

Land Acknowledgement
August 27, 2025

CHEMEKETA COMMUNITY COLLEGE LAND ACKNOWLEDGEMENT

Prepared by

Diane Watson, Chair—Board of Education

We are gathered today on the land of the Kalapuya (pronounced “**cal-uh-poo-yuh**”), who today are represented by the Confederated Tribes of the Grand Ronde and the Confederated Tribes of the Siletz Indians, whose relationship with this land continues to this day.

We offer gratitude for the land itself, for those who have stewarded it for generations, and for the opportunity to study, learn, work, and be in community on this land. We acknowledge that our college’s history, like many others, is fundamentally tied to the first colonial developments in the Willamette Valley.

Finally, we respectfully acknowledge and honor past, present, and future Indigenous students of Chemeketa Community College.

Separate Action–1
August 27, 2025

**APPROVAL OF THE RATIFICATION OF THE CHEMEKETA CLASSIFIED EMPLOYEES
ASSOCIATION COLLECTIVE BARGAINING AGREEMENT
[25-26-108]**

Prepared by

Alice Sprague, Vice President—Governance and Administration
Jessica Howard, President/Chief Executive Officer

On August 5, 2025, the college administration and classified association bargaining teams reached a tentative agreement for the Collective Bargaining Agreement. The Chemeketa Classified Association has voted to accept and ratify a new four-year contract which runs from July 1, 2024 through June 30, 2028.

It is recommended that the College Board of Education approve the new collective bargaining agreement with the Chemeketa Classified Association to be effective July 1, 2024.

Separate Action–2
August 27, 2025

SIGNATURE OF CHEMEKETA CLASSIFIED EMPLOYEES ASSOCIATION AGREEMENT

Prepared by

Alice Sprague, Vice President—Governance and Administration
Jessica Howard, President/Chief Executive Officer

Chemeketa Classified Employees Association president and negotiations co-chair, and Chemeketa district Board of Education chairperson and president/chief executive officer, will sign the collective bargaining agreement during the Special Board Meeting.

Separate Action—3
August 27, 2025

**APPROVAL OF THE CLASSIFIED ASSOCIATION SALARY SCHEDULES
FOR 2024–2025 AND 2025–2026
[25-26-109]**

Prepared by

Brian Knowles, Director—Budget and Finance
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer
Alice Sprague, Vice President—Governance and Administration

CLASSIFIED

Attached are the 2024–2025 and 2025–2026 salary tables for classified employees. The tables have been adjusted to reflect the bargaining agreement between the college and the classified association.

The 2024 January salary table will be adjusted based on the Classification project and Memorandum of Understanding (MOU).

The 2024–2025 salary schedule adjustment will be increased by 6 percent.

The 2025–2026 salary schedule will be increased by 4.5 percent.

It is recommended that the College Board of Education approves the changes to the three Classified Employees Salary Schedules for 2024–2025 and 2025–2026.

Separate Action-3
August 27, 2025

CCA Salary Schedule
\$18/hr starting wage
Effective 1/1/2024

Date	State	Region
7/1/2023	Oregon	Standard
Minimum wage	\$ 14.20	
Grade Progression	1.044	
Step Progression	1.044	

Market Comparison Point

Annual Structure (based on 2080 hours per year) - Effective January 1, 2024 thru June 30, 2024

