<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>E27</td>
<td>Principal II</td>
<td>E145</td>
<td>$8,551.14</td>
<td>$8,978.37</td>
<td>$9,426.99</td>
<td>$9,898.59</td>
<td>$10,393.85</td>
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</tbody>
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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.