

APPENDIX A

Clackamas Education Service District 2024-2025 Classified Employee Hourly Pay Schedule

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
11	\$ 19.32	\$19.67	\$20.33	\$ 21.14	\$ 21.85	\$ 22.59	\$ 23.38	\$ 24.21	\$ -
12	\$ 19.87	\$20.21	\$20.87	\$ 21.60	\$ 22.39	\$ 23.22	\$ 24.00	\$ 24.79	\$ -
13	\$ 20.92	\$21.27	\$21.95	\$ 22.71	\$ 23.47	\$ 24.26	\$ 25.22	\$ 26.02	\$ 26.88
14	\$ 21.90	\$22.27	\$23.07	\$ 23.92	\$ 24.72	\$ 25.56	\$ 26.46	\$ 27.43	\$ 28.34
15	\$ 23.03	\$23.39	\$24.22	\$ 25.02	\$ 25.96	\$ 26.85	\$ 27.80	\$ 28.75	\$ -
16	\$ 24.20	\$24.60	\$25.46	\$ 26.32	\$ 27.28	\$ 28.22	\$ 29.27	\$ 30.25	\$ -
17	\$ 25.39	\$25.82	\$26.76	\$ 27.65	\$ 28.69	\$ 29.61	\$ 30.70	\$ 31.76	\$ -
18	\$ 26.60	\$27.06	\$28.02	\$ 28.98	\$ 30.03	\$ 31.07	\$ 32.17	\$ 33.29	\$ -
19	\$ 27.97	\$28.46	\$29.44	\$ 30.47	\$ 31.53	\$ 32.67	\$ 33.76	\$ 34.93	\$ -
20	\$ 29.36	\$29.88	\$30.89	\$ 31.97	\$ 33.14	\$ 34.23	\$ 35.44	\$ 36.66	\$ -
21	\$ 30.87	\$31.41	\$32.49	\$ 33.56	\$ 34.76	\$ 35.96	\$ 37.21	\$ 38.52	\$ -
22	\$ 32.31	\$32.88	\$34.08	\$ 35.25	\$ 36.50	\$ 37.82	\$ 39.13	\$ 40.45	\$ -
23	\$ 34.03	\$34.63	\$35.78	\$ 37.03	\$ 38.36	\$ 39.69	\$ 41.06	\$ 42.48	\$ -
24	\$ 35.67	\$36.30	\$37.60	\$ 38.90	\$ 40.24	\$ 41.70	\$ 43.12	\$ 44.57	\$ -
25	\$ 37.42	\$38.06	\$39.40	\$ 40.78	\$ 42.23	\$ 43.72	\$ 45.31	\$ 46.87	\$ -
26	\$ 39.27	\$39.99	\$41.38	\$ 42.88	\$ 44.33	\$ 45.89	\$ 47.44	\$ 49.15	\$ -
27	\$ 41.25	\$41.99	\$43.47	\$ 44.97	\$ 46.54	\$ 48.20	\$ 49.83	\$ 51.61	\$ -
28	\$ 43.39	\$44.13	\$45.62	\$ 47.24	\$ 48.89	\$ 50.60	\$ 52.32	\$ 54.18	\$ -
29	\$ 45.53	\$46.35	\$47.92	\$ 49.60	\$ 51.30	\$ 53.15	\$ 54.93	\$ 56.93	\$ -
30	\$ 47.85	\$48.67	\$50.31	\$ 52.08	\$ 53.88	\$ 55.81	\$ 57.69	\$ 59.73	\$ -
31	\$ 50.21	\$51.11	\$52.85	\$ 54.67	\$ 56.58	\$ 58.57	\$ 60.56	\$ 62.74	\$ -
32	\$ 52.71	\$53.62	\$55.50	\$ 57.42	\$ 59.44	\$ 61.54	\$ 63.58	\$ 65.86	\$ -
33	\$ 55.35	\$56.33	\$58.31	\$ 60.26	\$ 62.38	\$ 64.63	\$ 66.78	\$ 69.15	\$ -
34	\$ 58.13	\$59.14	\$61.19	\$ 63.30	\$ 65.50	\$ 67.82	\$ 70.14	\$ 72.61	\$ -
35	\$ 61.01	\$62.09	\$64.23	\$ 66.44	\$ 68.80	\$ 71.21	\$ 73.64	\$ 76.26	\$ -

Effective July 1, 2024 - a Cost of Living Adjustment (COLA) increase of 5% was added to the 2023-24 salary schedule.

