(c) During the school year all persons in Group I and II who on the prior August 31 shall not have reached maximum salary of the respective anniversary dates by the amount of the annual increment provided in the foregoing schedule until the maximum of their respective ranks is reached: provided that the final increment shall be such as shall place the person upon the maximum salary of his rank.

(d) Each teacher hired after September 1, 2013, shall not advance a step if his/her most recent evaluation reflects an overall rating of Unsatisfactory until he/she achieves a higher overall rating on a formative assessment, formative evaluation or summative evaluation.

B. Payment of Salaries

Salaries shall be deemed fully earned at the end of the school year and proportionately earned during the school year. Salaries shall be paid over a ten month period beginning with the first month of the school year and ending with the June month. Teachers who opt to be paid over twelve months will receive their full salary in 26 equal checks, issued every other Friday. Those who opt to be paid over ten months will receive their full salary in 22 checks, issued every other Friday, September through June.

(1) Effective September 1, 2006, all members of the teacher unit and the paraprofessional unit shall receive a one-time bonus of $500.00. This bonus will not be calculated as part of the base wage.

C. Group I Salary Schedule

Effective September 1, 2018 - September 1, 2019: 2%

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<thead>
<tr>
<th>A Bachelor</th>
<th>B+15</th>
<th>B</th>
<th>Masters</th>
<th>M+15</th>
<th>C</th>
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SCHEDULE A – 9/1/18 - 9/1/19

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### Schedule A – 9/1/20 - 8/31/21

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### Effective September 1, 2020 - August 31, 2021: 2%