



COMPENSATION SUMMARY

members on Steps (not at maximum):

- **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**.



COMPENSATION SUMMARY

members at the Top Step as of the 2018-19 school year

- **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.**