September 1, 2019: members not at maximum (excluding those who may be red-circled) shall receive a 2% raise in base salary.

Members hired before September 1, 2014, and not at the maximum step will receive 2 step increases on their anniversary date.

Because the 2019-2020 school year starts August 16, members whose anniversary date falls on September 1 will receive these step increases on August 16.

Members hired after September 1, 2014, and not at the maximum step will receive 1 step increase on their anniversary date.

Because the 2019-2020 school year starts August 16, members whose anniversary date falls on September 1 will receive this step increase on August 16.

July 1, 2020: eligible members hired before September 1, 2015 and not at maximum shall move an additional step.
• September 1, 2019: members at the top step will receive a lump sum payment of 2% of base salary; plus a 2% raise in base salary.