

**OAK GROVE SCHOOL DISTRICT**  
**AFSCME Classified Salary Schedule**  
**MONTHLY SALARY - 260 Days**  
**Effective November 1, 2024 - October 31, 2025**

Salary Increase **5.0%**

| RANGE | STEPS ----> |       |       |       |       |       | Longevity Steps ----> |             |             |             |             |
|-------|-------------|-------|-------|-------|-------|-------|-----------------------|-------------|-------------|-------------|-------------|
|       | I           | II    | III   | IV    | V     | VI    | 9th<br>+5%            | 14th<br>+5% | 19th<br>+5% | 24th<br>+5% | 29th<br>+5% |
| 6     | 3,085       | 3,240 | 3,403 | 3,574 | 3,749 | 3,938 | 4,135                 | 4,342       | 4,559       | 4,787       | 5,026       |
| 7     | 3,164       | 3,323 | 3,489 | 3,664 | 3,848 | 4,039 | 4,241                 | 4,453       | 4,676       | 4,910       | 5,155       |
| 8     | 3,244       | 3,406 | 3,576 | 3,756 | 3,945 | 4,141 | 4,348                 | 4,565       | 4,793       | 5,033       | 5,285       |
| 9     | 3,323       | 3,489 | 3,664 | 3,848 | 4,039 | 4,242 | 4,454                 | 4,677       | 4,910       | 5,156       | 5,414       |
| 10    | 3,406       | 3,576 | 3,756 | 3,945 | 4,141 | 4,350 | 4,568                 | 4,796       | 5,036       | 5,288       | 5,552       |
| 11    | 3,493       | 3,666 | 3,851 | 4,042 | 4,245 | 4,459 | 4,681                 | 4,916       | 5,161       | 5,419       | 5,690       |
| 12    | 3,581       | 3,761 | 3,949 | 4,143 | 4,353 | 4,570 | 4,798                 | 5,038       | 5,290       | 5,554       | 5,832       |
| 13    | 3,671       | 3,855 | 4,046 | 4,249 | 4,461 | 4,685 | 4,919                 | 5,165       | 5,424       | 5,695       | 5,979       |
| 14    | 3,761       | 3,949 | 4,148 | 4,353 | 4,570 | 4,802 | 5,042                 | 5,294       | 5,559       | 5,837       | 6,128       |
| 15    | 3,855       | 4,046 | 4,249 | 4,461 | 4,685 | 4,920 | 5,166                 | 5,424       | 5,695       | 5,980       | 6,279       |
| 16    | 3,952       | 4,150 | 4,357 | 4,574 | 4,805 | 5,044 | 5,296                 | 5,561       | 5,839       | 6,131       | 6,437       |
| 17    | 4,049       | 4,252 | 4,466 | 4,689 | 4,924 | 5,169 | 5,427                 | 5,699       | 5,984       | 6,283       | 6,597       |
| 18    | 4,150       | 4,357 | 4,577 | 4,805 | 5,047 | 5,296 | 5,560                 | 5,838       | 6,130       | 6,437       | 6,759       |
| 19    | 4,256       | 4,468 | 4,693 | 4,927 | 5,173 | 5,426 | 5,698                 | 5,983       | 6,282       | 6,596       | 6,926       |
| 20    | 4,360       | 4,577 | 4,809 | 5,047 | 5,300 | 5,563 | 5,841                 | 6,133       | 6,440       | 6,762       | 7,100       |
| 21    | 4,473       | 4,696 | 4,931 | 5,177 | 5,436 | 5,708 | 5,993                 | 6,293       | 6,608       | 6,938       | 7,285       |
| 22    | 4,581       | 4,809 | 5,051 | 5,303 | 5,567 | 5,846 | 6,138                 | 6,445       | 6,767       | 7,106       | 7,461       |
| 23    | 4,696       | 4,931 | 5,177 | 5,436 | 5,708 | 5,993 | 6,293                 | 6,608       | 6,938       | 7,285       | 7,649       |
| 24    | 4,816       | 5,058 | 5,311 | 5,574 | 5,853 | 6,145 | 6,453                 | 6,775       | 7,114       | 7,470       | 7,843       |
| 25    | 4,935       | 5,180 | 5,441 | 5,712 | 5,996 | 6,297 | 6,612                 | 6,943       | 7,290       | 7,654       | 8,037       |
| 26    | 5,058       | 5,311 | 5,578 | 5,856 | 6,148 | 6,456 | 6,779                 | 7,118       | 7,474       | 7,848       | 8,240       |
| 27    | 5,184       | 5,445 | 5,715 | 6,000 | 6,300 | 6,615 | 6,946                 | 7,293       | 7,658       | 8,041       | 8,443       |
| 28    | 5,314       | 5,581 | 5,860 | 6,152 | 6,459 | 6,781 | 7,120                 | 7,476       | 7,850       | 8,243       | 8,655       |
| 29    | 5,448       | 5,719 | 6,008 | 6,307 | 6,622 | 6,954 | 7,302                 | 7,667       | 8,051       | 8,453       | 8,876       |
| 30    | 5,581       | 5,860 | 6,152 | 6,463 | 6,784 | 7,125 | 7,481                 | 7,855       | 8,248       | 8,660       | 9,093       |
| 31    | 5,722       | 6,008 | 6,307 | 6,625 | 6,954 | 7,305 | 7,670                 | 8,053       | 8,456       | 8,879       | 9,323       |
| 32    | 5,865       | 6,158 | 6,465 | 6,791 | 7,128 | 7,487 | 7,862                 | 8,255       | 8,668       | 9,101       | 9,556       |
| 33    | 6,011       | 6,312 | 6,627 | 6,961 | 7,307 | 7,675 | 8,059                 | 8,462       | 8,885       | 9,329       | 9,796       |
| 34    | 6,161       | 6,470 | 6,793 | 7,135 | 7,489 | 7,867 | 8,260                 | 8,673       | 9,107       | 9,562       | 10,040      |
| 35    | 6,315       | 6,633 | 6,964 | 7,313 | 7,676 | 8,064 | 8,467                 | 8,890       | 9,335       | 9,801       | 10,291      |

NOTE 1: Longevity increases of 5% more than the preceding step placement amount will be granted in the 9th, 14th, 19th, 24th and 29th years of service.

