

OAK GROVE SCHOOL DISTRICT
AFSCME Classified Salary Schedule
MONTHLY SALARY - 260 Days
Effective November 1, 2025 - October 31, 2026

Salary Increase							Longevity Steps ---->				
		STEPS ---->									
RANGE							9th	14th	19th	24th	29th
	I	II	III	IV	V	VI	+5%	+5%	+5%	+5%	+5%
6	3,255	3,418	3,591	3,770	3,956	4,155	4,362	4,580	4,809	5,050	5,302
7	3,338	3,506	3,681	3,865	4,060	4,261	4,474	4,698	4,933	5,180	5,439
8	3,423	3,593	3,773	3,963	4,162	4,368	4,587	4,816	5,057	5,310	5,575
9	3,506	3,681	3,865	4,060	4,261	4,475	4,699	4,934	5,181	5,440	5,712
10	3,593	3,773	3,963	4,162	4,368	4,589	4,819	5,060	5,313	5,578	5,857
11	3,686	3,868	4,063	4,264	4,478	4,704	4,939	5,186	5,445	5,717	6,003
12	3,778	3,968	4,166	4,371	4,592	4,821	5,062	5,315	5,581	5,860	6,153
13	3,873	4,067	4,269	4,483	4,707	4,943	5,190	5,449	5,722	6,008	6,308
14	3,968	4,166	4,376	4,592	4,821	5,066	5,319	5,585	5,864	6,158	6,466
15	4,067	4,269	4,483	4,707	4,943	5,191	5,450	5,723	6,009	6,309	6,625
16	4,169	4,379	4,597	4,825	5,069	5,321	5,587	5,867	6,160	6,468	6,791
17	4,272	4,486	4,711	4,947	5,195	5,453	5,726	6,012	6,313	6,629	6,960
18	4,379	4,597	4,828	5,069	5,324	5,587	5,866	6,160	6,468	6,791	7,130
19	4,490	4,714	4,952	5,198	5,458	5,725	6,011	6,312	6,627	6,959	7,307
20	4,600	4,828	5,073	5,324	5,591	5,869	6,162	6,470	6,794	7,134	7,490
21	4,719	4,955	5,202	5,462	5,735	6,022	6,323	6,639	6,971	7,320	7,685
22	4,833	5,073	5,329	5,594	5,873	6,167	6,476	6,799	7,139	7,496	7,871
23	4,955	5,202	5,462	5,735	6,022	6,323	6,639	6,971	7,320	7,686	8,070
24	5,081	5,336	5,603	5,881	6,175	6,483	6,808	7,148	7,505	7,881	8,275
25	5,207	5,465	5,740	6,026	6,326	6,644	6,976	7,325	7,691	8,075	8,479
26	5,336	5,603	5,885	6,178	6,486	6,811	7,152	7,510	7,885	8,279	8,693
27	5,470	5,744	6,029	6,331	6,647	6,979	7,328	7,695	8,079	8,483	8,907
28	5,606	5,888	6,182	6,491	6,814	7,154	7,512	7,888	8,282	8,696	9,131
29	5,747	6,034	6,338	6,654	6,987	7,337	7,704	8,089	8,493	8,918	9,364
30	5,888	6,182	6,491	6,819	7,157	7,516	7,892	8,287	8,701	9,136	9,593
31	6,037	6,338	6,654	6,990	7,337	7,706	8,092	8,496	8,921	9,367	9,836
32	6,187	6,497	6,821	7,164	7,520	7,899	8,294	8,709	9,144	9,602	10,082
33	6,341	6,660	6,992	7,344	7,708	8,097	8,502	8,927	9,374	9,842	10,334
34	6,500	6,826	7,167	7,527	7,901	8,299	8,714	9,150	9,608	10,088	10,592
35	6,662	6,997	7,347	7,716	8,099	8,507	8,932	9,379	9,848	10,340	10,857

