

Oak Grove School District  
 Certificated Management Salary Schedule  
**ANNUAL SALARY**  
 July 1, 2023 - June 30, 2024  
 Salary Increase 4.0%

| Range        | Position                          | Work Schedule | Step 1         | Step 2         | Step 3         | Step 4         | Step 5         | Step 6         |
|--------------|-----------------------------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>A (1)</b> | <b>Project Administrator</b>      | <b>205</b>    | <b>123,597</b> | <b>126,343</b> | <b>128,459</b> | <b>130,961</b> | <b>133,513</b> | <b>136,117</b> |
| <b>a</b>     | At 4/14 years                     |               | <b>129,777</b> | <b>132,660</b> | <b>134,882</b> | <b>137,509</b> | <b>140,189</b> | <b>142,923</b> |
| <b>b</b>     | At 8/18 years                     |               | <b>136,266</b> | <b>139,293</b> | <b>141,626</b> | <b>144,385</b> | <b>147,198</b> | <b>150,069</b> |
| <b>c</b>     | At 12/22 years                    |               | <b>143,079</b> | <b>146,258</b> | <b>148,707</b> | <b>151,604</b> | <b>154,558</b> | <b>157,572</b> |
| <b>A (2)</b> | <b>Assistant Principal</b>        | <b>205</b>    | <b>127,329</b> | <b>129,817</b> | <b>132,344</b> | <b>134,907</b> | <b>137,542</b> | <b>140,225</b> |
| <b>a</b>     | At 4/14 years                     |               | <b>133,695</b> | <b>136,308</b> | <b>138,961</b> | <b>141,652</b> | <b>144,419</b> | <b>147,236</b> |
| <b>b</b>     | At 8/18 years                     |               | <b>140,380</b> | <b>143,123</b> | <b>145,909</b> | <b>148,735</b> | <b>151,640</b> | <b>154,598</b> |
| <b>c</b>     | At 12/22 years                    |               | <b>147,399</b> | <b>150,279</b> | <b>153,205</b> | <b>156,172</b> | <b>159,222</b> | <b>162,328</b> |
| <b>B (3)</b> | <b>Coordinator - Certificated</b> | <b>205</b>    | <b>127,329</b> | <b>129,817</b> | <b>132,344</b> | <b>134,907</b> | <b>137,542</b> | <b>140,225</b> |
| <b>a</b>     | At 4/14 years                     |               | <b>133,695</b> | <b>136,308</b> | <b>138,961</b> | <b>141,652</b> | <b>144,419</b> | <b>147,236</b> |
| <b>b</b>     | At 8/18 years                     |               | <b>140,380</b> | <b>143,123</b> | <b>145,909</b> | <b>148,735</b> | <b>151,640</b> | <b>154,598</b> |
| <b>c</b>     | At 12/22 years                    |               | <b>147,399</b> | <b>150,279</b> | <b>153,205</b> | <b>156,172</b> | <b>159,222</b> | <b>162,328</b> |
| <b>C (4)</b> | <b>Principal, Small School</b>    | <b>210</b>    | <b>130,435</b> | <b>132,983</b> | <b>135,571</b> | <b>138,197</b> | <b>140,899</b> | <b>143,644</b> |
| <b>a</b>     | At 4/14 years                     |               | <b>136,957</b> | <b>139,632</b> | <b>142,350</b> | <b>145,107</b> | <b>147,944</b> | <b>150,826</b> |
| <b>b</b>     | At 8/18 years                     |               | <b>143,805</b> | <b>146,614</b> | <b>149,467</b> | <b>152,362</b> | <b>155,341</b> | <b>158,368</b> |
| <b>c</b>     | At 12/22 years                    |               | <b>150,995</b> | <b>153,944</b> | <b>156,940</b> | <b>159,980</b> | <b>163,108</b> | <b>166,286</b> |
| <b>C (5)</b> | <b>Principal, Elementary</b>      | <b>210</b>    | <b>132,062</b> | <b>135,919</b> | <b>139,898</b> | <b>143,983</b> | <b>148,215</b> | <b>152,558</b> |
| <b>a</b>     | At 4/14 years                     |               | <b>138,665</b> | <b>142,715</b> | <b>146,893</b> | <b>151,182</b> | <b>155,626</b> | <b>160,186</b> |
| <b>b</b>     | At 8/18 years                     |               | <b>145,598</b> | <b>149,851</b> | <b>154,238</b> | <b>158,741</b> | <b>163,407</b> | <b>168,195</b> |
| <b>c</b>     | At 12/22 years                    |               | <b>152,878</b> | <b>157,343</b> | <b>161,949</b> | <b>166,678</b> | <b>171,577</b> | <b>176,605</b> |
| <b>D (6)</b> | <b>Principal, Intermediate</b>    | <b>210</b>    | <b>136,819</b> | <b>140,823</b> | <b>144,945</b> | <b>149,197</b> | <b>153,567</b> | <b>158,077</b> |
| <b>a</b>     | At 4/14 years                     |               | <b>143,660</b> | <b>147,864</b> | <b>152,192</b> | <b>156,657</b> | <b>161,245</b> | <b>165,981</b> |
| <b>b</b>     | At 8/18 years                     |               | <b>150,843</b> | <b>155,257</b> | <b>159,802</b> | <b>164,490</b> | <b>169,308</b> | <b>174,280</b> |
| <b>c</b>     | At 12/22 years                    |               | <b>158,385</b> | <b>163,020</b> | <b>167,792</b> | <b>172,714</b> | <b>177,773</b> | <b>182,994</b> |
| <b>F (8)</b> | <b>Director - Certificated</b>    | <b>215</b>    | <b>157,683</b> | <b>160,000</b> | <b>162,359</b> | <b>164,729</b> | <b>167,156</b> | <b>169,613</b> |
| <b>a</b>     | At 4/14 years                     |               | <b>165,567</b> | <b>168,000</b> | <b>170,477</b> | <b>172,965</b> | <b>175,514</b> | <b>178,094</b> |
| <b>b</b>     | At 8/18 years                     |               | <b>173,846</b> | <b>176,400</b> | <b>179,001</b> | <b>181,614</b> | <b>184,289</b> | <b>186,998</b> |
| <b>c</b>     | At 12/22 years                    |               | <b>182,538</b> | <b>185,220</b> | <b>187,951</b> | <b>190,694</b> | <b>193,504</b> | <b>196,348</b> |

