OAK GROVE SCHOOL DISTRICT
AFSCME Classified Salary Schedule
MONTHLY SALARY - 260 Days
Effective November 1, 2026 - October 31, 2027

Salary Increase **4.5%**

RANGE	STEPS ---> I	II	III	IV	V	VI	Longevity Steps ---> 9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	3,402	3,572	3,752	3,940	4,134	4,341	4,559	4,786	5,026	5,277	5,541
7	3,488	3,664	3,847	4,039	4,242	4,453	4,676	4,910	5,155	5,413	5,684
8	3,577	3,755	3,943	4,141	4,349	4,565	4,793	5,033	5,284	5,549	5,826
9	3,664	3,847	4,039	4,242	4,453	4,677	4,910	5,156	5,414	5,684	5,969
10	3,755	3,943	4,141	4,349	4,565	4,796	5,036	5,288	5,552	5,830	6,121
11	3,851	4,042	4,245	4,456	4,680	4,915	5,161	5,419	5,690	5,975	6,273
12	3,948	4,146	4,354	4,568	4,799	5,038	5,290	5,554	5,832	6,124	6,430
13	4,047	4,250	4,461	4,684	4,919	5,165	5,423	5,695	5,979	6,278	6,592
14	4,146	4,354	4,573	4,799	5,038	5,294	5,559	5,836	6,128	6,435	6,756
15	4,250	4,461	4,684	4,919	5,165	5,424	5,695	5,980	6,279	6,593	6,923
16	4,357	4,576	4,804	5,043	5,297	5,561	5,839	6,131	6,437	6,759	7,097
17	4,464	4,687	4,923	5,170	5,429	5,699	5,984	6,283	6,597	6,927	7,273
18	4,576	4,804	5,046	5,297	5,564	5,838	6,130	6,437	6,759	7,096	7,451
19	4,692	4,926	5,174	5,432	5,703	5,983	6,282	6,596	6,926	7,272	7,635
20	4,807	5,046	5,302	5,564	5,843	6,133	6,440	6,762	7,100	7,455	7,827
21	4,931	5,178	5,437	5,708	5,993	6,293	6,607	6,938	7,285	7,649	8,031
22	5,050	5,302	5,568	5,846	6,138	6,445	6,767	7,105	7,461	7,834	8,225
23	5,178	5,437	5,708	5,993	6,293	6,608	6,938	7,285	7,649	8,032	8,433
24	5,309	5,576	5,855	6,145	6,453	6,775	7,114	7,470	7,843	8,235	8,647
25	5,441	5,711	5,998	6,297	6,611	6,943	7,290	7,654	8,037	8,439	8,861
26	5,576	5,855	6,150	6,456	6,778	7,118	7,474	7,848	8,240	8,652	9,085
27	5,716	6,003	6,301	6,615	6,946	7,293	7,658	8,041	8,443	8,865	9,308
28	5,858	6,153	6,460	6,783	7,121	7,476	7,850	8,243	8,655	9,087	9,542
29	6,006	6,305	6,623	6,954	7,301	7,667	8,050	8,453	8,876	9,319	9,785
30	6,153	6,460	6,783	7,126	7,479	7,855	8,247	8,660	9,093	9,547	10,025
31	6,308	6,623	6,954	7,304	7,667	8,053	8,456	8,879	9,323	9,789	10,278
32	6,466	6,789	7,128	7,487	7,859	8,255	8,667	9,101	9,556	10,034	10,535
33	6,627	6,959	7,306	7,674	8,055	8,462	8,885	9,329	9,795	10,285	10,799
34	6,792	7,134	7,490	7,866	8,256	8,673	9,106	9,562	10,040	10,542	11,069
35	6,962	7,312	7,677	8,063	8,463	8,890	9,334	9,801	10,291	10,806	11,346

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.