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, 2025 - October 31, 2026**

For work schedule of...	
Days	260.0
Months	12

Salary Increase **5.5%**

RANGE	STEPS --->						Longevity Steps --->				
	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	3,255	3,418	3,591	3,770	3,956	4,155	4,362	4,580	4,809	5,050	5,302
7	3,338	3,506	3,681	3,865	4,060	4,261	4,475	4,698	4,933	5,180	5,439
8	3,423	3,594	3,773	3,963	4,162	4,368	4,587	4,816	5,057	5,310	5,575
9	3,506	3,681	3,865	4,060	4,261	4,475	4,699	4,934	5,181	5,440	5,712
10	3,594	3,773	3,963	4,162	4,368	4,590	4,819	5,060	5,313	5,579	5,858
11	3,686	3,868	4,063	4,264	4,478	4,704	4,939	5,186	5,445	5,718	6,003
12	3,778	3,968	4,166	4,371	4,592	4,821	5,062	5,315	5,581	5,860	6,153
13	3,873	4,067	4,269	4,483	4,707	4,943	5,190	5,449	5,722	6,008	6,308
14	3,968	4,166	4,376	4,592	4,821	5,066	5,319	5,585	5,865	6,158	6,466
15	4,067	4,269	4,483	4,707	4,943	5,191	5,450	5,723	6,009	6,309	6,625
16	4,169	4,379	4,597	4,826	5,069	5,321	5,587	5,867	6,160	6,468	6,791
17	4,272	4,486	4,711	4,947	5,195	5,453	5,726	6,012	6,313	6,629	6,960
18	4,379	4,597	4,829	5,069	5,324	5,587	5,866	6,160	6,468	6,791	7,131
19	4,490	4,714	4,952	5,198	5,458	5,725	6,011	6,312	6,627	6,959	7,307
20	4,600	4,829	5,073	5,324	5,591	5,869	6,162	6,471	6,794	7,134	7,491
21	4,719	4,955	5,203	5,462	5,735	6,022	6,323	6,639	6,971	7,320	7,686
22	4,833	5,073	5,329	5,594	5,873	6,167	6,476	6,800	7,139	7,496	7,871
23	4,955	5,203	5,462	5,735	6,022	6,323	6,639	6,971	7,320	7,686	8,070
24	5,081	5,336	5,603	5,881	6,175	6,484	6,808	7,148	7,505	7,881	8,275
25	5,207	5,465	5,740	6,026	6,326	6,644	6,976	7,325	7,691	8,076	8,479
26	5,336	5,603	5,885	6,178	6,486	6,812	7,152	7,510	7,885	8,279	8,693
27	5,470	5,744	6,029	6,331	6,647	6,979	7,328	7,695	8,079	8,483	8,908
28	5,606	5,888	6,182	6,491	6,815	7,154	7,512	7,888	8,282	8,696	9,131
29	5,747	6,034	6,338	6,654	6,987	7,337	7,704	8,089	8,494	8,918	9,364
30	5,888	6,182	6,491	6,819	7,157	7,517	7,892	8,287	8,701	9,136	9,593
31	6,037	6,338	6,654	6,990	7,337	7,707	8,092	8,497	8,921	9,367	9,836
32	6,188	6,497	6,821	7,164	7,521	7,899	8,294	8,709	9,145	9,602	10,082
33	6,342	6,660	6,992	7,344	7,709	8,097	8,502	8,927	9,374	9,842	10,334
34	6,500	6,826	7,167	7,528	7,901	8,299	8,714	9,150	9,608	10,088	10,592
35	6,662	6,998	7,347	7,716	8,099	8,507	8,933	9,379	9,848	10,341	10,858

