

## APPENDIX A

### Clackamas Education Service District

2019-20 Licensed Employee Salary Schedule

Annual Salary Based on 190 Days

(Post degree credits measured in quarter hours)

Step	BA	BA+30	BA+60/MA	BA+84/MA+24	BA+105/MA+45
1	\$42,000	\$43,934	\$45,862	\$46,913	\$47,962
2	\$43,515	\$45,446	\$47,378	\$48,333	\$49,371
3	\$45,075	\$47,027	\$48,981	\$49,763	\$50,833
4	\$46,460	\$48,410	\$50,359	\$51,209	\$52,306
5	\$48,221	\$50,201	\$52,179	\$53,073	\$54,206
6	\$50,162	\$52,164	\$54,164	\$55,134	\$56,307
7	\$52,101	\$54,144	\$56,188	\$57,199	\$58,413
8	\$54,045	\$56,105	\$58,167	\$59,261	\$60,514
9	\$55,986	\$58,088	\$60,190	\$61,324	\$62,617
10	\$57,929	\$60,051	\$62,174	\$63,386	\$64,764
11	\$59,868	\$62,032	\$64,197	\$65,452	\$66,865
12	\$61,809	\$63,994	\$66,178	\$67,515	\$68,971
13	\$63,751	\$65,975	\$68,199	\$69,576	\$71,113
14	\$65,694	\$67,937	\$70,224	\$71,682	\$73,218
15		\$69,900	\$72,247	\$73,782	\$75,360
16			\$74,271	\$75,886	\$77,503
17			\$76,292	\$77,988	\$79,648
18					\$81,789

Effective July 1, 2019 - a Cost of Living Adjustment (COLA) increase of 2.2% added to the 2018-19 salary schedule

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

## APPENDIX A

### Clackamas Education Service District

2020-21 Licensed Employee Salary Schedule

Annual Salary Based on 190 Days

(Post degree credits measured in quarter hours)

Step	BA	BA+30	BA+60/MA	BA+84/MA+24	BA+105/MA+45
1	\$43,050	\$45,032	\$47,009	\$48,086	\$49,161
2	\$44,603	\$46,582	\$48,562	\$49,541	\$50,605
3	\$46,202	\$48,203	\$50,206	\$51,007	\$52,104
4	\$47,622	\$49,620	\$51,618	\$52,489	\$53,614
5	\$49,427	\$51,456	\$53,483	\$54,400	\$55,561
6	\$51,416	\$53,468	\$55,518	\$56,512	\$57,715
7	\$53,404	\$55,498	\$57,593	\$58,629	\$59,873
8	\$55,396	\$57,508	\$59,621	\$60,743	\$62,027
9	\$57,386	\$59,540	\$61,695	\$62,857	\$64,182
10	\$59,377	\$61,552	\$63,728	\$64,971	\$66,383
11	\$61,365	\$63,583	\$65,802	\$67,088	\$68,537
12	\$63,354	\$65,594	\$67,832	\$69,203	\$70,695
13	\$65,345	\$67,624	\$69,904	\$71,315	\$72,891
14	\$67,336	\$69,635	\$71,980	\$73,474	\$75,048
15		\$71,648	\$74,053	\$75,627	\$77,244
16			\$76,128	\$77,783	\$79,441
17			\$78,199	\$79,938	\$81,639
18					\$83,834

Effective July 1, 2020 - a Cost of Living Adjustment (COLA) increase of 2.5% added to the 2019-20 salary schedule

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