8/14/2026

APPENDIX B

OAK GROVE SCHOOL DISTRICT
AFSCME Classified Salary Schedule
HOURLY RATES
Effective November 1, 2026 - October 31, 2027

							Longevity Steps --->				
	STEPS --->						9th	14th	19th	24th	29th
RANGE	I	II	III	IV	V	VI	+5%	+5%	+5%	+5%	+5%
6	19.62	20.61	21.65	22.73	23.85	25.05	26.30	27.61	29.00	30.45	31.97
7	20.13	21.14	22.19	23.30	24.47	25.69	26.98	28.33	29.74	31.23	32.79
8	20.64	21.66	22.75	23.89	25.09	26.34	27.65	29.04	30.49	32.01	33.61
9	21.14	22.19	23.30	24.47	25.69	26.98	28.33	29.75	31.23	32.79	34.43
10	21.66	22.75	23.89	25.09	26.34	27.67	29.05	30.51	32.03	33.63	35.31
11	22.22	23.32	24.49	25.71	27.00	28.36	29.78	31.27	32.83	34.47	36.19
12	22.77	23.92	25.12	26.35	27.69	29.07	30.52	32.04	33.65	35.33	37.10
13	23.35	24.52	25.74	27.03	28.38	29.80	31.29	32.85	34.50	36.22	38.03
14	23.92	25.12	26.38	27.69	29.07	30.54	32.07	33.67	35.36	37.12	38.98
15	24.52	25.74	27.03	28.38	29.80	31.29	32.86	34.50	36.23	38.04	39.94
16	25.14	26.40	27.71	29.09	30.56	32.08	33.69	35.37	37.14	39.00	40.94
17	25.75	27.04	28.40	29.83	31.32	32.88	34.52	36.25	38.06	39.96	41.96
18	26.40	27.71	29.11	30.56	32.10	33.68	35.37	37.14	38.99	40.94	42.99
19	27.07	28.42	29.85	31.34	32.90	34.52	36.24	38.05	39.96	41.95	44.05
20	27.73	29.11	30.59	32.10	33.71	35.38	37.15	39.01	40.96	43.01	45.16
21	28.45	29.87	31.37	32.93	34.58	36.31	38.12	40.03	42.03	44.13	46.34
22	29.14	30.59	32.13	33.73	35.41	37.18	39.04	40.99	43.04	45.20	47.45
23	29.87	31.37	32.93	34.58	36.31	38.12	40.03	42.03	44.13	46.34	48.65
24	30.63	32.17	33.78	35.46	37.23	39.09	41.04	43.09	45.25	47.51	49.89
25	31.39	32.95	34.60	36.33	38.14	40.05	42.06	44.16	46.37	48.69	51.12
26	32.17	33.78	35.48	37.24	39.11	41.07	43.12	45.28	47.54	49.92	52.41
27	32.98	34.63	36.35	38.17	40.07	42.08	44.18	46.39	48.71	51.14	53.70
28	33.80	35.50	37.27	39.13	41.08	43.13	45.29	47.55	49.93	52.43	55.05
29	34.65	36.38	38.21	40.12	42.12	44.23	46.45	48.77	51.21	53.77	56.45
30	35.50	37.27	39.13	41.11	43.15	45.32	47.58	49.96	52.46	55.08	57.84
31	36.39	38.21	40.12	42.14	44.23	46.46	48.79	51.22	53.79	56.47	59.30
32	37.30	39.17	41.12	43.19	45.34	47.62	50.01	52.51	55.13	57.89	60.78
33	38.23	40.15	42.15	44.28	46.47	48.82	51.26	53.82	56.51	59.34	62.31
34	39.19	41.16	43.21	45.38	47.63	50.04	52.54	55.17	57.92	60.82	63.86
35	40.17	42.19	44.29	46.52	48.83	51.29	53.85	56.55	59.37	62.34	65.46

APPENDIX C

OAK GROVE SCHOOL DISTRICT
AFSCME Classified Salary Schedule
Effective November 1, 2026 - October 31, 2027