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, 2025 - October 31, 2026**

For work schedule of...											
Days	239.0										
Months	11										
Salary Increase		5.5%									
	STEPS --->	Longevity Steps --->									
RANGE	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	3,264	3,428	3,601	3,781	3,967	4,166	4,375	4,593	4,823	5,064	5,317
7	3,348	3,516	3,691	3,876	4,071	4,273	4,487	4,711	4,947	5,194	5,454
8	3,432	3,604	3,784	3,974	4,174	4,381	4,600	4,830	5,071	5,325	5,591
9	3,516	3,691	3,876	4,071	4,273	4,488	4,712	4,948	5,195	5,455	5,728
10	3,604	3,784	3,974	4,174	4,381	4,602	4,832	5,074	5,328	5,594	5,874
11	3,696	3,879	4,074	4,276	4,491	4,717	4,953	5,200	5,460	5,734	6,020
12	3,788	3,979	4,178	4,384	4,605	4,835	5,076	5,330	5,597	5,876	6,170
13	3,883	4,078	4,281	4,495	4,720	4,957	5,204	5,465	5,738	6,025	6,326
14	3,979	4,178	4,388	4,605	4,835	5,080	5,334	5,601	5,881	6,175	6,484
15	4,078	4,281	4,495	4,720	4,957	5,205	5,465	5,739	6,026	6,327	6,643
16	4,181	4,391	4,610	4,839	5,083	5,336	5,603	5,883	6,177	6,486	6,810
17	4,284	4,498	4,724	4,961	5,210	5,469	5,742	6,029	6,331	6,647	6,980
18	4,391	4,610	4,842	5,083	5,339	5,603	5,883	6,177	6,486	6,810	7,151
19	4,503	4,727	4,966	5,213	5,473	5,741	6,028	6,330	6,646	6,978	7,327
20	4,613	4,842	5,088	5,339	5,607	5,885	6,180	6,489	6,813	7,154	7,511
21	4,732	4,969	5,217	5,478	5,751	6,039	6,341	6,658	6,991	7,340	7,707
22	4,846	5,088	5,344	5,610	5,890	6,185	6,494	6,819	7,159	7,517	7,893
23	4,969	5,217	5,478	5,751	6,039	6,341	6,658	6,991	7,340	7,707	8,093
24	5,095	5,351	5,619	5,897	6,192	6,502	6,827	7,168	7,526	7,903	8,298
25	5,222	5,481	5,756	6,043	6,344	6,662	6,996	7,345	7,713	8,098	8,503
26	5,351	5,619	5,902	6,195	6,505	6,831	7,172	7,531	7,907	8,303	8,718
27	5,485	5,760	6,046	6,348	6,665	6,999	7,349	7,716	8,102	8,507	8,932
28	5,622	5,905	6,200	6,509	6,834	7,174	7,533	7,910	8,305	8,721	9,157
29	5,763	6,051	6,356	6,673	7,006	7,358	7,725	8,112	8,517	8,943	9,390
30	5,905	6,200	6,509	6,838	7,177	7,538	7,915	8,310	8,726	9,162	9,620
31	6,054	6,356	6,673	7,009	7,358	7,728	8,115	8,520	8,946	9,394	9,863
32	6,205	6,515	6,840	7,184	7,542	7,922	8,318	8,733	9,170	9,629	10,110
33	6,359	6,678	7,011	7,364	7,730	8,120	8,526	8,952	9,400	9,870	10,363
34	6,518	6,846	7,187	7,549	7,923	8,323	8,739	9,176	9,635	10,116	10,622
35	6,681	7,017	7,367	7,737	8,121	8,531	8,958	9,406	9,876	10,370	10,888