NOTE 2: The monthly salary amount is prorated for part-time employees.

**APPENDIX C**

**OAK GROVE SCHOOL DISTRICT  
AFSCME Classified Salary Schedule  
Effective November 1, 2024 - October 31, 2025**

|                         |       |            |       |       |       |       |                      |             |             |             |             |
|-------------------------|-------|------------|-------|-------|-------|-------|----------------------|-------------|-------------|-------------|-------------|
| For work schedule of... |       |            |       |       |       |       |                      |             |             |             |             |
| Days                    | 260.0 |            |       |       |       |       |                      |             |             |             |             |
| Months                  | 12    |            |       |       |       |       |                      |             |             |             |             |
| Salary Increase         |       | 5.0%       |       |       |       |       |                      |             |             |             |             |
|                         |       | STEPS ---> |       |       |       |       | Longevity Steps ---> |             |             |             |             |
| RANGE                   | I     | II         | III   | IV    | V     | VI    | 9th<br>+5%           | 14th<br>+5% | 19th<br>+5% | 24th<br>+5% | 29th<br>+5% |
| 6                       | 3,085 | 3,240      | 3,403 | 3,574 | 3,749 | 3,938 | 4,135                | 4,342       | 4,559       | 4,787       | 5,026       |
| 7                       | 3,164 | 3,323      | 3,489 | 3,664 | 3,848 | 4,039 | 4,241                | 4,453       | 4,676       | 4,910       | 5,155       |
| 8                       | 3,244 | 3,406      | 3,576 | 3,757 | 3,945 | 4,141 | 4,348                | 4,565       | 4,793       | 5,033       | 5,285       |
| 9                       | 3,323 | 3,489      | 3,664 | 3,848 | 4,039 | 4,242 | 4,454                | 4,677       | 4,911       | 5,156       | 5,414       |
| 10                      | 3,406 | 3,576      | 3,757 | 3,945 | 4,141 | 4,350 | 4,568                | 4,796       | 5,036       | 5,288       | 5,552       |
| 11                      | 3,493 | 3,666      | 3,851 | 4,042 | 4,245 | 4,459 | 4,682                | 4,916       | 5,161       | 5,419       | 5,690       |
| 12                      | 3,581 | 3,761      | 3,949 | 4,143 | 4,353 | 4,570 | 4,798                | 5,038       | 5,290       | 5,555       | 5,832       |
| 13                      | 3,671 | 3,855      | 4,046 | 4,249 | 4,461 | 4,685 | 4,919                | 5,165       | 5,424       | 5,695       | 5,980       |
| 14                      | 3,761 | 3,949      | 4,148 | 4,353 | 4,570 | 4,802 | 5,042                | 5,294       | 5,559       | 5,837       | 6,129       |
| 15                      | 3,855 | 4,046      | 4,249 | 4,461 | 4,685 | 4,920 | 5,166                | 5,424       | 5,696       | 5,980       | 6,279       |
| 16                      | 3,952 | 4,150      | 4,357 | 4,574 | 4,805 | 5,044 | 5,296                | 5,561       | 5,839       | 6,131       | 6,437       |
| 17                      | 4,049 | 4,252      | 4,466 | 4,689 | 4,924 | 5,169 | 5,428                | 5,699       | 5,984       | 6,283       | 6,597       |
| 18                      | 4,150 | 4,357      | 4,577 | 4,805 | 5,047 | 5,296 | 5,561                | 5,839       | 6,130       | 6,437       | 6,759       |
| 19                      | 4,256 | 4,468      | 4,694 | 4,927 | 5,173 | 5,427 | 5,698                | 5,983       | 6,282       | 6,596       | 6,926       |
| 20                      | 4,360 | 4,577      | 4,809 | 5,047 | 5,300 | 5,563 | 5,841                | 6,133       | 6,440       | 6,762       | 7,100       |
| 21                      | 4,473 | 4,696      | 4,931 | 5,178 | 5,436 | 5,708 | 5,993                | 6,293       | 6,608       | 6,938       | 7,285       |
| 22                      | 4,581 | 4,809      | 5,051 | 5,303 | 5,567 | 5,846 | 6,138                | 6,445       | 6,767       | 7,106       | 7,461       |
| 23                      | 4,696 | 4,931      | 5,178 | 5,436 | 5,708 | 5,994 | 6,293                | 6,608       | 6,938       | 7,285       | 7,649       |
| 24                      | 4,816 | 5,058      | 5,311 | 5,574 | 5,853 | 6,146 | 6,453                | 6,775       | 7,114       | 7,470       | 7,843       |
| 25                      | 4,936 | 5,180      | 5,441 | 5,712 | 5,996 | 6,297 | 6,612                | 6,943       | 7,290       | 7,655       | 8,037       |
| 26                      | 5,058 | 5,311      | 5,579 | 5,856 | 6,148 | 6,456 | 6,779                | 7,118       | 7,474       | 7,848       | 8,240       |
| 27                      | 5,185 | 5,445      | 5,715 | 6,001 | 6,300 | 6,615 | 6,946                | 7,294       | 7,658       | 8,041       | 8,443       |
| 28                      | 5,314 | 5,581      | 5,860 | 6,153 | 6,459 | 6,781 | 7,121                | 7,477       | 7,850       | 8,243       | 8,655       |
| 29                      | 5,448 | 5,719      | 6,008 | 6,307 | 6,622 | 6,955 | 7,302                | 7,667       | 8,051       | 8,453       | 8,876       |
| 30                      | 5,581 | 5,860      | 6,153 | 6,463 | 6,784 | 7,125 | 7,481                | 7,855       | 8,248       | 8,660       | 9,093       |
| 31                      | 5,722 | 6,008      | 6,307 | 6,625 | 6,955 | 7,305 | 7,670                | 8,054       | 8,456       | 8,879       | 9,323       |
| 32                      | 5,865 | 6,158      | 6,465 | 6,791 | 7,129 | 7,488 | 7,862                | 8,255       | 8,668       | 9,101       | 9,556       |
| 33                      | 6,011 | 6,312      | 6,627 | 6,961 | 7,307 | 7,675 | 8,059                | 8,462       | 8,885       | 9,329       | 9,796       |
| 34                      | 6,161 | 6,471      | 6,794 | 7,135 | 7,489 | 7,867 | 8,260                | 8,673       | 9,107       | 9,562       | 10,040      |
| 35                      | 6,315 | 6,633      | 6,964 | 7,313 | 7,677 | 8,064 | 8,467                | 8,890       | 9,335       | 9,802       | 10,292      |

