<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>
<th>Step 4</th>
<th>Step 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>E21</td>
<td>School Social Worker</td>
<td>E152</td>
<td>$5,465.20</td>
<td>$5,738.44</td>
<td>$6,025.29</td>
<td>$6,326.58</td>
<td>$6,642.96</td>
</tr>
</tbody>
</table>

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.