

TO: School District & ESD Fiscal Staff

FROM: Andrea V. Lockard, EdD

DATE: May 15, 2026

SUBJECT: 2026-27 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 2026-27 school year, which is not feasible to complete until the most current salary figures are available annually in mid-May. This memo provides any updated statutory information and final minimum pay rates.

Statutory Changes

There were no statutory changes to the minimum daily pay calculation from the prior year.

Final Minimum Pay Rates for Substitute Teachers for the 2026-27 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 2025-26, the statewide average salary of beginning teachers with a bachelor’s degree was **\$52,812**. \$44,821.00

| 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                                                                                                           |
| \$ 236.26                                        | \$ 277.96                                             | 1/190th of the district’s annual salary scale for beginning teachers’ with a Bachelor’s degree, or \$236.26, 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                                                                                                                   |
| \$ 265.80                                       | \$ 312.70                                            | 1.125 x 1/190th of the district’s annual salary scale for beginning teachers’ with a Bachelor’s degree, or \$265.80, whichever is higher |

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



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