Per Article 18, section B - All Clackamas ESD staff responsible for the 6% Public Employee Retirement System (PERS) employee deduction.

APPENDIX B

GROUP A - Instructional			
#	Employee Classification	Pay Range	Min[^] Days/Yr
A2	LEEP Educational Assistant	13	*
A4	EI/ECSE Itinerant Educational Assistant	13	185
	Early Learning/Head Start Classroom Assistant	13	185
A4b	Bilingual - EI/ECSE Itinerant Educational Assistant	14	185
	Bilingual - Head Start Classroom Assistant	14	185
A6	Functional Therapeutic Educational Assistant	14	185
A5	LEEP Assistive Technology Support Specialist	20	185
A7	Certified Occupational Therapy Assistant (COTA)		
	Early Childhood COTA**	19	185
	LEA Contract COTA**	19	*
	LEEP COTA**	19	*
A8	Certified Occupational Therapy Assistant II (COTA II)		
	Early Childhood COTA**	21	185
	LEA Contract COTA**	21	*
	LEEP COTA**	21	*
A9	Licensed Physical Therapy Assistant (LPTA)		
	Early Childhood LPTA**	19	185
	LEA Contract LPTA**	19	*
	LEEP LPTA	19	*
A10	Speech and Language Pathology Assistant		
	Early Childhood SLPA**	19	185
	SPED SLPA**	19	*
A11	Therapeutic Intervention Coach	20	185
	Behavior Coach	20	*
A12	CPS Training & Development Specialist	20	185
A13	Lead Therapeutic Intervention Coach	25	200
A14	Preschool Classroom Lead		
	Holds an Associate's Degree, or is at Step 9 with ORO	17	185
	Holds a Bachelor's or Higher, or is at Step 10 with ORO	20	185
A15	Family Visitor, Head Start to Success	15	185
A15b	Bilingual - Family Visitor, Head Start to Success	16	185
<p><i>* All employees in these classifications will work at least the number of days equal to the student contact days in the district or program where the employee is assigned plus three days.</i></p> <p><i>** To be eligible to bump a LEEP COTA, LEEP LPTA, or LEEP SLPA, an EI/ECSE or LEA Contract employee must acquire and maintain NCI behavioral intervention certification.</i></p> <p><i>^ All employees working less than full-time will be pro-rated</i></p>			
GROUP B - CLERICAL			
#	Employee Classification	Pay Range	Min[^] Days/Yr

