



Oregon State Statutes

PREPARED FOR: Joint Task Force on Substitute Teachers

DATE: December 7, 2023

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RE: Summary of Oregon Revised Statutes Pertaining to Substitute Teachers

Minimum Salary (ORS 342.610)

ORS 342.610 Minimum salary for substitute teachers

- Since at least 1995, the state of Oregon has required that school districts pay substitute teachers a minimum salary.
- Short term substitutes (assignment of less than 10 days):
 - Daily pay must be equal to 85% of one day's salary for a beginning teacher.
 - A substitute teacher teaching for less than half of a school day receives half pay, while a substitute teacher teaching for half of the school day or more receives full pay.
- Long term substitutes (assignment of at least 10 days):
 - Daily pay must be equivalent to 100% of one day's salary for a beginning teacher.



Definition of “substitute teacher” (ORS 342.815)

ORS 342.815 Definitions for ORS 342.805 to 342.937

(8) “Substitute teacher” means any teacher who is employed to take the place of a probationary or contract teacher who is temporarily absent.

Accountability for Schools for the 21st Century Law

- ORS 342.805 to 342.937
- Laws pertaining to teacher employment, contracts, evaluation, suspension, and dismissal.
- *The term “substitute teacher” is not referenced in the relevant statutes.*



Senate Bill 283 (2023)

Senate Bill 283

Statutory changes that took effect July 1, 2023

- Clarifies that minimum salary in ORS 342.610 applies whenever a substitute teacher “is employed for the school district.”
- Requires school districts to establish a temporary position when a substitute teacher is employed in the same position for at least 60 consecutive days (approx. 12 weeks).
- Requires school districts to pay substitute teachers for training required for their teaching assignment.
- Permits any person holding a Teacher Standards and Practices Commission (TSPC)-issued teaching license to acquire a substitute teaching license within three years of retirement.



SECTION 24.

Amendments to ORS 342.610

- Section **(2)**: Clarifies that minimum salary applies when “a teacher is employed as a substitute teacher for the school district”
- Adds Section **(5)(a)**:
 - Requires classification of temporary position when a substitute teacher is employed for 60 consecutive days
- Adds Section **(6)**:
 - Requires substitute teacher to be paid for training that is required for a substitute teaching assignment

SECTION 30.

Amendments to ORS 342.125

- Permits conversion of a teaching license to a substitute teaching license:
 - Within three years of retirement
 - Without fees or additional requirements



Questions?