

APPENDIX A-4

4% Increase over the 2021-22 schedule

OREGON CITY SCHOOL DISTRICT

2022-23 SALARY SCHEDULE

January 2023 - JUNE 2023

STEP	BA	BA/24	BA/45	MA BA/60	MA/24 BA/84	MA/45 BA/105
3	50,301.00	52,051.00	53,800.00	55,551.00	57,300.00	59,050.00
4	52,490.00	54,238.00	55,987.00	57,738.00	59,487.00	61,236.00
5	54,676.00	56,425.00	58,176.00	59,924.00	61,675.00	63,424.00
6	56,862.00	58,612.00	60,363.00	62,112.00	63,860.00	65,610.00
7	59,049.00	60,799.00	62,550.00	64,298.00	66,048.00	67,797.00
8	61,236.00	62,984.00	64,737.00	66,486.00	68,234.00	69,986.00
9	63,424.00	65,173.00	66,923.00	68,673.00	70,422.00	72,172.00
10	65,610.00	67,362.00	69,110.00	70,859.00	72,609.00	74,360.00
11	67,796.00	69,547.00	71,298.00	73,048.00	74,795.00	76,546.00
12	69,987.00	71,734.00	73,485.00	75,235.00	76,984.00	78,732.00
13	72,174.00	73,921.00	75,671.00	77,421.00	79,171.00	80,920.00
14	-	76,109.00	77,859.00	79,608.00	81,357.00	83,107.00
15	-	-	80,046.00	81,795.00	83,544.00	85,296.00
16	-	-	-	86,501.00	88,303.00	90,158.00
17	-	-	-	88,689.00	90,490.00	92,357.00
18	-	-	-	-	-	94,544.00

\$4000 for Doctorate

\$4000 For Certification from National Board for Professional Teaching Standards (NBPTS) or equivalent

Career Stipend - see Article 21

\$2000 For Dual Language Program

EXTRA DUTY SCHEDULE

JANUARY 2023 - JUNE 2023

BASED ON A BASE OF

\$50,301.00

Category	STEP A		STEP B		STEP C		STEP D	
	(0-2 Years)		(3-5 Years)		(6-8 Years)		(9+ Years)	
A	18.00%	9,054.00	18.50%	9,306.00	19.00%	9,557.00	19.50%	9,809.00
B	16.00%	8,048.00	16.50%	8,300.00	17.00%	8,551.00	17.50%	8,803.00
C	14.00%	7,042.00	14.50%	7,294.00	15.00%	7,545.00	15.50%	7,797.00
D	10.00%	5,030.00	10.50%	5,282.00	11.00%	5,533.00	11.50%	5,785.00
E	8.00%	4,024.00	8.50%	4,276.00	9.00%	4,527.00	9.50%	4,779.00
F	7.00%	3,521.00	7.50%	3,773.00	8.00%	4,024.00	8.50%	4,276.00
G	6.00%	3,018.00	6.50%	3,270.00	7.00%	3,521.00	7.50%	3,773.00
H	5.00%	2,515.00	5.50%	2,767.00	6.00%	3,018.00	6.50%	3,270.00
I	4.00%	2,012.00	4.50%	2,264.00	5.00%	2,515.00	5.50%	2,767.00
J	3.00%	1,509.00	3.50%	1,761.00	4.00%	2,012.00	4.50%	2,264.00
K	2.00%	1,006.00	2.50%	1,258.00	3.00%	1,509.00	3.50%	1,761.00
L	1.00%	503.00	1.50%	755.00	2.00%	1,006.00	2.50%	1,258.00

2022-23 CURRICULUM PAY

Base Salary	Teaching Experience	Teaching Experience	Teaching Experience
\$ 50,301.00	0-2 YEARS 0.0900%	3-5 YEARS 0.1000%	6-8 YEARS 0.1100%
Rate Per Hour	\$ 45.27	\$ 50.30	\$ 55.33