Note 1: Longevity increases of 5% more than the preceding step placement amount will be granted in the ninth (9th), fourteenth (14th), nineteenth (19th), twenty-fourth (24th) and twenty-ninth (29th) years of service.

Note 2: The monthly salary amount is prorated for part-time employees.

**APPENDIX D**

**OAK GROVE SCHOOL DISTRICT  
AFSCME Classified Salary Schedule  
Effective November 1, 2024 - October 31, 2025**

|                         |            |                      |       |       |       |       |            |             |             |             |             |
|-------------------------|------------|----------------------|-------|-------|-------|-------|------------|-------------|-------------|-------------|-------------|
| For work schedule of... |            |                      |       |       |       |       |            |             |             |             |             |
| Days                    | 239.0      |                      |       |       |       |       |            |             |             |             |             |
| Months                  | 11         |                      |       |       |       |       |            |             |             |             |             |
| Salary Increase         |            | 5.0%                 |       |       |       |       |            |             |             |             |             |
|                         | STEPS ---> | Longevity Steps ---> |       |       |       |       |            |             |             |             |             |
| RANGE                   | I          | II                   | III   | IV    | V     | VI    | 9th<br>+5% | 14th<br>+5% | 19th<br>+5% | 24th<br>+5% | 29th<br>+5% |
| 6                       | 3,094      | 3,249                | 3,413 | 3,584 | 3,760 | 3,949 | 4,146      | 4,354       | 4,572       | 4,800       | 5,040       |
| 7                       | 3,173      | 3,332                | 3,499 | 3,674 | 3,859 | 4,051 | 4,253      | 4,466       | 4,689       | 4,924       | 5,170       |
| 8                       | 3,253      | 3,416                | 3,586 | 3,767 | 3,956 | 4,152 | 4,360      | 4,578       | 4,807       | 5,047       | 5,299       |
| 9                       | 3,332      | 3,499                | 3,674 | 3,859 | 4,051 | 4,254 | 4,466      | 4,690       | 4,924       | 5,171       | 5,429       |
| 10                      | 3,416      | 3,586                | 3,767 | 3,956 | 4,152 | 4,362 | 4,581      | 4,810       | 5,050       | 5,303       | 5,568       |
| 11                      | 3,503      | 3,677                | 3,862 | 4,053 | 4,257 | 4,471 | 4,695      | 4,929       | 5,176       | 5,435       | 5,706       |
| 12                      | 3,591      | 3,771                | 3,960 | 4,155 | 4,365 | 4,583 | 4,812      | 5,052       | 5,305       | 5,570       | 5,849       |
| 13                      | 3,681      | 3,866                | 4,058 | 4,261 | 4,474 | 4,698 | 4,933      | 5,180       | 5,439       | 5,711       | 5,996       |
| 14                      | 3,771      | 3,960                | 4,159 | 4,365 | 4,583 | 4,815 | 5,056      | 5,309       | 5,574       | 5,853       | 6,146       |
| 15                      | 3,866      | 4,058                | 4,261 | 4,474 | 4,698 | 4,934 | 5,181      | 5,440       | 5,712       | 5,997       | 6,297       |
| 16                      | 3,963      | 4,162                | 4,369 | 4,587 | 4,818 | 5,058 | 5,311      | 5,576       | 5,855       | 6,148       | 6,455       |
| 17                      | 4,061      | 4,264                | 4,478 | 4,702 | 4,938 | 5,184 | 5,443      | 5,715       | 6,001       | 6,301       | 6,616       |
| 18                      | 4,162      | 4,369                | 4,590 | 4,818 | 5,061 | 5,311 | 5,576      | 5,855       | 6,148       | 6,455       | 6,778       |
| 19                      | 4,268      | 4,481                | 4,707 | 4,941 | 5,188 | 5,442 | 5,714      | 6,000       | 6,300       | 6,614       | 6,945       |
| 20                      | 4,372      | 4,590                | 4,822 | 5,061 | 5,315 | 5,579 | 5,858      | 6,150       | 6,458       | 6,781       | 7,120       |
| 21                      | 4,485      | 4,710                | 4,945 | 5,192 | 5,452 | 5,724 | 6,010      | 6,311       | 6,626       | 6,957       | 7,305       |
| 22                      | 4,594      | 4,822                | 5,065 | 5,318 | 5,583 | 5,862 | 6,155      | 6,463       | 6,786       | 7,126       | 7,482       |
| 23                      | 4,710      | 4,945                | 5,192 | 5,452 | 5,724 | 6,010 | 6,311      | 6,626       | 6,958       | 7,306       | 7,671       |
| 24                      | 4,829      | 5,072                | 5,326 | 5,590 | 5,869 | 6,163 | 6,471      | 6,794       | 7,134       | 7,491       | 7,865       |
| 25                      | 4,949      | 5,195                | 5,456 | 5,728 | 6,013 | 6,315 | 6,631      | 6,962       | 7,311       | 7,676       | 8,060       |
| 26                      | 5,072      | 5,326                | 5,594 | 5,872 | 6,166 | 6,475 | 6,798      | 7,138       | 7,495       | 7,870       | 8,263       |
| 27                      | 5,199      | 5,460                | 5,731 | 6,017 | 6,318 | 6,634 | 6,966      | 7,314       | 7,680       | 8,064       | 8,467       |
| 28                      | 5,329      | 5,597                | 5,876 | 6,170 | 6,477 | 6,800 | 7,140      | 7,497       | 7,872       | 8,266       | 8,679       |
| 29                      | 5,463      | 5,735                | 6,024 | 6,325 | 6,641 | 6,974 | 7,323      | 7,689       | 8,073       | 8,477       | 8,901       |
| 30                      | 5,597      | 5,876                | 6,170 | 6,482 | 6,803 | 7,145 | 7,502      | 7,877       | 8,271       | 8,684       | 9,119       |
| 31                      | 5,738      | 6,024                | 6,325 | 6,644 | 6,974 | 7,325 | 7,692      | 8,076       | 8,480       | 8,904       | 9,349       |
| 32                      | 5,881      | 6,176                | 6,483 | 6,810 | 7,148 | 7,509 | 7,884      | 8,278       | 8,692       | 9,127       | 9,583       |
| 33                      | 6,028      | 6,330                | 6,646 | 6,980 | 7,327 | 7,697 | 8,082      | 8,486       | 8,910       | 9,355       | 9,823       |
| 34                      | 6,178      | 6,489                | 6,813 | 7,155 | 7,510 | 7,889 | 8,283      | 8,697       | 9,132       | 9,589       | 10,068      |
| 35                      | 6,333      | 6,651                | 6,983 | 7,334 | 7,698 | 8,086 | 8,491      | 8,915       | 9,361       | 9,829       | 10,320      |