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Grade	Spread	Grade Min	Grade Max
1	\$ 29,536	\$ 30,836	\$ 32,192	\$ 33,609	\$ 35,088	\$ 36,631	\$ 38,243	\$ 39,926	\$ 41,683	\$ 43,517	\$ 45,431	1	54%	\$ 29,536	\$ 45,431
2	\$ 30,836	\$ 32,192	\$ 33,609	\$ 35,088	\$ 36,631	\$ 38,243	\$ 39,926	\$ 41,683	\$ 43,517	\$ 45,431	\$ 47,430	2	54%	\$ 30,836	\$ 47,430
3	\$ 32,192	\$ 33,609	\$ 35,088	\$ 36,631	\$ 38,243	\$ 39,926	\$ 41,683	\$ 43,517	\$ 45,431	\$ 47,430	\$ 49,517	3	54%	\$ 32,192	\$ 49,517
4	\$ 33,609	\$ 35,088	\$ 36,631	\$ 38,243	\$ 39,926	\$ 41,683	\$ 43,517	\$ 45,431	\$ 47,430	\$ 49,517	\$ 51,696	4	54%	\$ 33,609	\$ 51,696
5	\$ 35,088	\$ 36,631	\$ 38,243	\$ 39,926	\$ 41,683	\$ 43,517	\$ 45,431	\$ 47,430	\$ 49,517	\$ 51,696	\$ 53,971	5	54%	\$ 35,088	\$ 53,971
6	\$ 36,631	\$ 38,243	\$ 39,926	\$ 41,683	\$ 43,517	\$ 45,431	\$ 47,430	\$ 49,517	\$ 51,696	\$ 53,971	\$ 56,345	6	54%	\$ 36,631	\$ 56,345
7	\$ 38,243	\$ 39,926	\$ 41,683	\$ 43,517	\$ 45,431	\$ 47,430	\$ 49,517	\$ 51,696	\$ 53,971	\$ 56,345	\$ 58,825	7	54%	\$ 38,243	\$ 58,825
8	\$ 39,926	\$ 41,683	\$ 43,517	\$ 45,431	\$ 47,430	\$ 49,517	\$ 51,696	\$ 53,971	\$ 56,345	\$ 58,825	\$ 61,413	8	54%	\$ 39,926	\$ 61,413
9	\$ 41,683	\$ 43,517	\$ 45,431	\$ 47,430	\$ 49,517	\$ 51,696	\$ 53,971	\$ 56,345	\$ 58,825	\$ 61,413	\$ 64,115	9	54%	\$ 41,683	\$ 64,115
10	\$ 43,517	\$ 45,431	\$ 47,430	\$ 49,517	\$ 51,696	\$ 53,971	\$ 56,345	\$ 58,825	\$ 61,413	\$ 64,115	\$ 66,936	10	54%	\$ 43,517	\$ 66,936
11	\$ 45,431	\$ 47,430	\$ 49,517	\$ 51,696	\$ 53,971	\$ 56,345	\$ 58,825	\$ 61,413	\$ 64,115	\$ 66,936	\$ 69,881	11	54%	\$ 45,431	\$ 69,881
12	\$ 47,430	\$ 49,517	\$ 51,696	\$ 53,971	\$ 56,345	\$ 58,825	\$ 61,413	\$ 64,115	\$ 66,936	\$ 69,881	\$ 72,956	12	54%	\$ 47,430	\$ 72,956
13	\$ 49,517	\$ 51,696	\$ 53,971	\$ 56,345	\$ 58,825	\$ 61,413	\$ 64,115	\$ 66,936	\$ 69,881	\$ 72,956	\$ 76,166	13	54%	\$ 49,517	\$ 76,166
14	\$ 51,696	\$ 53,971	\$ 56,345	\$ 58,825	\$ 61,413	\$ 64,115	\$ 66,936	\$ 69,881	\$ 72,956	\$ 76,166	\$ 79,518	14	54%	\$ 51,696	\$ 79,518
15	\$ 53,971	\$ 56,345	\$ 58,825	\$ 61,413	\$ 64,115	\$ 66,936	\$ 69,881	\$ 72,956	\$ 76,166	\$ 79,518	\$ 83,016	15	54%	\$ 53,971	\$ 83,016
16	\$ 56,345	\$ 58,825	\$ 61,413	\$ 64,115	\$ 66,936	\$ 69,881	\$ 72,956	\$ 76,166	\$ 79,518	\$ 83,016	\$ 86,669	16	54%	\$ 56,345	\$ 86,669