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, 2025 - October 31, 2026**

For work schedule of...											
Days	214.0										
Months	11										
Salary Increase		5.5%									
	STEPS --->	Longevity Steps --->									
RANGE	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	2,923	3,069	3,224	3,385	3,552	3,730	3,917	4,113	4,318	4,534	4,761
7	2,997	3,148	3,305	3,471	3,645	3,826	4,018	4,219	4,430	4,651	4,884
8	3,073	3,227	3,388	3,559	3,737	3,922	4,118	4,324	4,541	4,768	5,006
9	3,148	3,305	3,471	3,645	3,826	4,018	4,219	4,430	4,652	4,884	5,129
10	3,227	3,388	3,559	3,737	3,922	4,121	4,327	4,543	4,771	5,009	5,259
11	3,309	3,473	3,648	3,829	4,021	4,224	4,435	4,656	4,889	5,134	5,390
12	3,392	3,563	3,741	3,925	4,124	4,329	4,545	4,773	5,011	5,262	5,525
13	3,477	3,652	3,833	4,025	4,226	4,438	4,660	4,893	5,138	5,395	5,664
14	3,563	3,741	3,929	4,124	4,329	4,549	4,776	5,015	5,266	5,529	5,806
15	3,652	3,833	4,025	4,226	4,438	4,661	4,894	5,138	5,395	5,665	5,948
16	3,744	3,932	4,128	4,333	4,551	4,778	5,017	5,268	5,531	5,808	6,098
17	3,836	4,028	4,230	4,442	4,665	4,897	5,141	5,399	5,668	5,952	6,249
18	3,932	4,128	4,336	4,551	4,781	5,017	5,267	5,531	5,807	6,098	6,403
19	4,032	4,233	4,446	4,667	4,901	5,141	5,398	5,667	5,951	6,248	6,561
20	4,130	4,336	4,555	4,781	5,021	5,270	5,533	5,810	6,100	6,405	6,726
21	4,237	4,449	4,671	4,905	5,150	5,407	5,677	5,961	6,259	6,572	6,901
22	4,340	4,555	4,785	5,023	5,274	5,538	5,815	6,105	6,411	6,731	7,068
23	4,449	4,671	4,905	5,150	5,407	5,678	5,962	6,260	6,573	6,901	7,246
24	4,562	4,791	5,031	5,280	5,544	5,822	6,113	6,418	6,739	7,076	7,430
25	4,675	4,907	5,154	5,411	5,680	5,966	6,264	6,577	6,906	7,251	7,614
26	4,791	5,031	5,284	5,547	5,824	6,116	6,422	6,743	7,080	7,434	7,806
27	4,911	5,158	5,414	5,684	5,968	6,267	6,580	6,909	7,255	7,617	7,998
28	5,034	5,287	5,551	5,828	6,119	6,424	6,745	7,082	7,437	7,808	8,199
29	5,161	5,418	5,691	5,975	6,273	6,588	6,917	7,263	7,626	8,008	8,408
30	5,287	5,551	5,828	6,123	6,427	6,749	7,087	7,441	7,813	8,204	8,614
31	5,420	5,691	5,975	6,276	6,588	6,920	7,266	7,629	8,011	8,411	8,832
32	5,556	5,834	6,124	6,433	6,753	7,093	7,448	7,820	8,211	8,621	9,053
33	5,694	5,980	6,278	6,594	6,922	7,271	7,634	8,016	8,417	8,837	9,279
34	5,836	6,130	6,435	6,759	7,094	7,452	7,825	8,216	8,627	9,058	9,511
35	5,982	6,283	6,597	6,928	7,272	7,639	8,021	8,422	8,843	9,285	9,749

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, 2025 - October 31, 2026**

For work schedule of...											
Days	208.0										
Months	11										
Salary Increase		5.5%									
		STEPS --->					Longevity Steps --->				
RANGE	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	2,841	2,983	3,134	3,290	3,452	3,626	3,807	3,998	4,197	4,407	4,628
7	2,913	3,060	3,213	3,373	3,543	3,719	3,905	4,100	4,305	4,521	4,747
8	2,987	3,136	3,293	3,459	3,632	3,812	4,003	4,203	4,413	4,634	4,866
9	3,060	3,213	3,373	3,543	3,719	3,906	4,101	4,306	4,521	4,747	4,985
10	3,136	3,293	3,459	3,632	3,812	4,005	4,206	4,416	4,637	4,869	5,112
11	3,217	3,376	3,546	3,722	3,908	4,105	4,310	4,526	4,752	4,990	5,239
12	3,297	3,463	3,636	3,815	4,008	4,207	4,418	4,639	4,871	5,114	5,370
13	3,380	3,549	3,726	3,912	4,108	4,314	4,529	4,756	4,994	5,243	5,506
14	3,463	3,636	3,819	4,008	4,207	4,421	4,642	4,874	5,118	5,374	5,643
15	3,549	3,726	3,912	4,108	4,314	4,530	4,757	4,994	5,244	5,506	5,782
16	3,639	3,821	4,012	4,211	4,424	4,644	4,876	5,120	5,376	5,645	5,927
17	3,728	3,915	4,112	4,318	4,534	4,759	4,997	5,247	5,510	5,785	6,074
18	3,821	4,012	4,214	4,424	4,647	4,876	5,120	5,376	5,644	5,927	6,223
19	3,919	4,114	4,321	4,537	4,763	4,996	5,246	5,509	5,784	6,073	6,377
20	4,014	4,214	4,428	4,647	4,880	5,122	5,378	5,647	5,929	6,226	6,537
21	4,118	4,324	4,540	4,767	5,005	5,255	5,518	5,794	6,084	6,388	6,707
22	4,218	4,428	4,651	4,882	5,126	5,382	5,652	5,934	6,231	6,542	6,869
23	4,324	4,540	4,767	5,005	5,255	5,518	5,794	6,084	6,388	6,708	7,043
24	4,434	4,657	4,890	5,132	5,389	5,658	5,941	6,238	6,550	6,878	7,222
25	4,544	4,770	5,009	5,259	5,521	5,798	6,088	6,393	6,712	7,048	7,400
26	4,657	4,890	5,136	5,391	5,661	5,945	6,242	6,554	6,882	7,226	7,587
27	4,774	5,013	5,262	5,525	5,801	6,091	6,396	6,715	7,051	7,404	7,774
28	4,893	5,139	5,395	5,665	5,947	6,244	6,556	6,884	7,228	7,589	7,969
29	5,016	5,266	5,531	5,807	6,097	6,403	6,723	7,060	7,413	7,783	8,172
30	5,139	5,395	5,665	5,951	6,246	6,560	6,888	7,232	7,594	7,974	8,372
31	5,268	5,531	5,807	6,100	6,403	6,726	7,062	7,415	7,786	8,175	8,584
32	5,400	5,670	5,953	6,253	6,563	6,894	7,239	7,601	7,981	8,380	8,799
33	5,534	5,812	6,102	6,409	6,727	7,067	7,420	7,791	8,181	8,590	9,019
34	5,673	5,958	6,255	6,570	6,895	7,243	7,605	7,986	8,385	8,804	9,244
35	5,815	6,107	6,412	6,734	7,068	7,425	7,796	8,186	8,595	9,025	9,476