Note 1: Longevity increases of 5% more than the preceding step placement amount will be granted in the ninth (9th), fourteenth (14th), nineteenth (19th), twenty-fourth (24th) and twenty-ninth (29th) years of service.

Note 2: The monthly salary amount is prorated for part-time employees.

**APPENDIX E**

**OAK GROVE SCHOOL DISTRICT  
AFSCME Classified Salary Schedule  
Effective November 1, 2024 - October 31, 2025**

|                         |            |                      |       |       |       |       |            |             |             |             |             |
|-------------------------|------------|----------------------|-------|-------|-------|-------|------------|-------------|-------------|-------------|-------------|
| For work schedule of... |            |                      |       |       |       |       |            |             |             |             |             |
| Days                    | 214.0      |                      |       |       |       |       |            |             |             |             |             |
| Months                  | 11         |                      |       |       |       |       |            |             |             |             |             |
| Salary Increase         |            | 5.0%                 |       |       |       |       |            |             |             |             |             |
|                         | STEPS ---> | Longevity Steps ---> |       |       |       |       |            |             |             |             |             |
| RANGE                   | I          | II                   | III   | IV    | V     | VI    | 9th<br>+5% | 14th<br>+5% | 19th<br>+5% | 24th<br>+5% | 29th<br>+5% |
| 6                       | 2,770      | 2,909                | 3,056 | 3,209 | 3,367 | 3,536 | 3,713      | 3,898       | 4,093       | 4,298       | 4,513       |
| 7                       | 2,841      | 2,984                | 3,133 | 3,290 | 3,455 | 3,627 | 3,808      | 3,999       | 4,199       | 4,409       | 4,629       |
| 8                       | 2,913      | 3,058                | 3,211 | 3,373 | 3,542 | 3,718 | 3,904      | 4,099       | 4,304       | 4,519       | 4,745       |
| 9                       | 2,984      | 3,133                | 3,290 | 3,455 | 3,627 | 3,809 | 3,999      | 4,199       | 4,409       | 4,630       | 4,861       |
| 10                      | 3,058      | 3,211                | 3,373 | 3,542 | 3,718 | 3,906 | 4,101      | 4,306       | 4,522       | 4,748       | 4,985       |
| 11                      | 3,137      | 3,292                | 3,458 | 3,629 | 3,811 | 4,003 | 4,204      | 4,414       | 4,634       | 4,866       | 5,109       |
| 12                      | 3,215      | 3,377                | 3,546 | 3,720 | 3,909 | 4,103 | 4,308      | 4,524       | 4,750       | 4,987       | 5,237       |
| 13                      | 3,296      | 3,461                | 3,633 | 3,815 | 4,006 | 4,207 | 4,417      | 4,638       | 4,870       | 5,113       | 5,369       |
| 14                      | 3,377      | 3,546                | 3,724 | 3,909 | 4,103 | 4,312 | 4,527      | 4,754       | 4,991       | 5,241       | 5,503       |
| 15                      | 3,461      | 3,633                | 3,815 | 4,006 | 4,207 | 4,418 | 4,639      | 4,871       | 5,114       | 5,370       | 5,638       |
| 16                      | 3,549      | 3,727                | 3,912 | 4,107 | 4,314 | 4,529 | 4,755      | 4,993       | 5,243       | 5,505       | 5,780       |
| 17                      | 3,636      | 3,818                | 4,010 | 4,211 | 4,422 | 4,641 | 4,873      | 5,117       | 5,373       | 5,642       | 5,924       |
| 18                      | 3,727      | 3,912                | 4,110 | 4,314 | 4,531 | 4,755 | 4,993      | 5,242       | 5,505       | 5,780       | 6,069       |
| 19                      | 3,821      | 4,012                | 4,214 | 4,424 | 4,645 | 4,873 | 5,116      | 5,372       | 5,641       | 5,923       | 6,219       |
| 20                      | 3,915      | 4,110                | 4,318 | 4,531 | 4,759 | 4,995 | 5,245      | 5,507       | 5,782       | 6,072       | 6,375       |
| 21                      | 4,016      | 4,217                | 4,428 | 4,649 | 4,881 | 5,125 | 5,381      | 5,651       | 5,933       | 6,230       | 6,541       |
| 22                      | 4,113      | 4,318                | 4,535 | 4,761 | 4,999 | 5,249 | 5,511      | 5,787       | 6,076       | 6,380       | 6,699       |
| 23                      | 4,217      | 4,428                | 4,649 | 4,881 | 5,125 | 5,382 | 5,651      | 5,933       | 6,230       | 6,541       | 6,868       |
| 24                      | 4,324      | 4,542                | 4,769 | 5,005 | 5,255 | 5,518 | 5,794      | 6,084       | 6,388       | 6,707       | 7,043       |
| 25                      | 4,432      | 4,651                | 4,885 | 5,129 | 5,384 | 5,655 | 5,937      | 6,234       | 6,546       | 6,873       | 7,217       |
| 26                      | 4,542      | 4,769                | 5,009 | 5,258 | 5,521 | 5,797 | 6,087      | 6,391       | 6,711       | 7,047       | 7,399       |
| 27                      | 4,655      | 4,889                | 5,132 | 5,388 | 5,657 | 5,940 | 6,237      | 6,549       | 6,876       | 7,220       | 7,581       |
| 28                      | 4,771      | 5,011                | 5,262 | 5,524 | 5,800 | 6,089 | 6,394      | 6,713       | 7,049       | 7,401       | 7,771       |
| 29                      | 4,891      | 5,135                | 5,394 | 5,663 | 5,946 | 6,244 | 6,557      | 6,885       | 7,229       | 7,590       | 7,970       |
| 30                      | 5,011      | 5,262                | 5,524 | 5,804 | 6,092 | 6,397 | 6,717      | 7,053       | 7,406       | 7,776       | 8,165       |
| 31                      | 5,138      | 5,394                | 5,663 | 5,949 | 6,244 | 6,559 | 6,887      | 7,231       | 7,593       | 7,973       | 8,371       |
| 32                      | 5,266      | 5,530                | 5,805 | 6,098 | 6,401 | 6,723 | 7,059      | 7,412       | 7,783       | 8,172       | 8,581       |
| 33                      | 5,397      | 5,668                | 5,951 | 6,250 | 6,561 | 6,892 | 7,236      | 7,598       | 7,978       | 8,377       | 8,796       |
| 34                      | 5,532      | 5,810                | 6,100 | 6,407 | 6,724 | 7,064 | 7,417      | 7,788       | 8,177       | 8,586       | 9,015       |
| 35                      | 5,670      | 5,956                | 6,253 | 6,567 | 6,893 | 7,240 | 7,603      | 7,983       | 8,382       | 8,801       | 9,241       |