17	\$ 58,825	\$ 61,413	\$ 64,115	\$ 66,936	\$ 69,881	\$ 72,956	\$ 76,166	\$ 79,518	\$ 83,016	\$ 86,669	\$ 90,483	17	54%	\$ 58,825	\$ 90,483
18	\$ 61,413	\$ 64,115	\$ 66,936	\$ 69,881	\$ 72,956	\$ 76,166	\$ 79,518	\$ 83,016	\$ 86,669	\$ 90,483	\$ 94,464	18	54%	\$ 61,413	\$ 94,464
19	\$ 64,115	\$ 66,936	\$ 69,881	\$ 72,956	\$ 76,166	\$ 79,518	\$ 83,016	\$ 86,669	\$ 90,483	\$ 94,464	\$ 98,620	19	54%	\$ 64,115	\$ 98,620
20	\$ 66,936	\$ 69,881	\$ 72,956	\$ 76,166	\$ 79,518	\$ 83,016	\$ 86,669	\$ 90,483	\$ 94,464	\$ 98,620	\$ 102,959	20	54%	\$ 66,936	\$ 102,959
21	\$ 69,881	\$ 72,956	\$ 76,166	\$ 79,518	\$ 83,016	\$ 86,669	\$ 90,483	\$ 94,464	\$ 98,620	\$ 102,959	\$ 107,490	21	54%	\$ 69,881	\$ 107,490
22	\$ 72,956	\$ 76,166	\$ 79,518	\$ 83,016	\$ 86,669	\$ 90,483	\$ 94,464	\$ 98,620	\$ 102,959	\$ 107,490	\$ 112,219	22	54%	\$ 72,956	\$ 112,219
23	\$ 76,166	\$ 79,518	\$ 83,016	\$ 86,669	\$ 90,483	\$ 94,464	\$ 98,620	\$ 102,959	\$ 107,490	\$ 112,219	\$ 117,157	23	54%	\$ 76,166	\$ 117,157
24	\$ 79,518	\$ 83,016	\$ 86,669	\$ 90,483	\$ 94,464	\$ 98,620	\$ 102,959	\$ 107,490	\$ 112,219	\$ 117,157	\$ 122,312	24	54%	\$ 79,518	\$ 122,312
25	\$ 83,016	\$ 86,669	\$ 90,483	\$ 94,464	\$ 98,620	\$ 102,959	\$ 107,490	\$ 112,219	\$ 117,157	\$ 122,312	\$ 127,693	25	54%	\$ 83,016	\$ 127,693
26	\$ 86,669	\$ 90,483	\$ 94,464	\$ 98,620	\$ 102,959	\$ 107,490	\$ 112,219	\$ 117,157	\$ 122,312	\$ 127,693	\$ 133,312	26	54%	\$ 86,669	\$ 133,312
27	\$ 90,483	\$ 94,464	\$ 98,620	\$ 102,959	\$ 107,490	\$ 112,219	\$ 117,157	\$ 122,312	\$ 127,693	\$ 133,312	\$ 139,178	27	54%	\$ 90,483	\$ 139,178
28	\$ 94,464	\$ 98,620	\$ 102,959	\$ 107,490	\$ 112,219	\$ 117,157	\$ 122,312	\$ 127,693	\$ 133,312	\$ 139,178	\$ 145,302	28	54%	\$ 94,464	\$ 145,302
29	\$ 98,620	\$ 102,959	\$ 107,490	\$ 112,219	\$ 117,157	\$ 122,312	\$ 127,693	\$ 133,312	\$ 139,178	\$ 145,302	\$ 151,695	29	54%	\$ 98,620	\$ 151,695
30	\$ 102,959	\$ 107,490	\$ 112,219	\$ 117,157	\$ 122,312	\$ 127,693	\$ 133,312	\$ 139,178	\$ 145,302	\$ 151,695	\$ 158,369	30	54%	\$ 102,959	\$ 158,369
31	\$ 107,490	\$ 112,219	\$ 117,157	\$ 122,312	\$ 127,693	\$ 133,312	\$ 139,178	\$ 145,302	\$ 151,695	\$ 158,369	\$ 165,338	31	54%	\$ 107,490	\$ 165,338
32	\$ 112,219	\$ 117,157	\$ 122,312	\$ 127,693	\$ 133,312	\$ 139,178	\$ 145,302	\$ 151,695	\$ 158,369	\$ 165,338	\$ 172,612	32	54%	\$ 112,219	\$ 172,612