For work schedule of...	
Days	260.0
Months	12
Salary Increase	4.5%

	STEPS --->						Longevity Steps --->				
RANGE	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	3,402	3,572	3,752	3,940	4,134	4,342	4,559	4,787	5,026	5,277	5,541
7	3,488	3,664	3,847	4,039	4,242	4,453	4,676	4,910	5,155	5,413	5,684
8	3,577	3,755	3,943	4,141	4,349	4,565	4,793	5,033	5,284	5,549	5,826
9	3,664	3,847	4,039	4,242	4,453	4,677	4,910	5,156	5,414	5,684	5,969
10	3,755	3,943	4,141	4,349	4,565	4,796	5,036	5,288	5,552	5,830	6,121
11	3,851	4,042	4,245	4,456	4,680	4,915	5,161	5,419	5,690	5,975	6,274
12	3,948	4,146	4,354	4,568	4,799	5,038	5,290	5,554	5,832	6,124	6,430
13	4,047	4,250	4,461	4,684	4,919	5,165	5,423	5,695	5,979	6,278	6,592
14	4,146	4,354	4,573	4,799	5,038	5,294	5,559	5,837	6,128	6,435	6,757
15	4,250	4,461	4,684	4,919	5,165	5,424	5,695	5,980	6,279	6,593	6,923
16	4,357	4,576	4,804	5,043	5,297	5,561	5,839	6,131	6,437	6,759	7,097
17	4,464	4,687	4,923	5,170	5,429	5,699	5,984	6,283	6,597	6,927	7,273
18	4,576	4,804	5,046	5,297	5,564	5,838	6,130	6,437	6,759	7,097	7,451
19	4,692	4,926	5,175	5,432	5,703	5,983	6,282	6,596	6,926	7,272	7,636
20	4,807	5,046	5,302	5,564	5,843	6,133	6,440	6,762	7,100	7,455	7,828
21	4,931	5,178	5,437	5,708	5,994	6,293	6,608	6,938	7,285	7,649	8,031
22	5,050	5,302	5,569	5,846	6,138	6,445	6,767	7,105	7,461	7,834	8,226
23	5,178	5,437	5,708	5,994	6,293	6,608	6,938	7,285	7,649	8,032	8,433
24	5,309	5,576	5,855	6,146	6,453	6,775	7,114	7,470	7,843	8,235	8,647
25	5,441	5,711	5,998	6,298	6,611	6,943	7,290	7,654	8,037	8,439	8,861
26	5,576	5,855	6,150	6,456	6,778	7,118	7,474	7,848	8,240	8,652	9,085
27	5,716	6,003	6,301	6,616	6,946	7,293	7,658	8,041	8,443	8,865	9,308
28	5,859	6,153	6,460	6,783	7,121	7,476	7,850	8,243	8,655	9,088	9,542
29	6,006	6,305	6,623	6,954	7,301	7,667	8,051	8,453	8,876	9,320	9,785
30	6,153	6,460	6,783	7,126	7,479	7,855	8,248	8,660	9,093	9,548	10,025
31	6,308	6,623	6,954	7,304	7,667	8,053	8,456	8,879	9,323	9,789	10,278
32	6,466	6,789	7,128	7,487	7,859	8,255	8,668	9,101	9,556	10,034	10,536
33	6,627	6,959	7,307	7,674	8,055	8,462	8,885	9,329	9,795	10,285	10,800
34	6,792	7,134	7,490	7,866	8,256	8,673	9,107	9,562	10,040	10,542	11,069
35	6,962	7,312	7,677	8,063	8,463	8,890	9,335	9,801	10,291	10,806	11,346