Note 1: Longevity increases of 5% more than the preceding step placement amount will be granted in the ninth (9th), fourteenth (14th), nineteenth (19th), twenty-fourth (24th) and twenty-ninth (29th) years of service.

Note 2: The monthly salary amount is prorated for part-time employees.

**APPENDIX F(1) \*\* 10 Months Salary Schedule Converted to 11 Months**

**OAK GROVE SCHOOL DISTRICT  
AFSCME Classified Salary Schedule  
Effective November 1, 2024 - October 31, 2025**

|                         |       |                      |       |       |       |       |            |             |             |             |             |
|-------------------------|-------|----------------------|-------|-------|-------|-------|------------|-------------|-------------|-------------|-------------|
| For work schedule of... |       |                      |       |       |       |       |            |             |             |             |             |
| Days                    | 208.0 |                      |       |       |       |       |            |             |             |             |             |
| Months                  | 11    |                      |       |       |       |       |            |             |             |             |             |
| Salary Increase         |       | 5.0%                 |       |       |       |       |            |             |             |             |             |
| STEPS --->              |       | Longevity Steps ---> |       |       |       |       |            |             |             |             |             |
| RANGE                   | I     | II                   | III   | IV    | V     | VI    | 9th<br>+5% | 14th<br>+5% | 19th<br>+5% | 24th<br>+5% | 29th<br>+5% |
| 6                       | 2,693 | 2,828                | 2,970 | 3,119 | 3,272 | 3,437 | 3,609      | 3,789       | 3,979       | 4,177       | 4,386       |
| 7                       | 2,761 | 2,900                | 3,045 | 3,197 | 3,358 | 3,525 | 3,701      | 3,887       | 4,081       | 4,285       | 4,499       |
| 8                       | 2,831 | 2,973                | 3,121 | 3,278 | 3,443 | 3,614 | 3,794      | 3,984       | 4,183       | 4,392       | 4,612       |
| 9                       | 2,900 | 3,045                | 3,197 | 3,358 | 3,525 | 3,702 | 3,887      | 4,082       | 4,286       | 4,500       | 4,725       |
| 10                      | 2,973 | 3,121                | 3,278 | 3,443 | 3,614 | 3,797 | 3,986      | 4,186       | 4,395       | 4,615       | 4,846       |
| 11                      | 3,049 | 3,200                | 3,361 | 3,528 | 3,705 | 3,891 | 4,086      | 4,290       | 4,504       | 4,730       | 4,966       |
| 12                      | 3,125 | 3,282                | 3,447 | 3,616 | 3,799 | 3,988 | 4,188      | 4,397       | 4,617       | 4,848       | 5,090       |
| 13                      | 3,204 | 3,364                | 3,531 | 3,708 | 3,894 | 4,089 | 4,293      | 4,508       | 4,733       | 4,970       | 5,218       |
| 14                      | 3,282 | 3,447                | 3,620 | 3,799 | 3,988 | 4,191 | 4,400      | 4,620       | 4,851       | 5,094       | 5,349       |
| 15                      | 3,364 | 3,531                | 3,708 | 3,894 | 4,089 | 4,294 | 4,509      | 4,734       | 4,971       | 5,219       | 5,480       |
| 16                      | 3,449 | 3,622                | 3,803 | 3,992 | 4,193 | 4,402 | 4,622      | 4,853       | 5,096       | 5,351       | 5,618       |
| 17                      | 3,534 | 3,711                | 3,897 | 4,093 | 4,298 | 4,511 | 4,737      | 4,974       | 5,222       | 5,483       | 5,758       |