Market Comparison Point

Note: Grey cells are below the \$18/hr starting wage

Separate Action-3
August 27, 2025

CCA Salary Schedule
\$19.08/hr starting wage
Effective 7/1/2024

	Date	State	Region
Minimum wage	7/1/2024	Oregon	Standard
Grade Progression			
Step Progression			
SSA			

Annual Structure (based on 2080 hours per year) - Effective July 1, 2024 thru June 30, 2025

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Grade	Spread	Grade Min	Grade Max
1	\$ 31,308	\$ 32,686	\$ 34,124	\$ 35,625	\$ 37,193	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	1	54%	\$ 31,308	\$ 48,157
2	\$ 32,686	\$ 34,124	\$ 35,625	\$ 37,193	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	2	54%	\$ 32,686	\$ 50,276
3	\$ 34,124	\$ 35,625	\$ 37,193	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	3	54%	\$ 34,124	\$ 52,488
4	\$ 35,625	\$ 37,193	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	4	54%	\$ 35,625	\$ 54,798
5	\$ 37,193	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	5	54%	\$ 37,193	\$ 57,209
6	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	6	54%	\$ 38,829	\$ 59,726
7	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	7	54%	\$ 40,538	\$ 62,354
8	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	8	54%	\$ 42,321	\$ 65,098
9	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	9	54%	\$ 44,184	\$ 67,962
10	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	10	54%	\$ 46,128	\$ 70,952
11	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	11	54%	\$ 48,157	\$ 74,074
12	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	12	54%	\$ 50,276	\$ 77,334
13	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	13	54%	\$ 52,488	\$ 80,736
14	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	14	54%	\$ 54,798	\$ 84,289
15	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	15	54%	\$ 57,209	\$ 87,997
16	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	16	54%	\$ 59,726	\$ 91,869
17	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	17	54%	\$ 62,354	\$ 95,911
18	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	18	54%	\$ 65,098	\$ 100,132
19	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	19	54%	\$ 67,962	\$ 104,537
20	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	20	54%	\$ 70,952	\$ 109,137
21	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	21	54%	\$ 74,074	\$ 113,939
22	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	22	54%	\$ 77,334	\$ 118,952
23	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	23	54%	\$ 80,736	\$ 124,186
24	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	24	54%	\$ 84,289	\$ 129,650
25	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	25	54%	\$ 87,997	\$ 135,355
26	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	26	54%	\$ 91,869	\$ 141,311
27	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	27	54%	\$ 95,911	\$ 147,528
28	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	\$ 154,020	28	54%	\$ 100,132	\$ 154,020
29	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	\$ 154,020	\$ 160,796	29	54%	\$ 104,537	\$ 160,796
30	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	\$ 154,020	\$ 160,796	\$ 167,872	30	54%	\$ 109,137	\$ 167,872
31	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	\$ 154,020	\$ 160,796	\$ 167,872	\$ 175,258	31	54%	\$ 113,939	\$ 175,258
32	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	\$ 154,020	\$ 160,796	\$ 167,872	\$ 175,258	\$ 182,969	32	54%	\$ 118,952	\$ 182,969

Note: Grey cells are below the \$19.08/hr starting wage

Separate Action-3
August 27, 2025

CCA Salary Schedule
\$19.94/hr starting wage
Effective 7/1/2025

	Date	State	Region
Minimum wage	7/1/2025	Oregon	Standard
Grade Progression			
Step Progression			
SSA			

Annual Structure (based on 2080 hours per year) - Effective July 1, 2025 thru June 30, 2026															
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Grade	Spread	Grade Min	Grade Max
1	\$ 32,717	\$ 34,157	\$ 35,659	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	1	54%	\$ 32,717	\$ 50,324
2	\$ 34,157	\$ 35,659	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	2	54%	\$ 34,157	\$ 52,539
3	\$ 35,659	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	3	54%	\$ 35,659	\$ 54,850
4	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	4	54%	\$ 37,228	\$ 57,264
5	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	5	54%	\$ 38,867	\$ 59,783
6	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	6	54%	\$ 40,577	\$ 62,414
7	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	7	54%	\$ 42,362	\$ 65,160
8	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	8	54%	\$ 44,226	\$ 68,027
9	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	9	54%	\$ 46,172	\$ 71,020
10	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	10	54%	\$ 48,203	\$ 74,145
11	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	11	54%	\$ 50,324	\$ 77,408
12	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	12	54%	\$ 52,539	\$ 80,814
13	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	13	54%	\$ 54,850	\$ 84,369
14	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	14	54%	\$ 57,264	\$ 88,082
15	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	15	54%	\$ 59,783	\$ 91,957
16	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	16	54%	\$ 62,414	\$ 96,003
17	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	17	54%	\$ 65,160	\$ 100,227
18	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	18	54%	\$ 68,027	\$ 104,637
19	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	19	54%	\$ 71,020	\$ 109,242
20	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	20	54%	\$ 74,145	\$ 114,048
21	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	21	54%	\$ 77,408	\$ 119,066
22	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	22	54%	\$ 80,814	\$ 124,305
23	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	23	54%	\$ 84,369	\$ 129,775
24	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	24	54%	\$ 88,082	\$ 135,485
25	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	25	54%	\$ 91,957	\$ 141,446
26	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	26	54%	\$ 96,003	\$ 147,670
27	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	27	54%	\$ 100,227	\$ 154,167
28	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	28	54%	\$ 104,637	\$ 160,950
29	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	29	54%	\$ 109,242	\$ 168,032
30	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	\$ 175,426	30	54%	\$ 114,048	\$ 175,426
31	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	\$ 175,426	\$ 183,144	31	54%	\$ 119,066	\$ 183,144
32	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	\$ 175,426	\$ 183,144	\$ 191,203	32	54%	\$ 124,305	\$ 191,203

Note: Grey cells are below the \$19.94/hr starting wage

Separate Action—4
August 27, 2025

**APPROVAL OF THE EXEMPT EMPLOYEES SALARY SCHEDULES
FOR 2024–2025 AND 2025–2026
[25-26-110]**

Prepared by

Brian Knowles, Director—Budget and Finance
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer
Alice Sprague, Vice President—Governance and Administration

EXEMPT

Attached are the 2024–2025 and 2025–2026 salary tables for exempt employees. The 2024–2025 salary table reflects a 6 percent salary schedule increase to the schedule ranges to align with the Classified Salary Schedule increase.