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, 2026 - October 31, 2027

For work schedule of...	
Days	239.0
Months	11

Salary Increase 4.5%

	STEPS --->						Longevity Steps --->				
RANGE	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	3,411	3,582	3,763	3,951	4,145	4,354	4,571	4,800	5,040	5,292	5,557
7	3,498	3,674	3,858	4,050	4,254	4,466	4,689	4,923	5,170	5,428	5,700
8	3,587	3,766	3,954	4,153	4,362	4,578	4,807	5,047	5,299	5,564	5,842
9	3,674	3,858	4,050	4,254	4,466	4,690	4,924	5,170	5,429	5,700	5,985
10	3,766	3,954	4,153	4,362	4,578	4,809	5,050	5,302	5,568	5,846	6,138
11	3,862	4,054	4,257	4,469	4,693	4,929	5,176	5,434	5,706	5,992	6,291
12	3,959	4,158	4,366	4,581	4,813	5,052	5,305	5,570	5,848	6,141	6,448
13	4,058	4,262	4,473	4,697	4,932	5,180	5,439	5,711	5,996	6,296	6,611
14	4,158	4,366	4,585	4,813	5,052	5,309	5,574	5,853	6,146	6,453	6,775
15	4,262	4,473	4,697	4,932	5,180	5,439	5,711	5,997	6,297	6,612	6,942
16	4,369	4,589	4,817	5,057	5,312	5,576	5,855	6,148	6,455	6,778	7,117
17	4,477	4,701	4,937	5,184	5,444	5,715	6,000	6,301	6,616	6,946	7,294
18	4,589	4,817	5,060	5,312	5,579	5,855	6,147	6,455	6,778	7,116	7,472
19	4,705	4,940	5,189	5,447	5,719	5,999	6,299	6,614	6,945	7,292	7,657
20	4,820	5,060	5,317	5,579	5,859	6,150	6,458	6,781	7,120	7,476	7,849
21	4,945	5,192	5,452	5,724	6,010	6,310	6,626	6,957	7,305	7,670	8,054
22	5,065	5,317	5,584	5,863	6,155	6,463	6,786	7,125	7,482	7,856	8,249
23	5,192	5,452	5,724	6,010	6,310	6,626	6,958	7,305	7,671	8,054	8,457
24	5,324	5,592	5,872	6,163	6,471	6,794	7,134	7,491	7,865	8,258	8,671
25	5,457	5,727	6,015	6,315	6,629	6,962	7,310	7,676	8,060	8,463	8,886
26	5,592	5,872	6,167	6,474	6,797	7,138	7,495	7,870	8,263	8,676	9,110
27	5,732	6,020	6,318	6,634	6,965	7,314	7,679	8,063	8,467	8,890	9,334
28	5,875	6,170	6,478	6,802	7,141	7,497	7,872	8,266	8,679	9,113	9,569
29	6,023	6,323	6,642	6,973	7,322	7,689	8,073	8,477	8,901	9,346	9,813
30	6,170	6,478	6,802	7,146	7,500	7,877	8,271	8,684	9,118	9,574	10,053
31	6,326	6,642	6,973	7,325	7,689	8,076	8,480	8,904	9,349	9,816	10,307
32	6,484	6,808	7,148	7,508	7,881	8,278	8,692	9,126	9,583	10,062	10,565
33	6,646	6,979	7,327	7,696	8,078	8,485	8,910	9,355	9,823	10,314	10,830
34	6,811	7,154	7,511	7,888	8,279	8,697	9,132	9,589	10,068	10,572	11,100
35	6,982	7,333	7,699	8,085	8,487	8,915	9,361	9,829	10,320	10,836	11,378

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, 2026 - October 31, 2027

For work schedule of...	
Days	214.0
Months	11
Salary Increase	4.5%

	STEPS --->						Longevity Steps --->				
RANGE	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	3,054	3,208	3,369	3,538	3,712	3,898	4,093	4,298	4,513	4,738	4,975
7	3,132	3,290	3,454	3,627	3,809	3,999	4,199	4,408	4,629	4,860	5,103
8	3,212	3,372	3,540	3,719	3,905	4,099	4,304	4,519	4,745	4,982	5,231
9	3,290	3,454	3,627	3,809	3,999	4,199	4,409	4,630	4,861	5,104	5,359
10	3,372	3,540	3,719	3,905	4,099	4,306	4,522	4,748	4,985	5,234	5,496
11	3,458	3,630	3,812	4,001	4,202	4,414	4,634	4,866	5,109	5,365	5,633
12	3,545	3,723	3,909	4,102	4,309	4,524	4,750	4,987	5,237	5,499	5,773
13	3,634	3,816	4,006	4,206	4,416	4,638	4,870	5,113	5,369	5,637	5,919
14	3,723	3,909	4,106	4,309	4,524	4,753	4,991	5,241	5,503	5,778	6,067
15	3,816	4,006	4,206	4,416	4,638	4,870	5,114	5,370	5,638	5,920	6,216
16	3,912	4,109	4,313	4,528	4,756	4,993	5,243	5,505	5,780	6,069	6,372
17	4,008	4,209	4,421	4,642	4,875	5,117	5,373	5,641	5,924	6,220	6,531
18	4,109	4,313	4,531	4,756	4,996	5,242	5,504	5,780	6,069	6,372	6,691
19	4,213	4,423	4,646	4,877	5,121	5,372	5,640	5,922	6,219	6,530	6,856
20	4,316	4,531	4,760	4,996	5,246	5,507	5,782	6,071	6,375	6,694	7,028
21	4,428	4,649	4,882	5,125	5,382	5,650	5,933	6,230	6,541	6,868	7,211
22	4,535	4,760	5,000	5,249	5,511	5,787	6,076	6,380	6,699	7,034	7,386
23	4,649	4,882	5,125	5,382	5,650	5,933	6,230	6,541	6,868	7,212	7,572
24	4,767	5,007	5,258	5,518	5,794	6,084	6,388	6,707	7,042	7,395	7,764
25	4,886	5,128	5,386	5,655	5,936	6,234	6,546	6,873	7,217	7,577	7,956
26	5,007	5,258	5,522	5,797	6,086	6,391	6,711	7,046	7,399	7,769	8,157
27	5,132	5,390	5,657	5,940	6,237	6,549	6,876	7,220	7,581	7,960	8,358
28	5,260	5,525	5,801	6,091	6,394	6,713	7,049	7,401	7,771	8,160	8,568
29	5,393	5,662	5,947	6,244	6,556	6,884	7,229	7,590	7,970	8,368	8,786
30	5,525	5,801	6,091	6,398	6,716	7,053	7,406	7,776	8,165	8,573	9,001
31	5,664	5,947	6,244	6,558	6,884	7,231	7,593	7,972	8,371	8,790	9,229
32	5,806	6,096	6,400	6,722	7,057	7,412	7,783	8,172	8,580	9,009	9,460
33	5,950	6,249	6,561	6,891	7,233	7,598	7,978	8,377	8,795	9,235	9,697
34	6,099	6,405	6,725	7,063	7,413	7,787	8,177	8,586	9,015	9,466	9,939
35	6,251	6,566	6,893	7,240	7,599	7,982	8,382	8,801	9,241	9,703	10,188