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, 2025 - October 31, 2026**

For work schedule of...												
Days	205.5											
Months	11											
Salary Increase		5.5%										
	STEPS ---->	Longevity Steps ---->										
RANGE	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%	
6	2,807	2,947	3,096	3,251	3,411	3,582	3,761	3,949	4,147	4,354	4,572	
7	2,878	3,023	3,174	3,333	3,500	3,674	3,858	4,051	4,254	4,466	4,690	
8	2,951	3,098	3,253	3,417	3,589	3,767	3,955	4,153	4,360	4,578	4,807	
9	3,023	3,174	3,333	3,500	3,674	3,859	4,052	4,254	4,467	4,690	4,925	
10	3,098	3,253	3,417	3,589	3,767	3,957	4,155	4,363	4,581	4,810	5,051	
11	3,178	3,335	3,503	3,677	3,861	4,056	4,259	4,472	4,695	4,930	5,176	
12	3,257	3,421	3,593	3,769	3,960	4,157	4,365	4,583	4,812	5,053	5,305	
13	3,339	3,507	3,681	3,865	4,058	4,262	4,475	4,699	4,934	5,180	5,439	
14	3,421	3,593	3,773	3,960	4,157	4,368	4,586	4,816	5,057	5,309	5,575	
15	3,507	3,681	3,865	4,058	4,262	4,476	4,699	4,934	5,181	5,440	5,712	
16	3,595	3,776	3,964	4,161	4,371	4,588	4,818	5,059	5,311	5,577	5,856	
17	3,683	3,868	4,062	4,266	4,479	4,702	4,937	5,184	5,443	5,715	6,001	
18	3,776	3,964	4,163	4,371	4,591	4,817	5,058	5,311	5,577	5,855	6,148	
19	3,872	4,065	4,270	4,482	4,706	4,936	5,183	5,442	5,714	6,000	6,300	
20	3,966	4,163	4,374	4,591	4,821	5,060	5,314	5,579	5,858	6,151	6,459	
21	4,069	4,272	4,486	4,710	4,945	5,192	5,452	5,725	6,011	6,311	6,627	
22	4,167	4,374	4,595	4,824	5,064	5,318	5,584	5,863	6,156	6,464	6,787	
23	4,272	4,486	4,710	4,945	5,192	5,452	5,725	6,011	6,312	6,627	6,958	
24	4,381	4,601	4,831	5,071	5,324	5,590	5,870	6,163	6,472	6,795	7,135	
25	4,490	4,712	4,949	5,196	5,455	5,729	6,015	6,316	6,632	6,963	7,311	
26	4,601	4,831	5,075	5,327	5,593	5,873	6,167	6,475	6,799	7,139	7,496	
27	4,716	4,953	5,199	5,459	5,731	6,018	6,319	6,635	6,966	7,315	7,680	
28	4,834	5,077	5,331	5,597	5,876	6,169	6,477	6,801	7,141	7,498	7,873	
29	4,956	5,203	5,465	5,738	6,024	6,326	6,643	6,975	7,323	7,690	8,074	
30	5,077	5,331	5,597	5,880	6,171	6,481	6,805	7,145	7,503	7,878	8,272	
31	5,205	5,465	5,738	6,027	6,326	6,645	6,977	7,326	7,692	8,077	8,481	
32	5,335	5,602	5,881	6,177	6,485	6,811	7,152	7,509	7,885	8,279	8,693	
33	5,468	5,742	6,029	6,332	6,647	6,982	7,331	7,697	8,082	8,486	8,911	
34	5,604	5,886	6,180	6,491	6,812	7,156	7,514	7,890	8,284	8,698	9,133	
35	5,745	6,034	6,335	6,653	6,983	7,335	7,702	8,087	8,492	8,916	9,362	