The 2025–2026 salary schedule adjustment will be increased by 4.5 percent to align with the Classified Salary Schedule increase.

It is recommended that the College Board of Education approves the changes to the Exempt Employees Salary Schedules for 2024–2025 and 2025–2026.

Separate Action-4
August 27, 2025

CHEMOKETA COMMUNITY COLLEGE
EXEMPT SALARY SCHEDULE
EFFECTIVE JULY 1, 2024

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		RANGE
	ANNL.	HRLY.	ANNL.	HRLY.	ANNL.	HRLY.	ANNL.	HRLY.	ANNL.	HRLY.	
B-2	40,776	19.60	42,504	20.44	44,304	21.30	46,212	22.22	48,120	23.14	B-2
B-3	48,936	23.53	51,060	24.55	53,292	25.62	55,572	26.72	58,020	27.89	B-3
B-4	51,864	24.94	54,144	26.03	56,592	27.21	59,112	28.42	61,776	29.70	B-4
C-1	61,968	29.79	64,848	31.18	68,016	32.70	71,292	34.28	74,688	35.91	C-1
C-2	65,760	31.62	68,988	33.17	72,384	34.80	75,888	36.49	79,644	38.29	C-2
C-3	68,412	32.89	71,772	34.51	75,252	36.18	78,936	37.95	82,872	39.84	C-3
C-4	82,464	39.65	86,460	41.57	90,504	43.51	94,488	45.43	98,508	47.36	C-4
D-1	85,752	41.23	89,916	43.23	94,116	45.25	98,268	47.25	102,444	49.25	D-1
D-2	89,184	43.32	93,528	44.97	97,848	46.74	102,216	49.14	106,560	51.23	D-2
D-3	92,772	44.60	97,236	46.75	101,784	48.94	106,272	51.09	110,808	53.27	D-3
D-4	95,544	45.94	100,176	48.16	104,856	50.41	109,452	52.62	114,120	54.87	D-4
D-5	97,440	46.85	102,180	49.13	106,932	51.41	111,684	53.70	116,436	55.98	D-5
E-1	117,540	56.51									
E-2	129,288	62.16									
F-1	144,804	69.62									

*Performance based after initial step

RANGE	STEP 6		STEP 7		STEP 8		STEP 9		STEP 10		STEP 11		RANGE
	ANNL.	HRLY.	ANNL.	HRLY.	ANNL.	HRLY.	ANNL.	HRLY.	ANNL.	HRLY.	ANNL.	HRLY.	
B-2	50,220	24.14	52,284	25.14	54,612	26.26	56,904	27.36	59,280	28.50	61,980	29.80	B-2
B-3	60,576	29.12	63,192	30.38	65,952	31.71	68,772	33.06	71,724	34.48	74,952	36.04	B-3
B-4	64,548	31.03	67,404	32.41	70,488	33.89	73,464	35.32	76,584	36.82	80,040	38.48	B-4
C-1	78,312	37.65	82,080	39.46	86,016	41.35	89,640	43.10	93,444	44.93	97,668	46.96	C-1
C-2	83,616	40.20	87,672	42.15	92,004	44.23	95,916	46.11	99,984	48.07	104,496	50.24	C-2
C-3	86,940	41.80	91,152	43.82	95,700	46.01	99,792	47.98	103,992	50.00	108,672	52.25	C-3
C-4	102,732	49.39	107,040	51.46	111,876	53.79	115,800	55.67	118,140	56.80	120,480	57.92	C-4
D-1	106,812	51.35	111,360	53.54	116,352	55.94	120,432	57.90	122,856	59.07	125,316	60.25	D-1
D-2	111,072	53.40	115,800	55.67	121,008	58.18	125,256	60.22	127,764	61.43	130,308	62.65	D-2
D-3	115,500	55.53	120,432	57.90	125,832	60.50	130,236	62.61	132,828	63.86	135,516	65.15	D-3
D-4	118,980	57.20	124,056	59.64	129,612	62.31	134,172	64.51	136,836	65.79	139,608	67.12	D-4
D-5	121,356	58.35	126,480	60.81	132,180	63.55	136,824	65.78	139,596	67.11	142,392	68.46	D-5

