

Appendix A-2
Clackamas Education Service
District

2024-25 Licensed Employee Salary
Schedule Annual Salary Based on 190 Days
(Post degree credits measured in quarter hours)

Step	BA	BA30	BA60 MA	BA 84 MA24	BA105 MA45
1	51,676.00	53,969.00	56,264.00	57,397.00	58,630.00
2	53,887.00	56,224.00	58,581.00	59,776.00	61,070.00
3	56,098.00	58,480.00	60,898.00	62,156.00	63,511.00
4	58,309.00	60,736.00	63,214.00	64,533.00	65,951.00
5	60,520.00	62,991.00	65,531.00	66,913.00	68,390.00
6	62,731.00	65,246.00	67,850.00	69,292.00	70,831.00
7	64,942.00	67,502.00	70,167.00	71,670.00	73,272.00
8	67,153.00	69,758.00	72,484.00	74,049.00	75,712.00
9	69,363.00	72,014.00	74,801.00	76,426.00	78,153.00
10	71,573.00	74,270.00	77,118.00	78,806.00	80,593.00
11	73,784.00	76,524.00	79,435.00	81,186.00	83,033.00
12	75,995.00	78,780.00	81,752.00	83,563.00	85,473.00
13	78,206.00	81,037.00	84,069.00	85,942.00	87,913.00
14	80,417.00	83,292.00	86,387.00	88,322.00	90,353.00
15		85,547.00	88,704.00	90,699.00	92,794.00
16			91,021.00	93,079.00	95,234.00
17			93,338.00	95,456.00	97,675.00
18					100,116.00
Longevity	\$81,623	\$86,830	\$94,738	\$96,888	101,618.00

All Clackamas ESD staff are responsible for the 6% Public Employee Retirement System (PERS) employee deduction.

Beginning July 1, 2021 - the position of Occupational Therapist (OT), Physical Therapist (PT), Speech and Language Pathologist (SLP), Assistive Technology Specialist (ATS), School Nurse, and School Psychologist will automatically be placed in the BA+105/MA+45 column provided the individual holds the educational requirements for their position.

Beginning July 1, 2024 - a Cost of Living Adjustment (COLA) increase of 4% is added to the 2023-24 salary schedule.

The parties will form a joint work group consisting of equal members selected by the Association and ESD management that will consider compensation differentiation for positions that require a Qualified Mental Health Professional (QMHP). The committee will consider the needs of various programs that are supported by QMHP, analyzing: 1) how this training and education connects to the specific job descriptions that list the QMHP as a minimum expectation; or 2) how the training and education supports the work they do to fulfill the requirements of their position. The committee will complete the work by March 1, 2025, and make possible recommendations for compensation differentiation that may take effect July 1, 2025.

Appendix A-2
Clackamas Education Service District
 2025-26 Licensed Employee Salary
 Schedule Annual Salary Based on 190 Days
 (Post degree credits measured in quarter hours)

Step	BA	BA30	BA60	BA 84	BA105
1	\$54,260	\$56,667	\$59,077	\$60,267	\$61,562
2	\$56,581	\$59,035	\$61,510	\$62,765	\$64,124
3	\$58,903	\$61,404	\$63,943	\$65,264	\$66,687
4	\$61,224	\$63,773	\$66,375	\$67,760	\$69,249
5	\$63,546	\$66,141	\$68,808	\$70,259	\$71,810
6	\$65,868	\$68,508	\$71,243	\$72,757	\$74,373
7	\$68,189	\$70,877	\$73,675	\$75,254	\$76,936
8	\$70,511	\$73,246	\$76,108	\$77,751	\$79,498
9	\$72,831	\$75,615	\$78,541	\$80,247	\$82,061
10	\$75,152	\$77,984	\$80,974	\$82,746	\$84,623
11	\$77,473	\$80,350	\$83,407	\$85,245	\$87,185
12	\$79,795	\$82,719	\$85,840	\$87,741	\$89,747
13	\$82,116	\$85,089	\$88,272	\$90,239	\$92,309
14	\$84,438	\$87,457	\$90,706	\$92,738	\$94,871
15		\$89,824	\$93,139	\$95,234	\$97,434
16			\$95,572	\$97,733	\$99,996
17			\$98,005	\$100,229	\$102,559
18					\$105,122
Longevity	\$85,705	\$91,171	\$99,475	\$101,732	\$106,699

Beginning July 1, 2025 - a Cost of Living Adjustment (COLA) increase of 5% is added to the 2024-25 salary schedule.