

JOINT TASK FORCE ON SUBSTITUTE TEACHERS

Oregon State Legislature
900 Court Street NE
Salem, OR 97301

<https://www.oregonlegislature.gov>



RECOMMENDATION PROPOSAL

For questions or assistance filling out this form, please reach out to task force staff:

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erin.seiler@oregonlegislature.gov.

Please submit one form per policy recommendation. There is no limit on the number of forms you may submit for discussion.

Task force members are encouraged to collaborate. If you collaborate, please submit one form per recommendation and list all group members' names.

Name(s) of submitter(s):
Debbie Fery and OSTA Executive Board
What problem are you trying to solve?
Increase the minimum pay for Substitute Teachers. Many districts already pay above the minimum and allows for equity across the State for urban versus rural districts. After ten consecutive days in one assignment, the substitute takes over with lesson planning, parent contact and other duties of the regular teacher not required of daily substitutes. Currently there is not sufficient difference in salary for a long-term, and many qualified teachers will not take those very difficult jobs for that reason.
Title of proposal (25 words or less):
Increase Minimum Pay for Substitute Teachers ORS 342.610
Value/Finding/Goal Number:





1 to 13
Detailed description of proposal (50 words or more):
<p>Modify ORS 342.610</p> <p>Change the percent on the Daily Sub Rate Minimum from 85% to 100%</p> <p>Change the Long Term Rate minimum - days 1 to 59 from 100% to 120%</p> <p>60 days plus - Temporary Contract - district salary schedule for degree and experience</p>
Enforcement:
<i>How will the legislature make sure the policy is followed?</i>
Legislation for the 2025 Session with an effective date of July 1, 2025. This will increase the payroll and payroll costs for Districts
Reporting mechanisms:
<i>What information will be collected so the legislature knows if the policy is working?</i>
There is nothing to be reported to the Legislature. There maybe legal challenges if a district is not in compliance the ORS 342.610.
State agency responsible for implementation:
Legislature, PERS, BOLI, Department of Education