CHEMEKETA COMMUNITY COLLEGE
EXEMPT SALARY SCHEDULE
EFFECTIVE JULY 1, 2025

Separate Action-4
August 27, 2025

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		RANGE				
	ANNL.	HRLY.	ANNL.	MO.	HRLY.	ANNL.	MO.	HRLY.	ANNL.	MO.		HRLY.			
B-2	42,612	3,551	20,49	3,702	21.36	46,308	3,859	22.26	48,300	4,025	23.22	50,292	4,191	24.18	B-2
B-3	51,144	4,262	24,59	4,447	25.66	55,692	4,641	26.78	58,080	4,840	27.92	60,636	5,053	29.15	B-3
B-4	54,204	4,517	26.06	4,716	27.21	59,148	4,929	28.44	61,776	5,148	29.70	64,560	5,380	31.04	B-4
C-1	64,764	5,397	31.14	5,648	32.59	71,088	5,924	34.18	74,508	6,209	35.82	78,060	6,505	37.53	C-1
C-2	68,724	5,727	33.04	6,008	34.66	75,648	6,304	36.37	79,308	6,609	38.13	83,232	6,936	40.02	C-2
C-3	71,496	5,958	34.37	6,252	36.06	78,648	6,554	37.81	82,500	6,875	39.66	86,604	7,217	41.64	C-3
C-4	86,184	7,182	41.44	7,530	43.44	94,584	7,882	45.47	98,748	8,229	47.48	102,948	8,579	49.50	C-4
D-1	89,616	7,468	43.09	7,831	45.18	98,352	8,196	47.29	102,696	8,558	49.37	107,064	8,922	51.47	D-1
D-2	93,204	7,767	44.81	8,145	46.99	102,252	8,521	49.16	106,824	8,902	51.36	111,360	9,280	53.54	D-2
D-3	96,948	8,079	46.61	8,468	48.85	106,368	8,864	51.14	111,060	9,255	53.40	115,800	9,650	55.67	D-3
D-4	99,852	8,321	48.01	8,724	50.33	109,584	9,132	52.69	114,384	9,532	54.99	119,256	9,938	57.34	D-4
D-5	101,832	8,486	48.96	8,899	51.34	111,744	9,312	53.72	116,712	9,726	56.11	121,680	10,140	58.50	D-5
E-1	122,832	10,236													
E-2	135,108	11,259													
F-1	151,320	12,610													

*Performance based after initial step

RANGE	STEP 6		STEP 7		STEP 8		STEP 9		STEP 10		STEP 11		RANGE						
	ANNL.	MO.	HRLY.	ANNL.	MO.	HRLY.	ANNL.	MO.	HRLY.	ANNL.	MO.	HRLY.							
B-2	52,488	4,374	25.24	54,648	4,554	26.27	57,072	4,756	27.44	59,472	4,956	28.59	61,956	5,163	29.79	64,776	5,398	31.14	B-2
B-3	63,312	5,276	30.44	66,036	5,503	31.75	68,928	5,744	33.14	71,868	5,989	34.55	74,952	6,246	36.04	78,336	6,528	37.66	B-3
B-4	67,464	5,622	32.44	70,440	5,870	33.87	73,668	6,139	35.42	76,776	6,398	36.91	80,040	6,670	38.48	83,652	6,971	40.22	B-4
C-1	81,840	6,820	39.35	85,776	7,148	41.24	89,892	7,491	43.22	93,684	7,807	45.04	97,656	8,138	46.95	102,072	8,506	49.07	C-1
C-2	87,384	7,282	42.01	91,620	7,635	44.05	96,156	8,013	46.23	100,236	8,353	48.19	104,484	8,707	50.23	109,200	9,100	52.50	C-2
C-3	90,864	7,572	43.69	95,256	7,938	45.80	100,008	8,334	48.08	104,292	8,691	50.14	108,672	9,056	52.25	113,568	9,464	54.60	C-3
C-4	107,364	8,947	51.62	111,864	9,322	53.78	116,916	9,743	56.21	121,020	10,085	58.18	123,468	10,289	59.36	125,904	10,492	60.53	C-4
D-1	116,624	9,302	53.67	116,376	9,698	55.95	121,596	10,133	58.46	125,856	10,488	60.51	128,388	10,699	61.73	130,956	10,913	62.96	D-1
D-2	116,076	9,673	55.81	121,020	10,085	58.18	126,456	10,538	60.80	130,896	10,908	62.93	133,524	11,127	64.20	136,176	11,348	65.47	D-2
D-3	120,708	10,059	58.03	125,856	10,488	60.51	131,496	10,958	63.22	136,104	11,342	65.44	138,816	11,568	66.74	141,624	11,802	68.09	D-3
D-4	124,344	10,362	59.78	129,648	10,804	62.33	135,456	11,288	65.12	140,220	11,685	67.41	143,004	11,917	68.75	145,896	12,158	70.14	D-4
D-5	126,828	10,569	60.98	132,180	11,015	63.55	138,132	11,511	66.41	142,992	11,916	68.75	145,884	12,157	70.14	148,800	12,400	71.54	D-5

