

APPENDIX A

Clackamas Education Service District
2026-2027 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	\$20.50	\$20.87	\$21.57	\$22.42	\$23.19	\$23.97	\$24.80	\$25.69	-
12	\$21.08	\$21.44	\$22.15	\$22.92	\$23.75	\$24.64	\$25.46	\$26.30	-
13	\$22.20	\$22.57	\$23.29	\$24.09	\$24.90	\$25.74	\$26.76	\$27.60	\$28.43*
14	\$23.24	\$23.63	\$24.47	\$25.38	\$26.22	\$27.12	\$28.07	\$29.10	\$29.97*
15	\$24.43	\$24.81	\$25.70	\$26.54	\$27.54	\$28.49	\$29.49	\$30.50	\$31.27*
16	\$25.68	\$26.10	\$27.01	\$27.92	\$28.94	\$29.94	\$31.05	\$32.09	\$33.15*
17	\$26.93	\$27.39	\$28.39	\$29.33	\$30.44	\$31.42	\$32.57	\$33.69	-
18	\$28.22	\$28.71	\$29.73	\$30.75	\$31.86	\$32.96	\$34.13	\$35.32	-
19	\$29.67	\$30.19	\$31.23	\$32.32	\$33.45	\$34.66	\$35.81	\$37.06	-
20	\$31.15	\$31.70	\$32.77	\$33.92	\$35.15	\$36.32	\$37.60	\$38.89	-
21	\$32.75	\$33.32	\$34.46	\$35.61	\$36.87	\$38.15	\$39.48	\$40.87	-
22	\$34.28	\$34.89	\$36.15	\$37.40	\$38.73	\$40.12	\$41.51	\$42.91	-
23	\$36.10	\$36.74	\$37.96	\$39.28	\$40.70	\$42.11	\$43.56	\$45.06	-
24	\$37.84	\$38.51	\$39.89	\$41.27	\$42.69	\$44.24	\$45.74	\$47.29	-
25	\$39.70	\$40.38	\$41.80	\$43.26	\$44.81	\$46.38	\$48.07	\$49.73	-
26	\$41.66	\$42.43	\$43.90	\$45.50	\$47.03	\$48.69	\$50.33	\$52.14	-
27	\$43.76	\$44.55	\$46.11	\$47.71	\$49.38	\$51.14	\$52.86	\$54.75	-
28	\$46.03	\$46.81	\$48.40	\$50.12	\$51.87	\$53.68	\$55.51	\$57.48	-
29	\$48.31	\$49.17	\$50.84	\$52.62	\$54.43	\$56.38	\$58.28	\$60.40	-
30	\$50.77	\$51.63	\$53.37	\$55.25	\$57.17	\$59.20	\$61.20	\$63.37	-
31	\$53.27	\$54.22	\$56.07	\$58.00	\$60.03	\$62.14	\$64.25	\$66.56	-
32	\$55.92	\$56.89	\$58.89	\$60.91	\$63.06	\$65.29	\$67.45	\$69.88	-
33	\$58.72	\$59.76	\$61.86	\$63.93	\$66.18	\$68.57	\$70.84	\$73.36	-
34	\$61.67	\$62.74	\$64.92	\$67.16	\$69.49	\$71.95	\$74.41	\$77.03	-
35	\$64.73	\$65.87	\$68.14	\$70.48	\$72.99	\$75.55	\$78.13	\$80.91	-

Effective July 1, 2026 - a Cost of Living Adjustment (COLA) increase of 3% was added to the 2025-26 salary schedule. *Step 9 applies to Education Assistants only.