Doctorate Degree Increases base pay by 2.5% of Range C(5), Step 1

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| 3,302 |
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**NOTE:**

1. Certificated hired from outside the District: 5% increases to the base pay at 4, 8, and 12 years, compounded
2. Certificated hired from inside the District: 5% increases to the base pay at 14, 18, and 22 years, compounded

Oak Grove School District  
Classified Management Salary Schedule  
**ANNUAL SALARY**  
July 1, 2023 - June 30, 2024  
Salary Increase 4.0%

| Range         | Position   | Work Schedule | Step 1         | Step 2         | Step 3         | Step 4         | Step 5         | Step 6         |
|---------------|--|---------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>B (3)</b>  | <b>Coordinator - Classified</b>  | <b>205</b>    | <b>127,329</b> | <b>129,817</b> | <b>132,344</b> | <b>134,907</b> | <b>137,542</b> | <b>140,225</b> |
| <b>a</b>      | At 5 years   |               | <b>133,695</b> | <b>136,308</b> | <b>138,961</b> | <b>141,652</b> | <b>144,419</b> | <b>147,236</b> |
| <b>b</b>      | At 10 years  |               | <b>140,380</b> | <b>143,123</b> | <b>145,909</b> | <b>148,735</b> | <b>151,640</b> | <b>154,598</b> |
| <b>c</b>      | At 15 years  |               | <b>147,399</b> | <b>150,279</b> | <b>153,205</b> | <b>156,172</b> | <b>159,222</b> | <b>162,328</b> |
| <b>F (8)</b>  | <b>Director - Classified</b>   | <b>215</b>    | <b>157,683</b> | <b>160,000</b> | <b>162,359</b> | <b>164,729</b> | <b>167,156</b> | <b>169,613</b> |
| <b>a</b>      | At 5 years   |               | <b>165,567</b> | <b>168,000</b> | <b>170,477</b> | <b>172,965</b> | <b>175,514</b> | <b>178,094</b> |
| <b>b</b>      | At 10 years  |               | <b>173,846</b> | <b>176,400</b> | <b>179,001</b> | <b>181,614</b> | <b>184,289</b> | <b>186,998</b> |
| <b>c</b>      | At 15 years  |               | <b>182,538</b> | <b>185,220</b> | <b>187,951</b> | <b>190,694</b> | <b>193,504</b> | <b>196,348</b> |
| <b>F (9)</b>  | <b>Chief Operations Officer</b>  | <b>215</b>    | <b>157,683</b> | <b>160,000</b> | <b>162,359</b> | <b>164,729</b> | <b>167,156</b> | <b>169,613</b> |
| <b>a</b>      | At 5 years   |               | <b>165,567</b> | <b>168,000</b> | <b>170,477</b> | <b>172,965</b> | <b>175,514</b> | <b>178,094</b> |
| <b>b</b>      | At 10 years  |               | <b>173,846</b> | <b>176,400</b> | <b>179,001</b> | <b>181,614</b> | <b>184,289</b> | <b>186,998</b> |
| <b>c</b>      | At 15 years  |               | <b>182,538</b> | <b>185,220</b> | <b>187,951</b> | <b>190,694</b> | <b>193,504</b> | <b>196,348</b> |
| <b>G (10)</b> | <b>Supervisor</b>  | <b>220</b>    | <b>76,471</b>  | <b>81,080</b>  | <b>85,967</b>  | <b>91,147</b>  | <b>96,643</b>  | <b>102,467</b> |
| <b>a</b>      | At 5 years   |               | <b>80,295</b>  | <b>85,134</b>  | <b>90,265</b>  | <b>95,704</b>  | <b>101,475</b> | <b>107,590</b> |
| <b>b</b>      | At 10 years  |               | <b>84,309</b>  | <b>89,391</b>  | <b>94,779</b>  | <b>100,490</b> | <b>106,549</b> | <b>112,970</b> |
| <b>c</b>      | At 15 years  |               | <b>88,525</b>  | <b>93,860</b>  | <b>99,518</b>  | <b>105,514</b> | <b>111,876</b> | <b>118,618</b> |