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, 2025 - October 31, 2026**

For work schedule of...												
Days	205.0											
Months	11											
Salary Increase		5.5%					Longevity Steps ---->					
RANGE	STEPS ---->						9th	14th	19th	24th	29th	
	I	II	III	IV	V	VI	+5%	+5%	+5%	+5%	+5%	
6	2,800	2,940	3,088	3,243	3,402	3,574	3,752	3,940	4,137	4,344	4,561	
7	2,871	3,016	3,166	3,325	3,492	3,665	3,849	4,041	4,243	4,455	4,678	
8	2,944	3,091	3,245	3,409	3,580	3,757	3,945	4,143	4,350	4,567	4,796	
9	3,016	3,166	3,325	3,492	3,665	3,849	4,042	4,244	4,456	4,679	4,913	
10	3,091	3,245	3,409	3,580	3,757	3,948	4,145	4,352	4,570	4,798	5,038	
11	3,170	3,327	3,494	3,668	3,852	4,046	4,248	4,461	4,684	4,918	5,164	
12	3,574	3,413	3,584	3,760	3,950	4,147	4,354	4,572	4,800	5,040	5,292	
13	3,331	3,498	3,672	3,856	4,048	4,251	4,464	4,687	4,922	5,168	5,426	
14	3,413	3,584	3,764	3,950	4,147	4,357	4,575	4,804	5,044	5,297	5,561	
15	3,498	3,672	3,856	4,048	4,251	4,465	4,688	4,922	5,168	5,427	5,698	
16	3,586	3,766	3,954	4,151	4,360	4,577	4,806	5,046	5,299	5,563	5,842	
17	3,674	3,858	4,052	4,255	4,469	4,691	4,925	5,171	5,430	5,702	5,987	
18	3,766	3,954	4,153	4,360	4,580	4,806	5,046	5,298	5,563	5,841	6,133	
19	3,862	4,055	4,259	4,471	4,695	4,924	5,171	5,429	5,701	5,986	6,285	
20	3,957	4,153	4,364	4,580	4,809	5,048	5,301	5,566	5,844	6,136	6,443	
21	4,059	4,262	4,475	4,698	4,933	5,180	5,439	5,711	5,996	6,296	6,611	
22	4,157	4,364	4,583	4,812	5,052	5,305	5,570	5,849	6,141	6,448	6,770	
23	4,262	4,475	4,698	4,933	5,180	5,439	5,711	5,996	6,296	6,611	6,942	
24	4,370	4,590	4,820	5,058	5,311	5,577	5,856	6,148	6,456	6,779	7,117	
25	4,479	4,701	4,937	5,184	5,441	5,715	6,000	6,300	6,615	6,946	7,293	
26	4,590	4,820	5,062	5,314	5,579	5,859	6,152	6,459	6,782	7,122	7,478	
27	4,705	4,941	5,186	5,445	5,717	6,003	6,303	6,618	6,949	7,297	7,662	
28	4,822	5,065	5,318	5,583	5,861	6,154	6,462	6,785	7,124	7,480	7,854	
29	4,943	5,190	5,452	5,724	6,010	6,311	6,626	6,958	7,306	7,671	8,054	
30	5,065	5,318	5,583	5,865	6,156	6,465	6,789	7,128	7,484	7,859	8,252	
31	5,192	5,452	5,724	6,012	6,311	6,629	6,960	7,308	7,674	8,057	8,460	
32	5,322	5,588	5,867	6,162	6,469	6,795	7,134	7,491	7,866	8,259	8,672	
33	5,455	5,728	6,014	6,317	6,630	6,965	7,313	7,679	8,063	8,466	8,889	
34	5,591	5,872	6,165	6,475	6,796	7,139	7,496	7,870	8,264	8,677	9,111	
35	5,731	6,019	6,319	6,637	6,966	7,317	7,683	8,068	8,471	8,894	9,339	