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, 2026 - October 31, 2027

For work schedule of...	
Days	208.0
Months	11
Salary Increase	4.5%

	STEPS --->						Longevity Steps --->				
RANGE	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	2,969	3,118	3,275	3,438	3,608	3,789	3,978	4,177	4,386	4,606	4,836
7	3,044	3,197	3,357	3,525	3,702	3,886	4,081	4,285	4,499	4,724	4,960
8	3,122	3,277	3,441	3,614	3,796	3,984	4,183	4,392	4,612	4,843	5,085
9	3,197	3,357	3,525	3,702	3,886	4,081	4,285	4,500	4,725	4,961	5,209
10	3,277	3,441	3,614	3,796	3,984	4,186	4,395	4,615	4,845	5,088	5,342
11	3,361	3,528	3,705	3,889	4,084	4,290	4,504	4,730	4,966	5,214	5,475
12	3,445	3,618	3,800	3,987	4,188	4,397	4,617	4,848	5,090	5,344	5,612
13	3,532	3,709	3,893	4,088	4,293	4,508	4,733	4,970	5,218	5,479	5,753
14	3,618	3,800	3,991	4,188	4,397	4,620	4,851	5,094	5,348	5,616	5,897
15	3,709	3,893	4,088	4,293	4,508	4,734	4,971	5,219	5,480	5,754	6,042
16	3,803	3,993	4,192	4,401	4,623	4,853	5,096	5,350	5,618	5,899	6,194
17	3,896	4,091	4,297	4,512	4,738	4,974	5,222	5,483	5,757	6,045	6,348
18	3,993	4,192	4,404	4,623	4,856	5,095	5,350	5,618	5,898	6,193	6,503
19	4,095	4,299	4,516	4,741	4,978	5,221	5,482	5,756	6,044	6,346	6,664
20	4,195	4,404	4,627	4,856	5,099	5,353	5,620	5,901	6,196	6,506	6,831
21	4,303	4,519	4,745	4,982	5,231	5,492	5,767	6,055	6,358	6,676	7,009
22	4,408	4,627	4,860	5,102	5,357	5,625	5,906	6,201	6,511	6,837	7,179
23	4,519	4,745	4,982	5,231	5,492	5,767	6,055	6,358	6,676	7,010	7,360
24	4,634	4,867	5,110	5,363	5,631	5,913	6,209	6,519	6,845	7,187	7,547
25	4,749	4,984	5,235	5,496	5,769	6,059	6,362	6,680	7,014	7,365	7,733
26	4,867	5,110	5,367	5,634	5,916	6,212	6,523	6,849	7,191	7,551	7,928
27	4,988	5,239	5,499	5,774	6,062	6,365	6,683	7,018	7,368	7,737	8,124
28	5,113	5,370	5,638	5,920	6,215	6,525	6,851	7,194	7,553	7,931	8,328
29	5,242	5,503	5,780	6,069	6,372	6,691	7,026	7,377	7,746	8,133	8,540
30	5,370	5,638	5,920	6,219	6,528	6,855	7,198	7,558	7,936	8,332	8,749
31	5,506	5,780	6,069	6,375	6,691	7,028	7,380	7,749	8,136	8,543	8,970
32	5,643	5,925	6,221	6,534	6,859	7,204	7,564	7,943	8,340	8,757	9,195
33	5,784	6,074	6,377	6,698	7,030	7,385	7,754	8,142	8,549	8,976	9,425
34	5,928	6,226	6,536	6,865	7,206	7,569	7,948	8,345	8,762	9,200	9,660
35	6,076	6,382	6,700	7,037	7,386	7,759	8,147	8,554	8,982	9,431	9,902

