuller, Senior Research Analyst, at evan.fuller@ode.oregon.gov.



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