

Appendix A-1

Clackamas Education Service District

2026-27 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	\$55,888	\$58,367	\$60,849	\$62,075	\$63,409
2	\$58,278	\$60,806	\$63,355	\$64,648	\$66,048
3	\$60,670	\$63,246	\$65,861	\$67,222	\$68,688
4	\$63,061	\$65,686	\$68,366	\$69,793	\$71,326
5	\$65,452	\$68,125	\$70,872	\$72,367	\$73,964
6	\$67,844	\$70,563	\$73,380	\$74,940	\$76,604
7	\$70,235	\$73,003	\$75,885	\$77,512	\$79,244
8	\$72,626	\$75,443	\$78,391	\$80,084	\$81,883
9	\$75,016	\$77,883	\$80,897	\$82,654	\$84,523
10	\$77,407	\$80,324	\$83,403	\$85,228	\$87,162
11	\$79,797	\$82,761	\$85,909	\$87,802	\$89,801
12	\$82,189	\$85,201	\$88,415	\$90,373	\$92,439
13	\$84,579	\$87,642	\$90,920	\$92,946	\$95,078
14	\$86,971	\$90,081	\$93,427	\$95,520	\$97,717
15	-	\$92,519	\$95,933	\$98,091	\$100,357
16	-	-	\$98,439	\$100,665	\$102,996
17	-	-	\$100,945	\$103,236	\$105,636
18	-	-	-	-	\$108,276
Longevity	\$88,276	\$93,906	\$102,459	\$104,784	\$109,900

Beginning July 1, 2026 - a Cost of Living Adjustment (COLA) increase of 3% is added to the 2025-26 salary schedule.

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, and beginning July 1, 2026, the positions of Board Certified Behavior Analyst (BCBA), Qualified Mental Health Professional (QMHP), will automatically be placed in the BA+105/MA+45 column provided the individual holds the educational requirements for their position.

Appendix A-2

Clackamas Education Service District

2027-28 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	\$58,123	\$60,702	\$63,283	\$64,558	\$65,945
2	\$60,610	\$63,238	\$65,890	\$67,234	\$68,690
3	\$63,097	\$65,776	\$68,496	\$69,911	\$71,435
4	\$65,583	\$68,314	\$71,101	\$72,585	\$74,180
5	\$68,070	\$70,850	\$73,707	\$75,261	\$76,923
6	\$70,558	\$73,386	\$76,316	\$77,937	\$79,668
7	\$73,044	\$75,923	\$78,921	\$80,612	\$82,414
8	\$75,531	\$78,461	\$81,527	\$83,287	\$85,158
9	\$78,017	\$80,999	\$84,133	\$85,961	\$87,904
10	\$80,503	\$83,536	\$86,739	\$88,638	\$90,648
11	\$82,989	\$86,071	\$89,346	\$91,314	\$93,393
12	\$85,476	\$88,609	\$91,952	\$93,988	\$96,137
13	\$87,963	\$91,147	\$94,557	\$96,664	\$98,881
14	\$90,450	\$93,684	\$97,164	\$99,341	\$101,626
15		\$96,219	\$99,770	\$102,015	\$104,371
16			\$102,377	\$104,692	\$107,116
17			\$104,983	\$107,365	\$109,861
18					\$112,607
Longevity	\$91,807	\$97,662	\$106,558	\$108,975	\$114,296

Beginning July 1, 2027 - a Cost of Living Adjustment (COLA) increase of 4% is added to the 2026-27 salary schedule.