

Effective July 1, 2018, newly hired or promoted members of the bargaining shall receive the following minimum salary for the appropriate category:

**ESU HIRE-IN/PROMOTIONAL SALARY RANGES**

LEVEL	MIN	MID	POINTS
10	36,040	44,906	149-160
11	39,632	49,541	161-172
12	43,690	54,610	173-184
13	47,860	59,826	185-196
14	52,496	65,621	197-208
15	56,783	70,979	209-220
16	61,130	76,414	221-232
17	65,764	82,208	233-244
18	70,401	88,002	245-256
19	75,327	94,156	257-268

NOTE: The above minimum salaries shall be applied to any member of the bargaining unit who:

1. Was on the payroll on or after January 1, 2016; and
2. And has not received a performance appraisal that is less than satisfactory

Effective July 1, 2019, newly hired or promoted members of the bargaining shall receive the following minimum salary for the appropriate category:

**ESU HIRE-IN/PROMOTIONAL SALARY RANGES**

LEVEL	MIN	MID	POINTS
10	37,842	47,151	149-160
11	41,614	52,018	161-172
12	45,875	57,341	173-184
13	50,253	62,817	185-196
14	55,121	68,902	197-208
15	59,622	74,528	209-220
16	64,187	80,235	221-232
17	69,052	86,318	233-244
18	73,921	92,402	245-256
19	79,093	98,864	257-268

All current salary items in the current contract, such as base rate increase, step increases on the base, and/or increases to the minimum shall occur. All salary adjustments shall be applied first, then increase to minimum salary for the category if applicable.