| 18                      | 3,622 | 3,803                | 3,994 | 4,193 | 4,404 | 4,622 | 4,853      | 5,095       | 5,350       | 5,618       | 5,899       |
| 19                      | 3,714 | 3,900                | 4,096 | 4,300 | 4,515 | 4,736 | 4,973      | 5,221       | 5,482       | 5,757       | 6,044       |
| 20                      | 3,805 | 3,994                | 4,197 | 4,404 | 4,625 | 4,855 | 5,098      | 5,353       | 5,620       | 5,901       | 6,196       |
| 21                      | 3,903 | 4,099                | 4,304 | 4,519 | 4,745 | 4,981 | 5,231      | 5,492       | 5,767       | 6,055       | 6,358       |
| 22                      | 3,998 | 4,197                | 4,408 | 4,628 | 4,859 | 5,102 | 5,357      | 5,625       | 5,906       | 6,201       | 6,511       |
| 23                      | 4,099 | 4,304                | 4,519 | 4,745 | 4,981 | 5,231 | 5,492      | 5,767       | 6,055       | 6,358       | 6,676       |
| 24                      | 4,203 | 4,414                | 4,635 | 4,865 | 5,108 | 5,363 | 5,632      | 5,913       | 6,209       | 6,519       | 6,845       |
| 25                      | 4,307 | 4,521                | 4,748 | 4,985 | 5,233 | 5,496 | 5,771      | 6,059       | 6,362       | 6,680       | 7,014       |
| 26                      | 4,414 | 4,635                | 4,869 | 5,110 | 5,366 | 5,635 | 5,916      | 6,212       | 6,523       | 6,849       | 7,191       |
| 27                      | 4,525 | 4,752                | 4,988 | 5,237 | 5,498 | 5,773 | 6,062      | 6,365       | 6,684       | 7,018       | 7,369       |
| 28                      | 4,638 | 4,871                | 5,114 | 5,370 | 5,637 | 5,918 | 6,214      | 6,525       | 6,851       | 7,194       | 7,553       |
| 29                      | 4,754 | 4,991                | 5,243 | 5,505 | 5,780 | 6,069 | 6,373      | 6,692       | 7,026       | 7,377       | 7,746       |
| 30                      | 4,871 | 5,114                | 5,370 | 5,641 | 5,921 | 6,218 | 6,529      | 6,855       | 7,198       | 7,558       | 7,936       |
| 31                      | 4,994 | 5,243                | 5,505 | 5,782 | 6,069 | 6,375 | 6,694      | 7,029       | 7,380       | 7,749       | 8,136       |
| 32                      | 5,118 | 5,375                | 5,642 | 5,927 | 6,221 | 6,535 | 6,861      | 7,204       | 7,565       | 7,943       | 8,340       |
| 33                      | 5,246 | 5,509                | 5,784 | 6,075 | 6,377 | 6,698 | 7,033      | 7,385       | 7,754       | 8,142       | 8,549       |
| 34                      | 5,377 | 5,647                | 5,929 | 6,227 | 6,536 | 6,866 | 7,209      | 7,569       | 7,948       | 8,345       | 8,762       |
| 35                      | 5,511 | 5,789                | 6,077 | 6,383 | 6,700 | 7,037 | 7,389      | 7,759       | 8,147       | 8,554       | 8,982       |

Note 1: Longevity increases of 5% more than the preceding step placement amount will be granted in the ninth (9th), fourteenth (14th), nineteenth (19th), twenty-fourth (24th) and twenty-ninth (29th) years of service.

Note 2: The monthly salary amount is prorated for part-time employees.

**APPENDIX G(1) \*\* 10 Months Salary Schedule Covered to 11 Months**

**OAK GROVE SCHOOL DISTRICT  
AFSCME Classified Salary Schedule  
Effective November 1, 2024 - October 31, 2025**

|                         |       |
|-------------------------|-------|
| For work schedule of... |       |
| Days                    | 205.5 |
| Months                  | 11    |