APPENDIX A-4

4% Increase over the 2022-23 schedule

**OREGON CITY SCHOOL DISTRICT
2023-24 SALARY SCHEDULE
July 2023 - JUNE 2024**

STEP	BA	BA/24	BA/45	MA BA/60	MA/24 BA/84	MA/45 BA/105
3	\$ 52,313.00	\$ 54,133.00	\$ 55,952.00	\$ 57,773.00	\$ 59,592.00	\$ 61,412.00
4	\$ 54,590.00	\$ 56,408.00	\$ 58,226.00	\$ 60,048.00	\$ 61,866.00	\$ 63,685.00
5	\$ 56,863.00	\$ 58,682.00	\$ 60,503.00	\$ 62,321.00	\$ 64,142.00	\$ 65,961.00
6	\$ 59,136.00	\$ 60,956.00	\$ 62,778.00	\$ 64,596.00	\$ 66,414.00	\$ 68,234.00
7	\$ 61,411.00	\$ 63,231.00	\$ 65,052.00	\$ 66,870.00	\$ 68,690.00	\$ 70,509.00
8	\$ 63,685.00	\$ 65,503.00	\$ 67,326.00	\$ 69,145.00	\$ 70,963.00	\$ 72,785.00
9	\$ 65,961.00	\$ 67,780.00	\$ 69,600.00	\$ 71,420.00	\$ 73,239.00	\$ 75,059.00
10	\$ 68,234.00	\$ 70,056.00	\$ 71,874.00	\$ 73,693.00	\$ 75,513.00	\$ 77,334.00
11	\$ 70,508.00	\$ 72,329.00	\$ 74,150.00	\$ 75,970.00	\$ 77,787.00	\$ 79,608.00
12	\$ 72,786.00	\$ 74,603.00	\$ 76,424.00	\$ 78,244.00	\$ 80,063.00	\$ 81,881.00
13	\$ 75,061.00	\$ 76,878.00	\$ 78,698.00	\$ 80,518.00	\$ 82,338.00	\$ 84,157.00
14	\$ -	\$ 79,153.00	\$ 80,973.00	\$ 82,792.00	\$ 84,611.00	\$ 86,431.00
15	\$ -	\$ -	\$ 83,248.00	\$ 85,067.00	\$ 86,886.00	\$ 88,708.00
16	\$ -	\$ -	\$ -	\$ 89,961.00	\$ 91,835.00	\$ 93,764.00
17	\$ -	\$ -	\$ -	\$ 92,237.00	\$ 94,110.00	\$ 96,051.00
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 98,326.00

\$4000 for Doctorate

\$4000 For Certification from National Board for Professional Teaching Standards (NBPTS) or equivalent

Career Stipend - see Article 21

\$2000 For Dual Language Program

EXTRA DUTY SCHEDULE

July 2023 - JUNE 2024

BASED ON A BASE OF \$ 52,313.00

Category	STEP A		STEP B		STEP C		STEP D	
	(0-2 Years)		(3-5 Years)		(6-8 Years)		(9+ Years)	
A	18.00%	9,416.00	18.50%	9,678.00	19.00%	9,939.00	19.50%	10,201.00
B	16.00%	8,370.00	16.50%	8,632.00	17.00%	8,893.00	17.50%	9,155.00
C	14.00%	7,324.00	14.50%	7,585.00	15.00%	7,847.00	15.50%	8,109.00
D	10.00%	5,231.00	10.50%	5,493.00	11.00%	5,754.00	11.50%	6,016.00
E	8.00%	4,185.00	8.50%	4,447.00	9.00%	4,708.00	9.50%	4,970.00
F	7.00%	3,662.00	7.50%	3,923.00	8.00%	4,185.00	8.50%	4,447.00
G	6.00%	3,139.00	6.50%	3,400.00	7.00%	3,662.00	7.50%	3,923.00
H	5.00%	2,616.00	5.50%	2,877.00	6.00%	3,139.00	6.50%	3,400.00
I	4.00%	2,093.00	4.50%	2,354.00	5.00%	2,616.00	5.50%	2,877.00
J	3.00%	1,569.00	3.50%	1,831.00	4.00%	2,093.00	4.50%	2,354.00
K	2.00%	1,046.00	2.50%	1,308.00	3.00%	1,569.00	3.50%	1,831.00
L	1.00%	523.00	1.50%	785.00	2.00%	1,046.00	2.50%	1,308.00

2023-24 CURRICULUM PAY

Base Salary	Teaching Experience	Teaching Experience	Teaching Experience
\$ 52,313.00	0-2 YEARS 0.0900%	3-5 YEARS 0.1000%	6-8 YEARS 0.1100%
Rate Per Hour	\$ 47.08	\$ 52.31	\$ 57.54