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

APPENDIX A

Clackamas Education Service District
2027-2028 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	\$21.32	\$21.70	\$22.43	\$23.32	\$24.11	\$24.93	\$25.79	\$26.72	-
12	\$21.93	\$22.30	\$23.03	\$23.83	\$24.70	\$25.62	\$26.48	\$27.35	-
13	\$23.08	\$23.47	\$24.22	\$25.06	\$25.89	\$26.77	\$27.83	\$28.71	\$29.57*
14	\$24.17	\$24.57	\$25.45	\$26.39	\$27.27	\$28.20	\$29.19	\$30.26	\$31.17*
15	\$25.41	\$25.81	\$26.73	\$27.60	\$28.64	\$29.63	\$30.67	\$31.72	\$32.52*
16	\$26.71	\$27.14	\$28.09	\$29.04	\$30.10	\$31.14	\$32.30	\$33.38	\$34.47*
17	\$28.01	\$28.48	\$29.52	\$30.51	\$31.65	\$32.67	\$33.87	\$35.04	-
18	\$29.35	\$29.85	\$30.91	\$31.98	\$33.13	\$34.28	\$35.50	\$36.73	-
19	\$30.86	\$31.40	\$32.48	\$33.61	\$34.79	\$36.05	\$37.25	\$38.54	-
20	\$32.39	\$32.97	\$34.09	\$35.27	\$36.56	\$37.77	\$39.10	\$40.45	-
21	\$34.06	\$34.65	\$35.84	\$37.03	\$38.35	\$39.68	\$41.06	\$42.51	-
22	\$35.65	\$36.28	\$37.60	\$38.90	\$40.28	\$41.72	\$43.17	\$44.63	-
23	\$37.55	\$38.21	\$39.47	\$40.86	\$42.32	\$43.79	\$45.30	\$46.87	-
24	\$39.36	\$40.05	\$41.49	\$42.92	\$44.40	\$46.01	\$47.57	\$49.18	-
25	\$41.28	\$41.99	\$43.47	\$44.99	\$46.60	\$48.24	\$49.99	\$51.72	-
26	\$43.33	\$44.12	\$45.65	\$47.31	\$48.91	\$50.64	\$52.34	\$54.22	-
27	\$45.52	\$46.33	\$47.96	\$49.62	\$51.35	\$53.19	\$54.97	\$56.94	-
28	\$47.87	\$48.69	\$50.34	\$52.12	\$53.95	\$55.83	\$57.73	\$59.78	-
29	\$50.24	\$51.14	\$52.87	\$54.73	\$56.60	\$58.64	\$60.61	\$62.82	-
30	\$52.80	\$53.70	\$55.51	\$57.46	\$59.45	\$61.57	\$63.65	\$65.90	-
31	\$55.40	\$56.39	\$58.32	\$60.32	\$62.43	\$64.63	\$66.82	\$69.22	-
32	\$58.16	\$59.16	\$61.24	\$63.35	\$65.58	\$67.90	\$70.15	\$72.67	-
33	\$61.07	\$62.15	\$64.34	\$66.49	\$68.82	\$71.31	\$73.68	\$76.29	-
34	\$64.13	\$65.25	\$67.52	\$69.84	\$72.27	\$74.82	\$77.38	\$80.12	-
35	\$67.31	\$68.50	\$70.87	\$73.30	\$75.91	\$78.57	\$81.25	\$84.14	-

Effective July 1, 2027 - a Cost of Living Adjustment (COLA) increase of 4% was added to the 2026-27 salary schedule. *Step 9 applies to Education Assistants only.

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	15	*
A3	LEEP Itinerant Educational Assistant	16	
A4	EI/ECSE Itinerant Educational Assistant	14	185
	Preschool Classroom Assistant	13	185
A4b	Bilingual - EI/ECSE Itinerant Educational Assistant	14	185
	Bilingual - Preschool Classroom Assistant	14	185
A6	Functional Therapeutic Educational Assistant	16	185
A5	LEEP Assistive Technology Support Specialist	20	185
A7	Certified Occupational Therapy Assistant (COTA)		
	Early Childhood COTA**	20	185
	LEA Contract COTA**	20	*
	LEEP COTA**	20	*
A8	Certified Occupational Therapy Assistant II (COTA II)		
	Early Childhood COTA**	22	185
	LEA Contract COTA**	22	*
	LEEP COTA**	22	*
A9	Licensed Physical Therapy Assistant (LPTA)		
	Early Childhood LPTA**	20	185
	LEA Contract LPTA**	20	*
	LEEP LPTA	20	*
A10	Speech and Language Pathology Assistant		
	Early Childhood SLPA**	20	185
	SPED SLPA**	20	*
A11	Therapeutic Intervention Coach	21	185
	Behavior Coach	20	*
A12	CPS Training & Development Specialist	20	185
A13	Lead Therapeutic Intervention Coach	25	200
A14	Preschool Lead Teacher		
	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
A16	LEEP Teaching Resident	21	185
A18	Program Inclusion Specialist HSTS	22	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 prorated</i></p>			
GROUP B - CLERICAL			
12 Months = Office Based			
#	Employee Classification	Pay Range	Min^ Days/Yr
B1	Administrative Assistant I	14	12 months
	Administrative Assistant I - Heron Creek Only	15	*
B1b	Bilingual - Administrative Assistant I	15	12 months
	Bilingual - Administrative Assistant I - Heron Creek	16	*
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
	Youth Education & Employment Advisor	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	Program Support Specialist (Instructional Calendar) - Head Start to Success	15	185
B18	Recruitment and Enrollment Specialist (Instructional Calendar) - Head Start to Success	17	185
B18	Bilingual - Recruitment and Enrollment Specialist (Instructional Calendar) - Head Start to Success	18	
B19	Human Resources Administrative Assistant	18	12 months
B19	Bilingual - Human Resources Administrative Assistant	19	
B20	CCRR Regional Inclusion Specialist	19	12 months
B21	CCRR Child Care Navigator	18	12 months
B22	Infant & Early Childhood Mental Health Specialist	23	12 months

* 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.

** To be eligible to bump a LEEP COTA, LEEP LPTA, or LEEP SLPA, an E/ECSE or LEA Contract employee must acquire and maintain NCI behavioral intervention certification.

^ All employees working less than full-time will be prorated

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

^ All employees working less than full-time will be prorated

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	Technology Repair Specialist I	20	12 months
	Technology Repair Specialist II	23	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 prorated</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 prorated</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	22	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 prorated</i>			