• **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.