B1	Administrative Assistant I	13	12 months
	Administrative Assistant I - Heron Creek Only	14	*
B1b	Bilingual - Administrative Assistant I	14	12 months
	Bilingual - Administrative Assistant I - Heron Creek	15	*
B2	Administrative Assistant II	15	12 months
	Administrative Assistant II - Heron Creek Only	16	*
B2b	Bilingual - Administrative Assistant II	16	12 months
	Bilingual - Administrative Assistant II - Heron Creek	17	*
B3	Administrative Assistant III	18	12 months
B3b	Bilingual - Administrative Assistant III	19	12 months
B4	Community Engagement and Referral Assistant	14	12 months
B5	Public Service Support Representative	14	12 months
B6	Student Records and Data Assistant	15	12 months
B7	Youth Employment Specialist - T&L	15	12 months
B8	Education and Career Advisor - T&L	17	12 months
	Homeless Youth Education & Career Advisor - T&L	17	12 months
	Education Re Engagement Advisor - T&L	17	12 months
B9	Program Operations Specialist - T&L	18	12 months
B10	Youth Services Program Specialist - T&L	21	12 months
B11	Outreach and Communication Specialist - Head Start to Success	18	12 months
B12	Quality Improvement Specialist, Child Care Resource & Referral	17	12 months
B12b	Bilingual - Quality Improvement Specialist, Child Care Resource & Referral	18	12 months
B13b	MEP Preschool Specialist	19	185
	Migrant Regional Recruiter	17	220
	MEP Recruitment and Data Specialist	19	220
B14	Infant Toddler Specialist	18	12 months
B15	Preschool Promise Coach	19	12 months
B16	Preschool Promise Program Implementation Specialist	19	12 months
B16b	Bilingual - Preschool Promise Implementation Specialist	20	*
B17	Data Entry Specialist (Instructional Calendar) - Head Start to Success	13	185
B18	Recruitment and Enrollment Specialist (Instructional Calendar) - Head Start to Success	18	185
<p><i>* All employees in these classifications will work at least the number of days equal to the student contact days in the district or program where the employee is assigned plus three days.</i></p> <p><i>** To be eligible to bump a LEEP COTA, LEEP LPTA, or LEEP SLPA, an EI/ECSE or LEA Contract employee must acquire and maintain NCI behavioral intervention certification.</i></p> <p><i>^ All employees working less than full-time will be pro-rated</i></p>			
GROUP C - PRINTING AND GRAPHICS SERVICES			
#	Employee Classification	Pay Range	Min[^] Days/Yr
C1	Print Lead Copier Technician	18	12 months
C2	Graphics/Copier Technician	15	12 months
C5	Courier	11	No Min
<i>^ All employees working less than full-time will be pro-rated</i>			
GROUP D - TECHNOLOGY SERVICES			

#	Employee Classification	Pay Range	Min^ Days/Yr
D1	BIS Application Developer	28	12 months
D2	Technology Support Analyst I	23	12 months
	Technology Support Analyst II	25	12 months
	Technology Support Analyst III	27	12 months
D3	Network Engineer	28	12 months
D4	Information Technology Services Technician	20	12 months
D5	Technology Support Specialist	20	12 months
D6	Student Information System Application Developer	28	12 months
D9	Data Architect	28	12 months
D10	Telecommunications Engineer	25	12 months
D11	System Application Analyst I	26	12 months
	System Application Analyst II	28	12 months
	System Application Analyst III	30	12 months
D12	System Infrastructure Engineer I	23	12 months
	System Infrastructure Engineer II	25	12 months
	System Infrastructure Engineer III	29	12 months
D13	Customer Support Rep I	19	12 months
	Customer Support Rep II	21	12 months
	Customer Support Rep III	23	12 months
<i>^ All employees working less than full-time will be pro-rated</i>			
GROUP F - ACCOUNTING			
#	Employee Classification	Pay Range	Min^ Days/Yr
F2	Accounting Specialist	19	12 months
<i>^ All employees working less than full-time will be pro-rated</i>			
GROUP G - CLIENT TECHNICAL SUPPORT			
#	Employee Classification	Pay Range	Min^ Days/Yr
G2	Medicaid Support Assistant	17	12 months
G3	Medicaid Support Specialist	19	12 months
G5	Crisis Prevention and Response Specialist	21	12 months
G7	Training Specialist, Child Care Resource & Referral	24	12 months
G8	Research Analyst I - T&L	23	12 months
	Research Analyst II - T&L	25	12 months
	Research Analyst III - T&L	28	12 months
<i>^ All employees working less than full-time will be pro-rated</i>			

The District proposes to reclassify positions that hold licenses (COTA, LPTA, SLPA) from Range 19 to Range 20, and COTA II from Range 21 to Range 22, effective July 1, 2024.

The Association and District will form a joint committee to discuss a reclassification for Educational Assistants and Behavior Coaches in school age programs. The Committee will complete this work by March 1, 2025, and will make a recommendation for salary range placement on July 1, 2025.