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 Coverted to 11 Months

OAK GROVE SCHOOL DISTRICT
AFSCME Classified Salary Schedule
Effective November 1, 2026 - October 31, 2027

For work schedule of...	
Days	205.5
Months	11
Salary Increase	4.5%

	STEPS --->						Longevity Steps --->				
RANGE	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	2,933	3,080	3,235	3,397	3,564	3,743	3,931	4,127	4,334	4,550	4,778
7	3,008	3,159	3,317	3,483	3,658	3,840	4,032	4,233	4,445	4,667	4,901
8	3,084	3,238	3,400	3,571	3,750	3,936	4,133	4,340	4,556	4,784	5,024
9	3,159	3,317	3,483	3,658	3,840	4,032	4,234	4,446	4,668	4,901	5,146
10	3,238	3,400	3,571	3,750	3,936	4,135	4,342	4,559	4,787	5,027	5,278
11	3,321	3,485	3,661	3,842	4,035	4,238	4,450	4,673	4,906	5,152	5,409
12	3,404	3,575	3,754	3,939	4,138	4,344	4,561	4,789	5,029	5,280	5,544
13	3,489	3,665	3,846	4,039	4,241	4,454	4,676	4,910	5,156	5,413	5,684
14	3,575	3,754	3,943	4,138	4,344	4,565	4,793	5,033	5,284	5,548	5,826
15	3,665	3,846	4,039	4,241	4,454	4,677	4,911	5,156	5,414	5,685	5,969
16	3,757	3,945	4,142	4,348	4,567	4,795	5,034	5,286	5,550	5,828	6,119
17	3,849	4,042	4,245	4,458	4,681	4,914	5,159	5,417	5,688	5,973	6,271
18	3,945	4,142	4,351	4,567	4,797	5,034	5,286	5,550	5,828	6,119	6,425
19	4,046	4,248	4,462	4,684	4,918	5,158	5,416	5,687	5,972	6,270	6,584
20	4,145	4,351	4,571	4,797	5,038	5,288	5,553	5,830	6,122	6,428	6,749
21	4,252	4,464	4,688	4,922	5,168	5,426	5,697	5,982	6,281	6,595	6,925
22	4,355	4,571	4,801	5,041	5,292	5,557	5,835	6,127	6,433	6,755	7,092
23	4,464	4,688	4,922	5,168	5,426	5,697	5,982	6,281	6,596	6,925	7,272
24	4,578	4,808	5,049	5,299	5,564	5,842	6,134	6,441	6,763	7,101	7,456
25	4,692	4,924	5,172	5,430	5,700	5,986	6,286	6,600	6,930	7,276	7,640
26	4,808	5,049	5,303	5,566	5,845	6,137	6,444	6,767	7,105	7,460	7,833
27	4,928	5,176	5,433	5,704	5,989	6,289	6,603	6,933	7,280	7,644	8,026
28	5,051	5,306	5,570	5,849	6,140	6,446	6,769	7,107	7,463	7,836	8,227
29	5,179	5,437	5,711	5,996	6,295	6,611	6,941	7,289	7,653	8,036	8,437
30	5,306	5,570	5,849	6,144	6,449	6,773	7,111	7,467	7,840	8,232	8,644
31	5,439	5,711	5,996	6,298	6,611	6,944	7,291	7,656	8,038	8,440	8,862
32	5,575	5,854	6,146	6,455	6,776	7,118	7,474	7,847	8,240	8,652	9,084
33	5,714	6,001	6,300	6,617	6,946	7,296	7,661	8,044	8,446	8,868	9,312
34	5,857	6,151	6,458	6,783	7,119	7,478	7,852	8,245	8,657	9,090	9,544
35	6,003	6,305	6,620	6,952	7,297	7,665	8,049	8,451	8,874	9,317	9,783

