<table>
<thead>
<tr>
<th>Grade</th>
<th>Job Title</th>
<th>Job Code</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
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Board Approved 12/16/2020
Year 2015-16: Ratified 9/23/15
3% increase effective 7/1/15
# Fresno Unified School District

## Certificated Management Monthly Salary Schedule 2015-2016

**Effective July 1, 2015**

### Management 215 Duty Days (11 Month/August to June Work Schedule)

<table>
<thead>
<tr>
<th>Grade</th>
<th>Job Title</th>
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<th>Step 1</th>
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<tbody>
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<td>$6,495.83</td>
<td>$6,820.53</td>
<td>$7,161.58</td>
<td>$7,519.71</td>
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A. **BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)**
   - Annual $100 for M.A. on all classes
   - Annual $200 for B.A. + 90
   - Annual $200 for Earned Doctorate
   
   Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

B. **MENTOR/LEADERSHIP COACH INCREMENT**
   
   An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Chief of HR/LR.

C. **CHALLENGING ASSIGNMENT INCENTIVE**
   
   Up to 10% increase to base salary upon hire, promotion or reassignment to a position among the most challenging assignments upon approval by Superintendent or Chief of HR/LR.

The intent with respect to the Mentor/Leadership Coach Increment and the Challenging Assignment Incentive is that these two opportunities are mutually exclusive such that no manager/supervisor may receive both the Increment and the Incentive at the same time.