Salary Increase **5.0%**

Longevity Steps ---->

| RANGE | STEPS ----> |       |       |       |       |       | Longevity Steps ----> |             |             |             |             |
|-------|-------------|-------|-------|-------|-------|-------|-----------------------|-------------|-------------|-------------|-------------|
|       | I           | II    | III   | IV    | V     | VI    | 9th<br>+5%            | 14th<br>+5% | 19th<br>+5% | 24th<br>+5% | 29th<br>+5% |
| 6     | 2,660       | 2,794 | 2,935 | 3,081 | 3,233 | 3,396 | 3,565                 | 3,744       | 3,931       | 4,127       | 4,334       |
| 7     | 2,728       | 2,865 | 3,009 | 3,159 | 3,318 | 3,483 | 3,657                 | 3,840       | 4,032       | 4,233       | 4,445       |
| 8     | 2,797       | 2,937 | 3,084 | 3,239 | 3,402 | 3,570 | 3,749                 | 3,936       | 4,133       | 4,340       | 4,557       |
| 9     | 2,865       | 3,009 | 3,159 | 3,318 | 3,483 | 3,658 | 3,840                 | 4,032       | 4,234       | 4,446       | 4,668       |
| 10    | 2,937       | 3,084 | 3,239 | 3,402 | 3,570 | 3,751 | 3,939                 | 4,135       | 4,342       | 4,559       | 4,787       |
| 11    | 3,012       | 3,161 | 3,320 | 3,485 | 3,660 | 3,844 | 4,037                 | 4,238       | 4,450       | 4,673       | 4,907       |
| 12    | 3,087       | 3,243 | 3,405 | 3,573 | 3,753 | 3,940 | 4,137                 | 4,344       | 4,561       | 4,789       | 5,029       |
| 13    | 3,165       | 3,324 | 3,489 | 3,664 | 3,847 | 4,040 | 4,242                 | 4,454       | 4,676       | 4,910       | 5,156       |
| 14    | 3,243       | 3,405 | 3,576 | 3,753 | 3,940 | 4,140 | 4,347                 | 4,565       | 4,793       | 5,033       | 5,284       |
| 15    | 3,324       | 3,489 | 3,664 | 3,847 | 4,040 | 4,242 | 4,454                 | 4,677       | 4,911       | 5,157       | 5,414       |
| 16    | 3,408       | 3,579 | 3,757 | 3,944 | 4,143 | 4,349 | 4,566                 | 4,795       | 5,035       | 5,286       | 5,551       |
| 17    | 3,491       | 3,666 | 3,850 | 4,043 | 4,246 | 4,457 | 4,680                 | 4,914       | 5,160       | 5,418       | 5,688       |
| 18    | 3,579       | 3,757 | 3,946 | 4,143 | 4,351 | 4,566 | 4,794                 | 5,034       | 5,286       | 5,550       | 5,828       |
| 19    | 3,670       | 3,853 | 4,047 | 4,248 | 4,461 | 4,679 | 4,913                 | 5,159       | 5,417       | 5,687       | 5,972       |
| 20    | 3,759       | 3,946 | 4,146 | 4,351 | 4,570 | 4,797 | 5,037                 | 5,288       | 5,553       | 5,830       | 6,122       |
| 21    | 3,857       | 4,049 | 4,252 | 4,464 | 4,687 | 4,922 | 5,168                 | 5,426       | 5,697       | 5,982       | 6,281       |
| 22    | 3,950       | 4,146 | 4,355 | 4,572 | 4,800 | 5,041 | 5,293                 | 5,557       | 5,835       | 6,127       | 6,433       |
| 23    | 4,049       | 4,252 | 4,464 | 4,687 | 4,922 | 5,168 | 5,426                 | 5,698       | 5,982       | 6,282       | 6,596       |
| 24    | 4,153       | 4,361 | 4,580 | 4,806 | 5,047 | 5,299 | 5,564                 | 5,842       | 6,134       | 6,441       | 6,763       |
| 25    | 4,256       | 4,467 | 4,691 | 4,925 | 5,170 | 5,430 | 5,701                 | 5,986       | 6,286       | 6,600       | 6,930       |
| 26    | 4,361       | 4,580 | 4,810 | 5,049 | 5,301 | 5,567 | 5,845                 | 6,138       | 6,444       | 6,767       | 7,105       |
| 27    | 4,470       | 4,695 | 4,928 | 5,174 | 5,432 | 5,704 | 5,989                 | 6,289       | 6,603       | 6,933       | 7,280       |
| 28    | 4,582       | 4,812 | 5,053 | 5,305 | 5,569 | 5,847 | 6,140                 | 6,447       | 6,769       | 7,107       | 7,463       |
| 29    | 4,697       | 4,931 | 5,180 | 5,438 | 5,710 | 5,996 | 6,296                 | 6,611       | 6,942       | 7,289       | 7,653       |
| 30    | 4,812       | 5,053 | 5,305 | 5,573 | 5,850 | 6,143 | 6,450                 | 6,773       | 7,112       | 7,467       | 7,840       |
| 31    | 4,934       | 5,180 | 5,438 | 5,713 | 5,996 | 6,299 | 6,613                 | 6,944       | 7,291       | 7,656       | 8,039       |
| 32    | 5,057       | 5,310 | 5,575 | 5,855 | 6,146 | 6,456 | 6,779                 | 7,118       | 7,474       | 7,847       | 8,240       |
| 33    | 5,183       | 5,443 | 5,714 | 6,002 | 6,300 | 6,618 | 6,949                 | 7,296       | 7,661       | 8,044       | 8,446       |
| 34    | 5,312       | 5,579 | 5,858 | 6,152 | 6,457 | 6,783 | 7,122                 | 7,478       | 7,852       | 8,245       | 8,657       |
| 35    | 5,445       | 5,719 | 6,004 | 6,306 | 6,619 | 6,953 | 7,301                 | 7,666       | 8,049       | 8,451       | 8,874       |

Note 1: Longevity increases of 5% more than the preceding step placement amount will be granted in the ninth (9th), fourteenth (14th), nineteenth (19th), twenty-fourth (24th) and twenty-ninth (29th) years of service.  
 Note 2: The monthly salary amount is prorated for part-time employees.