Separate Action—5
August 27, 2025

**APPROVAL OF BUDGET TRANSFER REQUESTS
[25-26-111]**

Prepared by

Brian Knowles, Director—Budget and Finance
Aaron Hunter, Vice President / Chief Financial Officer

Local budget law requires any budget transfers that amend the resolution to appropriate the adopted budget be authorized by the board, including transfers from contingency.

Requests for budget transfers are summarized and explained on the report that will be available at the board meeting.

Official action is requested to approve the budget transfers presented.

Separate Action-5
August 27, 2025

CHEMEKETA COMMUNITY COLLEGE
FY 2025-26
GRANTS & CONTRACTS FUND

Through June 30, 2026

	<u>Adopted 6/18/2025</u>	<u>Transfer Requested 8/27/2025</u>	<u>Adjusted Budget 8/27/2025</u>
Personnel Services	6,550,000	-	6,550,000
Materials and Services	10,000,000	(4,000,000)	6,000,000
Capital Outlay	2,000,000	4,000,000	6,000,000
TOTAL	18,550,000	-	18,550,000

Explanation:

To increase Capital Outlay appropriation to manage Bldg 7 XI-G bond funds

Separate Action-5
August 27, 2025

CHEMEKETA COMMUNITY COLLEGE
FY 2025-26
DEBT SERVICE FUND

Through June 30, 2026

	<u>Adopted 6/18/2025</u>	<u>Transfer Requested 8/27/2025</u>	<u>Adjusted Budget 8/27/2025</u>
Debt Service	20,000,000	5,000,000	25,000,000
Contingency	17,050,000	(5,000,000)	12,050,000
TOTAL	37,050,000	-	37,050,000

Explanation:

To pay debt service on newly issued GO Bond Series 2025A &2025B

Separate Action—6
August 27, 2025

**APPROVAL OF AMENDED RESOLUTION NO. 24-25-19
ADOPTING THE BUDGET, MAKING APPROPRIATIONS,
AND LEVYING TAXES**

Prepared by

Brian Knowles, Director—Budget and Finance
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

ORS 294.456 requires the College Board of Education to adopt the budget, to make appropriations and to declare the ad valorem tax levy.

It is recommended that the College Board of Education approve amended Resolution No. 24-25-19, Adopting the Budget, Making Appropriations, and Levying Taxes, which updates the amount of taxes imposed to include payment on bonded debt resulting from the issuance of General Obligation Bond Series 2025A and Series 2025B.

Separate Action-6
August 27, 2025

CHEMEKETA COMMUNITY COLLEGE
AMENDED RESOLUTION NO. 24-25-19
ADOPTING THE BUDGET, MAKING APPROPRIATIONS,
AND LEVYING TAXES

WHEREAS ORS 294.456 requires the board to adopt a budget, make appropriations and make and declare the ad valorem tax rate, and

WHEREAS the budget committee has approved a General Fund expenditure budget of \$119,204,965 and other funds at a budget meeting on April 16, 2025, and the Board of Education is requested to adopt at this time a General Fund expenditure budget of \$119,204,965 and other funds as attached,

BE IT RESOLVED that the Board of Education hereby imposes the taxes provided for in the adopted budget at the rate of \$0.6259 per \$1,000 of assessed value for operations, \$0.0818 per \$1,000 of assessed value for the Regional Library, and in the amount of \$13,600,000 for payment of bonded debt; and that these taxes are hereby imposed and categorized for the tax year 2025-2026 upon the assessed value of all taxable property within the district.

