

OREGON EARLY CARE AND EDUCATION TEACHER WAGES, 2023

Produced by the Oregon Child Care Research Partnership, 2025

As of 2023, wages for teachers in Oregon’s early learning and child care centers range from a median low of \$34,840 to a median high of \$47,840 annually.

Between 2012 and 2023, center teachers experienced an increase in average wages over time. This is likely related to the annual increase in Oregon’s minimum wage every year.¹

Average Low and High Hourly Wage received by Center Teachers, by Facility

Teacher/Head Teacher Wages	2012		2023	
	Low	High	Low	High
Median Hourly Wage	9.50	13.61	16.75	23.00
Mean Hourly Wage	10.33	14.96	17.00	24.33
Range (Lowest Low - Highest High)	8.00	45.00	12.50	60.36
Number of Centers Reporting	805	814	1,178	1,181
Percent of Centers Reporting	83%	84%	84%	84%
State of Oregon Minimum Wage	\$8.80		\$12.50-15.45	

This document provides a snapshot of center teacher/head teacher median wages for facilities in the calendar year of 2023. When submitting a licensing application or renewal, center directors were asked on the child care center licensing application to report their lowest and highest teacher and head teacher wage. Wages are reported at the facility-level rather than the individual teacher level and are available at the state and county level.

¹ In 2016, Oregon legislature established a series of annual minimum wage rate increases beginning July 1 of each year, as well as set separate rates for employers located in the Portland metropolitan area and within certain “nonurban” counties. Across the calendar year of 2023, the rates were \$14.75-15.45 for the Portland metro area, \$12.50-13.20 for nonurban counties (Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Union, Wallowa, Wheeler), and \$13.50-14.20 for all other areas of the state. Oregon’s minimum wage was \$8.80 in 2012.

2023 Wage Information by County

County	Number of Centers Reporting Wage	Wage Range	Median Low Wage	Median High Wage	Mean Low Wage	Mean High Wage
Baker	4	---	---	---	---	---
Benton	26	13.50 - 30.00	15.75	22.70	15.87	23.14
Clackamas	114	13.50 - 40.00	17.00	22.00	17.16	23.82
Clatsop	12	13.65 - 41.60	15.55	21.20	15.68	23.70
Columbia	9	13.50 - 43.93	15.95	35.00	16.50	30.92
Coos	16	13.00 - 30.00	15.00	25.75	15.76	22.61
Crook	6	15.00 - 29.49	18.40	21.91	18.57	22.58
Curry	5	14.00 - 26.70	14.00	25.75	14.30	23.79
Deschutes	70	13.00 - 38.46	18.00	24.38	18.34	25.36
Douglas	21	13.20 - 36.25	20.00	28.00	18.69	27.28
Gilliam	1	---	---	---	---	---
Grant	3	---	---	---	---	---
Harney	0	---	---	---	---	---
Hood River	17	14.00 - 27.65	15.00	22.00	15.63	21.78
Jackson	50	13.75 - 40.09	17.82	26.00	17.56	27.11
Jefferson	1	---	---	---	---	---
Josephine	34	13.50 - 40.09	15.50	25.00	16.75	26.77
Klamath	16	12.50 - 35.82	17.38	25.80	16.68	25.24
Lake	1	---	---	---	---	---
Lane	88	13.50 - 37.05	16.00	21.03	16.19	23.16
Lincoln	9	14.00 - 32.28	16.00	23.52	16.84	25.04
Linn	18	13.50 - 26.88	15.00	20.00	15.75	20.80
Malheur	12	12.50 - 36.00	17.43	25.00	16.76	25.91
Marion	81	12.75 - 50.00	15.25	22.00	16.37	24.20
Morrow	4	---	---	---	---	---
Multnomah	286	12.72 - 45.47	17.00	23.62	17.24	24.19
Polk	17	13.50 - 29.41	16.00	21.00	15.95	21.92
Sherman	0	---	---	---	---	---
Tillamook	3	---	---	---	---	---
Umatilla	20	13.20 - 29.59	18.00	25.00	17.44	24.31
Union	5	14.00 - 27.07	15.69	27.07	15.30	23.34
Wallowa	2	---	---	---	---	---
Wasco	7	14.67 - 32.21	16.00	22.92	16.87	24.17
Washington	195	14.00 - 60.36	17.00	23.00	17.27	24.17
Wheeler	0	---	---	---	---	---
Yamhill	30	13.85 - 32.69	15.79	24.76	16.17	23.65

--- not reported due to the small number of facilities in the region