| <b>G (11)</b> | <b>Energy Manager<br/>Construction Coordinator<br/>Network Engineer</b>  | <b>220</b>    | <b>105,275</b> | <b>108,012</b> | <b>110,745</b> | <b>113,481</b> | <b>116,214</b> | <b>118,948</b> |
| <b>a</b>      | At 5 years   |               | <b>110,539</b> | <b>113,413</b> | <b>116,282</b> | <b>119,155</b> | <b>122,025</b> | <b>124,895</b> |
| <b>b</b>      | At 10 years  |               | <b>116,066</b> | <b>119,083</b> | <b>122,096</b> | <b>125,113</b> | <b>128,126</b> | <b>131,140</b> |
| <b>c</b>      | At 15 years  |               | <b>121,869</b> | <b>125,037</b> | <b>128,201</b> | <b>131,368</b> | <b>134,532</b> | <b>137,697</b> |
| <b>G (12)</b> | <b>Manager of Information Services<br/>Program Director - Classified</b> | <b>220</b>    | <b>136,646</b> | <b>139,314</b> | <b>142,029</b> | <b>144,777</b> | <b>147,608</b> | <b>150,485</b> |
| <b>a</b>      | At 5 years   |               | <b>143,478</b> | <b>146,280</b> | <b>149,130</b> | <b>152,016</b> | <b>154,988</b> | <b>158,009</b> |
| <b>b</b>      | At 10 years  |               | <b>150,652</b> | <b>153,594</b> | <b>156,587</b> | <b>159,617</b> | <b>162,738</b> | <b>165,910</b> |
| <b>c</b>      | At 15 years  |               | <b>158,185</b> | <b>161,273</b> | <b>164,416</b> | <b>167,597</b> | <b>170,875</b> | <b>174,205</b> |
| <b>G (13)</b> | <b>Program Administrator</b>   | <b>220</b>    | <b>54,753</b>  | <b>56,364</b>  | <b>58,027</b>  | <b>59,748</b>  | <b>61,540</b>  | <b>63,388</b>  |
| <b>a</b>      | At 5 years   |               | <b>57,491</b>  | <b>59,182</b>  | <b>60,928</b>  | <b>62,735</b>  | <b>64,617</b>  | <b>66,557</b>  |
| <b>b</b>      | At 10 years  |               | <b>60,365</b>  | <b>62,141</b>  | <b>63,975</b>  | <b>65,872</b>  | <b>67,848</b>  | <b>69,885</b>  |
| <b>c</b>      | At 15 years  |               | <b>63,383</b>  | <b>65,248</b>  | <b>67,174</b>  | <b>69,166</b>  | <b>71,240</b>  | <b>73,380</b>  |
| <b>G (14)</b> | <b>Manager of Operations<br/>Project Manager</b>                         | <b>220</b>    | <b>113,481</b> | <b>115,749</b> | <b>118,063</b> | <b>120,426</b> | <b>122,835</b> | <b>125,292</b> |
| <b>a</b>      | At 5 years   |               | <b>119,155</b> | <b>121,536</b> | <b>123,966</b> | <b>126,447</b> | <b>128,977</b> | <b>131,557</b> |
| <b>b</b>      | At 10 years  |               | <b>125,113</b> | <b>127,613</b> | <b>130,164</b> | <b>132,770</b> | <b>135,426</b> | <b>138,134</b> |
| <b>c</b>      | At 15 years  |               | <b>131,368</b> | <b>133,994</b> | <b>136,673</b> | <b>139,408</b> | <b>142,197</b> | <b>145,041</b> |
| <b>G (15)</b> | <b>Fiscal Manager<br/>CNS Manager (Food Service)</b>                     | <b>220</b>    | <b>109,379</b> | <b>111,565</b> | <b>113,795</b> | <b>116,072</b> | <b>118,394</b> | <b>120,762</b> |
| <b>a</b>      | At 5 years   |               | <b>114,848</b> | <b>117,143</b> | <b>119,485</b> | <b>121,876</b> | <b>124,314</b> | <b>126,800</b> |
| <b>b</b>      | At 10 years  |               | <b>120,590</b> | <b>123,000</b> | <b>125,459</b> | <b>127,969</b> | <b>130,529</b> | <b>133,140</b> |
| <b>c</b>      | At 15 years  |               | <b>126,620</b> | <b>129,150</b> | <b>131,732</b> | <b>134,368</b> | <b>137,056</b> | <b>139,797</b> |

Doctorate Degree/Advanced Degree Increases base pay by 2.5% of Range C(5), Step 1

3,302

**NOTE:**

1. Classified: 5% increases to the base pay at 5, 10, and 15 years, compounded