	Subject to the Education Limitation	Subject to the General Government Limitation	Excluded From Limitation
General Fund	\$0.6259/\$1,000	0	0
Regional Library	0	\$0.0818/\$1,000	0
Bonded Debt Fund	0	0	\$13,600,000

NOW BE IT RESOLVED that the fiscal year beginning July 1, 2025, the amounts shown below are hereby appropriated for the purpose indicated within the funds listed:

GENERAL FUND

	President's Office		
	Personnel Services		13,207,648
	Materials and Services		1,576,035
	Capital Outlay		<u>203,947</u>
	Total President's Office		14,987,630
	College Support Services		
	Personnel Services		13,657,555
	Materials and Services		6,138,557
	Capital Outlay		194,058
	Transfers		5,460,136
	Contingency		<u>13,164,283</u>
	Total College Support Services		38,614,589

Separate Action-6
August 27, 2025

Academic Affairs	
Personnel Services	51,046,678
Materials and Services	1,876,333
Capital Outlay	<u>900</u>
Total Academic Affairs	52,923,911
Student Affairs	
Personnel Services	11,872,680
Materials and Services	705,060
Capital Outlay	<u>101,095</u>
Total Student Affairs	12,678,835
GRAND TOTAL GENERAL FUND	\$119,204,965

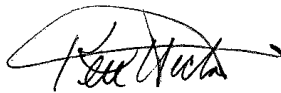
MAJOR MAINTENANCE FUND	
Personnel Services	150,000
Materials and Services	6,000,000
Capital Outlay	14,675,000
Transfers	100,000
Contingency	<u>750,000</u>
Total Major Maintenance Fund	21,675,000
VEHICLE REPLACEMENT FUND	
Materials and Services	10,000
Capital Outlay	<u>290,000</u>
Total Vehicle Replacement Fund	300,000
GRANTS AND CONTRACTS FUND	
Personnel Services	6,550,000
Materials and Services	10,000,000
Capital Outlay	<u>2,000,000</u>
Total Grants and Contracts Fund	18,550,000
LEASED PROPERTIES FUND	
Personnel Services	285,000
Materials and Services	2,000,000
Capital Outlay	5,415,000
Transfers	<u>1,800,000</u>
Total Leased Properties Fund	9,500,000
SELF-SUPPORTING SERVICES FUND	
Personnel Services	10,640,000

Separate Action-6
August 27, 2025

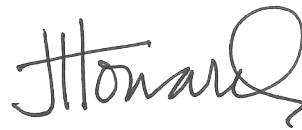
Materials and Services	15,255,000
Capital Outlay	1,500,000
Transfers	<u>480,000</u>
Total Self-Supporting Services Fund	27,875,000
UNIVERSAL FEE FUND	
Personnel Services	1,395,000
Materials and Services	11,700,000
Capital Outlay	2,305,000
Transfers	<u>100,000</u>
Total Universal Fee Fund	15,500,000
DEBT SERVICE FUND	
Debt Service	20,000,000
Contingency	<u>17,050,000</u>
Total Debt Service Fund	37,050,000
CCRLS RESERVE FUND	
Capital Outlay	40,000
Contingency	<u>582,513</u>
Total Reserve Funds	622,513
REGIONAL LIBRARY FUND	
Personnel Services	1,210,382
Materials and Services	3,313,666
Capital Outlay	40,000
Transfers	90,000
Contingency	<u>587,949</u>
Total Regional Library Fund	5,241,997
INSURANCE FUND	
Personnel Services	500,000
Materials and Services	500,000
Capital Outlay	1,700,000
Transfers	<u>2,500,000</u>
Total Insurance Fund	5,200,000
AUXILIARY ENTERPRISE FUND	
Personnel Services	920,558
Materials and Services	4,879,442
Capital Outlay	<u>50,000</u>
Total Auxiliary Enterprise Fund	5,850,000

Separate Action-6
August 27, 2025

INTRA-COLLEGE SERVICES FUND	
Personnel Services	1,525,000
Materials and Services	5,195,000
Capital Outlay	500,000
Transfers	<u>700,000</u>
Total Intra-College Services Fund	7,920,000
EXTERNAL ORGANIZATION BILLING FUND	
Personnel Services	12,000
Materials and Services	228,000
Capital Outlay	<u>20,000</u>
Total External Organization Billing Fund	260,000
STUDENT GOVERNMENT AND CLUBS FUND	
Personnel Services	69,500
Materials and Services	440,500
Capital Outlay	<u>25,000</u>
Total Student Government and Clubs Fund	535,000
FINANCIAL AID FUND	
Financial Aid Expenditures	<u>51,025,136</u>
Total Financial Aid Fund	51,025,136



Ken Hector
Chairperson 2024-2025



Jessica Howard
President/Chief Executive Officer

June 18, 2025

Date

Diane Watson
Chairperson 2025-2026

Jessica Howard
President/Chief Executive Officer

Amended Approval Date