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 B

**OAK GROVE SCHOOL DISTRICT
AFSCME Classified Salary Schedule
HOURLY RATES
Effective November 1, 2025 - October 31, 2026**

RANGE	STEPS --->						Longevity Steps --->				
	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	18.78	19.72	20.71	21.75	22.82	23.97	25.17	26.43	27.75	29.13	30.59
7	19.26	20.23	21.24	22.30	23.42	24.59	25.81	27.11	28.46	29.88	31.38
8	19.75	20.73	21.77	22.86	24.01	25.20	26.46	27.79	29.17	30.63	32.16
9	20.23	21.24	22.30	23.42	24.59	25.82	27.11	28.47	29.89	31.38	32.95
10	20.73	21.77	22.86	24.01	25.20	26.48	27.80	29.19	30.65	32.18	33.79
11	21.26	22.32	23.44	24.60	25.84	27.14	28.49	29.92	31.41	32.99	34.63
12	21.79	22.89	24.04	25.22	26.50	27.81	29.20	30.66	32.20	33.81	35.50
13	22.34	23.46	24.63	25.86	27.15	28.52	29.94	31.44	33.01	34.66	36.39
14	22.89	24.04	25.24	26.50	27.81	29.23	30.69	32.22	33.83	35.53	37.30
15	23.46	24.63	25.86	27.15	28.52	29.95	31.44	33.02	34.67	36.40	38.22
16	24.05	25.26	26.52	27.84	29.24	30.70	32.23	33.85	35.54	37.32	39.18
17	24.65	25.88	27.18	28.54	29.97	31.46	33.03	34.69	36.42	38.24	40.15
18	25.26	26.52	27.86	29.24	30.72	32.23	33.84	35.54	37.31	39.18	41.14
19	25.90	27.20	28.57	29.99	31.49	33.03	34.68	36.41	38.24	40.15	42.15
20	26.54	27.86	29.27	30.72	32.26	33.86	35.55	37.33	39.20	41.16	43.21
21	27.22	28.58	30.01	31.51	33.09	34.74	36.48	38.30	40.22	42.23	44.34
22	27.88	29.27	30.74	32.28	33.89	35.58	37.36	39.23	41.19	43.25	45.41
23	28.58	30.01	31.51	33.09	34.74	36.48	38.30	40.22	42.23	44.34	46.56
24	29.31	30.79	32.33	33.93	35.62	37.41	39.28	41.24	43.30	45.47	47.74
25	30.04	31.53	33.11	34.77	36.50	38.33	40.25	42.26	44.37	46.59	48.92
26	30.79	32.33	33.95	35.64	37.42	39.30	41.26	43.33	45.49	47.77	50.15
27	31.56	33.14	34.78	36.52	38.35	40.27	42.28	44.39	46.61	48.94	51.39
28	32.34	33.97	35.67	37.45	39.31	41.28	43.34	45.51	47.78	50.17	52.68
29	33.16	34.81	36.57	38.39	40.31	42.33	44.45	46.67	49.00	51.45	54.02
30	33.97	35.67	37.45	39.34	41.29	43.37	45.53	47.81	50.20	52.71	55.35
31	34.83	36.57	38.39	40.33	42.33	44.46	46.68	49.02	51.47	54.04	56.75
32	35.70	37.48	39.35	41.33	43.39	45.57	47.85	50.24	52.76	55.39	58.16
33	36.59	38.42	40.34	42.37	44.47	46.72	49.05	51.50	54.08	56.78	59.62
34	37.50	39.38	41.35	43.43	45.58	47.88	50.28	52.79	55.43	58.20	61.11
35	38.44	40.37	42.38	44.51	46.72	49.08	51.53	54.11	56.82	59.66	62.64