APPENDIX A-4

3% Increase over the 2023-24 schedule

**OREGON CITY SCHOOL DISTRICT
2024-25 SALARY SCHEDULE
July 2024 - JUNE 2025**

STEP	BA	BA/24	BA/45	MA BA/60	MA/24 BA/84	MA/45 BA/105
3	\$ 53,882.00	\$ 55,757.00	\$ 57,631.00	\$ 59,506.00	\$ 61,380.00	\$ 63,254.00
4	\$ 56,228.00	\$ 58,100.00	\$ 59,973.00	\$ 61,849.00	\$ 63,722.00	\$ 65,596.00
5	\$ 58,569.00	\$ 60,442.00	\$ 62,318.00	\$ 64,191.00	\$ 66,066.00	\$ 67,940.00
6	\$ 60,910.00	\$ 62,785.00	\$ 64,661.00	\$ 66,534.00	\$ 68,406.00	\$ 70,281.00
7	\$ 63,253.00	\$ 65,128.00	\$ 67,004.00	\$ 68,876.00	\$ 70,751.00	\$ 72,624.00
8	\$ 65,596.00	\$ 67,468.00	\$ 69,346.00	\$ 71,219.00	\$ 73,092.00	\$ 74,969.00
9	\$ 67,940.00	\$ 69,813.00	\$ 71,688.00	\$ 73,563.00	\$ 75,436.00	\$ 77,311.00
10	\$ 70,281.00	\$ 72,158.00	\$ 74,030.00	\$ 75,904.00	\$ 77,778.00	\$ 79,654.00
11	\$ 72,623.00	\$ 74,499.00	\$ 76,375.00	\$ 78,249.00	\$ 80,121.00	\$ 81,996.00
12	\$ 74,970.00	\$ 76,841.00	\$ 78,717.00	\$ 80,591.00	\$ 82,465.00	\$ 84,337.00
13	\$ 77,313.00	\$ 79,184.00	\$ 81,059.00	\$ 82,934.00	\$ 84,808.00	\$ 86,682.00
14	\$ -	\$ 81,528.00	\$ 83,402.00	\$ 85,276.00	\$ 87,149.00	\$ 89,024.00
15	\$ -	\$ -	\$ 85,745.00	\$ 87,619.00	\$ 89,493.00	\$ 91,369.00
16	\$ -	\$ -	\$ -	\$ 92,660.00	\$ 94,590.00	\$ 96,577.00
17	\$ -	\$ -	\$ -	\$ 95,004.00	\$ 96,933.00	\$ 98,933.00
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 101,276.00

\$4000 for Doctorate

\$4000 For Certification from National Board for Professional Teaching Standards (NBPTS) or equivalent

Career Stipend - see Article 21

\$2000 For Dual Language Program

EXTRA DUTY SCHEDULE

JULY 2024- JUNE 2025

BASED ON A BASE OF \$ 53,882.00

Category	STEP A		STEP B		STEP C		STEP D	
	(0-2 Years)		(3-5 Years)		(6-8 Years)		(9+ Years)	
A	18.00%	9,699.00	18.50%	9,968.00	19.00%	10,238.00	19.50%	10,507.00
B	16.00%	8,621.00	16.50%	8,891.00	17.00%	9,160.00	17.50%	9,429.00
C	14.00%	7,543.00	14.50%	7,813.00	15.00%	8,082.00	15.50%	8,352.00
D	10.00%	5,388.00	10.50%	5,658.00	11.00%	5,927.00	11.50%	6,196.00
E	8.00%	4,311.00	8.50%	4,580.00	9.00%	4,849.00	9.50%	5,119.00
F	7.00%	3,772.00	7.50%	4,041.00	8.00%	4,311.00	8.50%	4,580.00
G	6.00%	3,233.00	6.50%	3,502.00	7.00%	3,772.00	7.50%	4,041.00
H	5.00%	2,694.00	5.50%	2,964.00	6.00%	3,233.00	6.50%	3,502.00
I	4.00%	2,155.00	4.50%	2,425.00	5.00%	2,694.00	5.50%	2,964.00
J	3.00%	1,616.00	3.50%	1,886.00	4.00%	2,155.00	4.50%	2,425.00
K	2.00%	1,078.00	2.50%	1,347.00	3.00%	1,616.00	3.50%	1,886.00
L	1.00%	539.00	1.50%	808.00	2.00%	1,078.00	2.50%	1,347.00

2024-25 CURRICULUM PAY

Base Salary	Teaching Experience	Teaching Experience	Teaching Experience
\$ 53,882.00	0-2 YEARS 0.0900%	3-5 YEARS 0.1000%	6-8 YEARS 0.1100%
Rate Per Hour	\$ 48.49	\$ 53.88	\$ 59.27