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, 2026 - October 31, 2027

For work schedule of...	
Days	205.0
Months	11
Salary Increase	4.5%

	STEPS --->						Longevity Steps --->				
RANGE	I	II	III	IV	V	VI	9th +5%	14th +5%	19th +5%	24th +5%	29th +5%
6	2,926	3,073	3,227	3,389	3,556	3,734	3,921	4,117	4,323	4,539	4,766
7	3,001	3,151	3,309	3,474	3,649	3,830	4,022	4,223	4,434	4,656	4,889
8	3,077	3,230	3,391	3,562	3,741	3,926	4,123	4,329	4,545	4,773	5,011
9	3,151	3,309	3,474	3,649	3,830	4,023	4,224	4,435	4,657	4,889	5,134
10	3,230	3,391	3,562	3,741	3,926	4,125	4,332	4,548	4,776	5,014	5,265
11	3,313	3,477	3,652	3,833	4,025	4,228	4,439	4,661	4,894	5,139	5,396
12	3,735	3,566	3,745	3,929	4,128	4,333	4,550	4,778	5,016	5,267	5,531
13	3,481	3,656	3,837	4,029	4,231	4,443	4,665	4,898	5,143	5,400	5,670
14	3,566	3,745	3,933	4,128	4,333	4,554	4,781	5,020	5,271	5,535	5,812
15	3,656	3,837	4,029	4,231	4,443	4,666	4,899	5,144	5,401	5,671	5,955
16	3,748	3,936	4,132	4,337	4,556	4,783	5,022	5,273	5,537	5,814	6,104
17	3,840	4,032	4,235	4,447	4,670	4,902	5,147	5,404	5,674	5,958	6,256
18	3,936	4,132	4,340	4,556	4,786	5,022	5,273	5,537	5,813	6,104	6,409
19	4,036	4,237	4,451	4,672	4,906	5,146	5,403	5,673	5,957	6,255	6,568
20	4,135	4,340	4,560	4,786	5,026	5,275	5,539	5,816	6,107	6,412	6,733
21	4,241	4,453	4,676	4,910	5,155	5,413	5,683	5,968	6,266	6,579	6,908
22	4,344	4,560	4,790	5,029	5,279	5,544	5,821	6,112	6,417	6,738	7,075
23	4,453	4,676	4,910	5,155	5,413	5,684	5,968	6,266	6,579	6,908	7,254
24	4,567	4,796	5,037	5,286	5,550	5,828	6,119	6,425	6,746	7,084	7,438
25	4,680	4,912	5,159	5,417	5,686	5,972	6,270	6,584	6,913	7,259	7,622
26	4,796	5,037	5,290	5,553	5,830	6,123	6,429	6,750	7,088	7,442	7,814
27	4,916	5,163	5,419	5,690	5,974	6,273	6,587	6,916	7,262	7,625	8,007
28	5,039	5,293	5,557	5,834	6,125	6,431	6,752	7,090	7,444	7,817	8,207
29	5,166	5,423	5,697	5,981	6,280	6,595	6,925	7,271	7,634	8,016	8,417
30	5,293	5,557	5,834	6,129	6,433	6,756	7,094	7,449	7,821	8,212	8,623
31	5,426	5,697	5,981	6,283	6,595	6,927	7,273	7,637	8,019	8,420	8,841
32	5,562	5,840	6,131	6,440	6,760	7,100	7,455	7,828	8,220	8,631	9,062
33	5,700	5,986	6,285	6,601	6,929	7,278	7,642	8,024	8,425	8,847	9,289
34	5,842	6,136	6,442	6,766	7,102	7,460	7,833	8,225	8,636	9,068	9,521
35	5,989	6,290	6,604	6,935	7,280	7,647	8,029	8,431	8,852	9,295	9,759

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.