April 8, 2019

TO: School District and ESD Superintendents
RE: 2019-20 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 2019-20 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 2018-19, the average salary of beginning teachers with a bachelor’s degree is $42,004.

**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 $187.91 per day ($42,004 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 $211.40 per day (the 5-day rate $187.91 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:
  - $187.91 per day [ORS 342.610 (3)(a)(B)]
For districts without a salary scale, the minimum rate is $221.07 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
  - $211.40 per day [ORS 342.610 (3)(a)(B)]

- For districts without a salary scale, the minimum rate is $248.71 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