Current Salary Schedule—Download from Salary Schedule Division

1.04

July 22-Dec 22					
BA	BA/24	BA/45	MA BA/60	MA/24 BA/84	MA/45 BA/105
3	\$48,366.00	\$50,049.00	\$51,731.00	\$53,414.00	\$55,096.00
4	\$50,471.00	\$52,152.00	\$53,834.00	\$55,517.00	\$57,199.00
5	\$52,573.00	\$54,255.00	\$55,938.00	\$57,619.00	\$59,303.00
6	\$54,675.00	\$56,358.00	\$58,041.00	\$59,723.00	\$61,404.00
7	\$56,778.00	\$58,461.00	\$60,144.00	\$61,825.00	\$63,508.00
8	\$58,881.00	\$60,562.00	\$62,247.00	\$63,929.00	\$65,610.00
9	\$60,985.00	\$62,666.00	\$64,349.00	\$66,032.00	\$67,713.00
10	\$63,087.00	\$64,771.00	\$66,452.00	\$68,134.00	\$69,816.00
11	\$65,188.00	\$66,872.00	\$68,556.00	\$70,238.00	\$71,918.00
12	\$67,290.00	\$68,975.00	\$70,659.00	\$72,341.00	\$74,023.00
13	\$69,393.00	\$71,078.00	\$72,761.00	\$74,443.00	\$76,126.00
14	\$71,496.00	\$73,181.00	\$74,864.00	\$76,546.00	\$78,228.00
15	\$73,599.00	\$75,284.00	\$76,967.00	\$78,649.00	\$80,331.00
16	\$75,702.00	\$77,387.00	\$79,070.00	\$80,752.00	\$82,434.00
17	\$77,805.00	\$79,490.00	\$81,173.00	\$82,855.00	\$84,537.00
18	\$79,908.00	\$81,593.00	\$83,276.00	\$84,958.00	\$86,640.00

January 23-June 23

BA	BA/24	BA/45	MA BA/60	MA/24 BA/84	MA/45 BA/105
\$	\$ 50,301.00	\$ 52,051.00	\$ 53,800.00	\$ 55,551.00	\$ 57,300.00
\$	\$ 52,490.00	\$ 54,238.00	\$ 55,987.00	\$ 57,738.00	\$ 59,487.00
\$	\$ 54,676.00	\$ 56,425.00	\$ 58,176.00	\$ 59,924.00	\$ 61,673.00
\$	\$ 56,862.00	\$ 58,612.00	\$ 60,363.00	\$ 62,112.00	\$ 63,860.00
\$	\$ 59,048.00	\$ 60,799.00	\$ 62,550.00	\$ 64,298.00	\$ 66,048.00
\$	\$ 61,236.00	\$ 62,984.00	\$ 64,737.00	\$ 66,486.00	\$ 68,234.00
\$	\$ 63,424.00	\$ 65,172.00	\$ 66,923.00	\$ 68,673.00	\$ 70,422.00
\$	\$ 65,610.00	\$ 67,360.00	\$ 69,110.00	\$ 70,860.00	\$ 72,610.00
\$	\$ 67,796.00	\$ 69,547.00	\$ 71,298.00	\$ 73,048.00	\$ 74,795.00
\$	\$ 69,982.00	\$ 71,734.00	\$ 73,485.00	\$ 75,235.00	\$ 76,982.00
\$	\$ 72,170.00	\$ 73,921.00	\$ 75,671.00	\$ 77,421.00	\$ 79,170.00
\$	\$ 74,357.00	\$ 76,108.00	\$ 77,859.00	\$ 79,608.00	\$ 81,357.00
\$	\$ 76,545.00	\$ 78,295.00	\$ 80,046.00	\$ 81,795.00	\$ 83,545.00
\$	\$ 78,732.00	\$ 80,482.00	\$ 82,233.00	\$ 83,982.00	\$ 85,732.00
\$	\$ 80,920.00	\$ 82,670.00	\$ 84,421.00	\$ 86,170.00	\$ 87,920.00
\$	\$ 83,108.00	\$ 84,858.00	\$ 86,609.00	\$ 88,358.00	\$ 90,108.00
\$	\$ 85,296.00	\$ 87,046.00	\$ 88,797.00	\$ 90,546.00	\$ 92,296.00
\$	\$ 87,484.00	\$ 89,234.00	\$ 90,985.00	\$ 92,734.00	\$ 94,484.00