**APPENDIX H(1) \*\* 10 Months Salary Schedule Converted to 11 Months**

**OAK GROVE SCHOOL DISTRICT  
AFSCME Classified Salary Schedule  
Effective November 1, 2024 - October 31, 2025**

|                         |       |
|-------------------------|-------|
| For work schedule of... |       |
| Days                    | 205.0 |
| Months                  | 11    |

Salary Increase 5.0%

Longevity Steps ---->

| RANGE | STEPS ----> |       |       |       |       |       | Longevity Steps ----> |             |             |             |             |
|-------|-------------|-------|-------|-------|-------|-------|-----------------------|-------------|-------------|-------------|-------------|
|       | I           | II    | III   | IV    | V     | VI    | 9th<br>+5%            | 14th<br>+5% | 19th<br>+5% | 24th<br>+5% | 29th<br>+5% |
| 6     | 2,654       | 2,787 | 2,927 | 3,074 | 3,225 | 3,387 | 3,557                 | 3,734       | 3,921       | 4,117       | 4,323       |
| 7     | 2,722       | 2,858 | 3,001 | 3,151 | 3,310 | 3,474 | 3,648                 | 3,831       | 4,022       | 4,223       | 4,434       |
| 8     | 2,791       | 2,930 | 3,076 | 3,231 | 3,393 | 3,562 | 3,740                 | 3,927       | 4,123       | 4,329       | 4,546       |
| 9     | 2,858       | 3,001 | 3,151 | 3,310 | 3,474 | 3,649 | 3,831                 | 4,023       | 4,224       | 4,435       | 4,657       |
| 10    | 2,930       | 3,076 | 3,231 | 3,393 | 3,562 | 3,742 | 3,929                 | 4,125       | 4,332       | 4,548       | 4,776       |
| 11    | 3,005       | 3,154 | 3,312 | 3,477 | 3,651 | 3,835 | 4,027                 | 4,228       | 4,440       | 4,661       | 4,895       |
| 12    | 3,388       | 3,235 | 3,397 | 3,564 | 3,744 | 3,931 | 4,127                 | 4,334       | 4,550       | 4,778       | 5,017       |
| 13    | 3,157       | 3,316 | 3,480 | 3,655 | 3,837 | 4,030 | 4,231                 | 4,443       | 4,665       | 4,898       | 5,143       |
| 14    | 3,235       | 3,397 | 3,568 | 3,744 | 3,931 | 4,130 | 4,337                 | 4,554       | 4,781       | 5,020       | 5,271       |
| 15    | 3,316       | 3,480 | 3,655 | 3,837 | 4,030 | 4,232 | 4,444                 | 4,666       | 4,899       | 5,144       | 5,401       |
| 16    | 3,399       | 3,570 | 3,748 | 3,934 | 4,133 | 4,338 | 4,555                 | 4,783       | 5,022       | 5,273       | 5,537       |
| 17    | 3,483       | 3,657 | 3,841 | 4,033 | 4,236 | 4,446 | 4,668                 | 4,902       | 5,147       | 5,404       | 5,675       |
| 18    | 3,570       | 3,748 | 3,937 | 4,133 | 4,341 | 4,555 | 4,783                 | 5,022       | 5,273       | 5,537       | 5,814       |
| 19    | 3,661       | 3,843 | 4,037 | 4,238 | 4,450 | 4,668 | 4,901                 | 5,146       | 5,403       | 5,674       | 5,957       |
| 20    | 3,750       | 3,937 | 4,136 | 4,341 | 4,559 | 4,785 | 5,024                 | 5,275       | 5,539       | 5,816       | 6,107       |
| 21    | 3,847       | 4,040 | 4,242 | 4,453 | 4,676 | 4,910 | 5,155                 | 5,413       | 5,684       | 5,968       | 6,266       |
| 22    | 3,940       | 4,136 | 4,344 | 4,561 | 4,789 | 5,028 | 5,280                 | 5,544       | 5,821       | 6,112       | 6,417       |
| 23    | 4,040       | 4,242 | 4,453 | 4,676 | 4,910 | 5,155 | 5,413                 | 5,684       | 5,968       | 6,266       | 6,580       |
| 24    | 4,142       | 4,351 | 4,568 | 4,795 | 5,034 | 5,286 | 5,550                 | 5,828       | 6,119       | 6,425       | 6,746       |
| 25    | 4,245       | 4,456 | 4,680 | 4,913 | 5,158 | 5,417 | 5,688                 | 5,972       | 6,271       | 6,584       | 6,913       |
| 26    | 4,351       | 4,568 | 4,798 | 5,037 | 5,288 | 5,553 | 5,831                 | 6,123       | 6,429       | 6,750       | 7,088       |
| 27    | 4,459       | 4,683 | 4,916 | 5,161 | 5,419 | 5,690 | 5,975                 | 6,273       | 6,587       | 6,916       | 7,262       |
| 28    | 4,571       | 4,801 | 5,040 | 5,292 | 5,556 | 5,833 | 6,125                 | 6,431       | 6,752       | 7,090       | 7,445       |
| 29    | 4,686       | 4,919 | 5,167 | 5,425 | 5,696 | 5,982 | 6,281                 | 6,595       | 6,925       | 7,271       | 7,635       |
| 30    | 4,801       | 5,040 | 5,292 | 5,560 | 5,835 | 6,128 | 6,435                 | 6,756       | 7,094       | 7,449       | 7,821       |
| 31    | 4,922       | 5,167 | 5,425 | 5,699 | 5,982 | 6,283 | 6,597                 | 6,927       | 7,274       | 7,637       | 8,019       |
| 32    | 5,045       | 5,297 | 5,561 | 5,841 | 6,132 | 6,440 | 6,762                 | 7,101       | 7,456       | 7,828       | 8,220       |
| 33    | 5,170       | 5,430 | 5,700 | 5,987 | 6,285 | 6,602 | 6,932                 | 7,278       | 7,642       | 8,024       | 8,426       |
| 34    | 5,299       | 5,566 | 5,843 | 6,137 | 6,442 | 6,767 | 7,105                 | 7,460       | 7,833       | 8,225       | 8,636       |
| 35    | 5,432       | 5,705 | 5,990 | 6,291 | 6,603 | 6,936 | 7,283                 | 7,647       | 8,029       | 8,431       | 8,852       |

Note 1: Longevity increases of 5% more than the preceding step placement amount will be granted in the ninth (9th), fourteenth (14th), nineteenth (19th), twenty-fourth (24th) and twenty-ninth (29th) years of service.

Note 2: The monthly salary amount is prorated for part-time employees.