1.04

July 23-June 24					
BA	BA/24	BA/45	MA BA/60	MA/24 BA/84	MA/45 BA/105
\$	\$ 52,313.00	\$ 54,133.00	\$ 55,952.00	\$ 57,773.00	\$ 59,592.00
\$	\$ 54,590.00	\$ 56,408.00	\$ 58,226.00	\$ 60,048.00	\$ 61,866.00
\$	\$ 56,867.00	\$ 58,682.00	\$ 60,531.00	\$ 62,311.00	\$ 64,142.00
\$	\$ 59,145.00	\$ 60,958.00	\$ 62,779.00	\$ 64,584.00	\$ 66,419.00
\$	\$ 61,422.00	\$ 63,235.00	\$ 65,032.00	\$ 66,837.00	\$ 68,695.00
\$	\$ 63,700.00	\$ 65,500.00	\$ 67,276.00	\$ 69,100.00	\$ 70,972.00
\$	\$ 65,978.00	\$ 67,778.00	\$ 69,523.00	\$ 71,363.00	\$ 73,249.00
\$	\$ 68,256.00	\$ 70,056.00	\$ 71,814.00	\$ 73,626.00	\$ 75,526.00
\$	\$ 70,534.00	\$ 72,334.00	\$ 74,110.00	\$ 75,889.00	\$ 77,803.00
\$	\$ 72,812.00	\$ 74,612.00	\$ 76,400.00	\$ 78,152.00	\$ 80,080.00
\$	\$ 75,090.00	\$ 76,890.00	\$ 78,691.00	\$ 80,415.00	\$ 82,357.00
\$	\$ 77,368.00	\$ 79,170.00	\$ 80,982.00	\$ 82,678.00	\$ 84,634.00
\$	\$ 79,646.00	\$ 81,450.00	\$ 83,273.00	\$ 84,941.00	\$ 86,911.00
\$	\$ 81,924.00	\$ 83,730.00	\$ 85,568.00	\$ 87,204.00	\$ 89,188.00
\$	\$ 84,202.00	\$ 86,006.00	\$ 87,863.00	\$ 89,467.00	\$ 91,465.00
\$	\$ 86,480.00	\$ 88,284.00	\$ 90,158.00	\$ 91,750.00	\$ 93,742.00
\$	\$ 88,758.00	\$ 90,562.00	\$ 92,449.00	\$ 94,033.00	\$ 96,019.00
\$	\$ 91,036.00	\$ 92,840.00	\$ 94,740.00	\$ 96,316.00	\$ 98,296.00

1.03

July 24-June 25					
BA	BA/24	BA/45	MA BA/60	MA/24 BA/84	MA/45 BA/105
\$	\$ 53,882.00	\$ 55,757.00	\$ 57,631.00	\$ 59,506.00	\$ 61,380.00
\$	\$ 56,228.00	\$ 58,100.00	\$ 59,973.00	\$ 61,849.00	\$ 63,722.00
\$	\$ 58,574.00	\$ 60,444.00	\$ 62,318.00	\$ 64,191.00	\$ 66,066.00
\$	\$ 60,920.00	\$ 62,789.00	\$ 64,661.00	\$ 66,534.00	\$ 68,406.00
\$	\$ 63,266.00	\$ 65,130.00	\$ 66,984.00	\$ 68,876.00	\$ 70,751.00
\$	\$ 65,612.00	\$ 67,471.00	\$ 69,327.00	\$ 71,219.00	\$ 73,092.00
\$	\$ 67,958.00	\$ 69,812.00	\$ 71,670.00	\$ 73,561.00	\$ 75,436.00
\$	\$ 70,304.00	\$ 72,153.00	\$ 74,013.00	\$ 75,904.00	\$ 77,778.00
\$	\$ 72,650.00	\$ 74,494.00	\$ 76,355.00	\$ 78,249.00	\$ 80,121.00
\$	\$ 75,000.00	\$ 76,885.00	\$ 78,700.00	\$ 80,591.00	\$ 82,465.00
\$	\$ 77,350.00	\$ 79,276.00	\$ 81,041.00	\$ 82,934.00	\$ 84,808.00
\$	\$ 79,700.00	\$ 81,667.00	\$ 83,392.00	\$ 85,276.00	\$ 87,150.00
\$	\$ 82,050.00	\$ 84,058.00	\$ 85,743.00	\$ 87,619.00	\$ 89,493.00
\$	\$ 84,400.00	\$ 86,449.00	\$ 88,094.00	\$ 90,000.00	\$ 91,836.00
\$	\$ 86,750.00	\$ 88,840.00	\$ 90,445.00	\$ 92,341.00	\$ 94,178.00
\$	\$ 89,100.00	\$ 91,231.00	\$ 92,790.00	\$ 94,682.00	\$ 96,520.00
\$	\$ 91,450.00	\$ 93,622.00	\$ 95,183.00	\$ 97,024.00	\$ 98,862.00
\$	\$ 93,800.00	\$ 96,013.00	\$ 97,576.00	\$ 99,366.00	\$ 101,204.00