

HILLSBOROUGH CITY SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

2024-2025

186 WORKING DAYS

PLEASE NOTE: All information on this schedule is for illustrative purposes only. See Article 11 of the HCSD/HTA contract for actual compensation agreement.

STEPS	GROUP I AB	GROUP II AB+15	GROUP III AB+30	GROUP IV AB+45	GROUP V AB+60	GROUP VI AB+75	GROUP VI AB+75	GROUP VI AB+75
1	77,220	77,220	77,229	77,229	77,229	77,229	77,229	77,229
2	77,220	77,226	81,971	86,716	86,716	86,716	86,716	86,716
3	77,222	81,967	86,712	91,457	91,457	91,457	91,457	91,457
4	81,964	86,709	91,454	96,199	100,944	100,944	100,944	100,944
5	86,706	91,451	96,196	100,941	105,686	105,686	105,686	105,686
6	91,448	96,193	100,938	105,683	110,428	110,428	110,428	110,428
7	96,189	100,934	105,679	110,424	115,169	119,915	119,915	119,915
8	96,189	105,676	110,421	115,166	119,912	124,657	124,657	124,657
9	96,189	110,418	115,163	119,908	124,653	129,398	129,398	129,398
10	96,189	110,418	119,905	124,650	129,395	134,140	134,140	134,140
11	96,189	110,418	119,905	129,392	134,137	138,882	138,882	138,882
12	96,189	110,418	119,905	134,133	138,878	143,624	143,624	143,624
IP-A				138,875	143,620	148,365		
IP-B				143,617	148,362		153,107	
IP-C				148,359	153,104			157,849

LONGEVITY			
Longevity 1	Beginning of 22nd Year	149,365	154,607
Longevity 2	Beginning of 25th Year	150,365	156,107
Longevity 3	Beginning of 28th Year	151,365	157,607
Longevity 4	Beginning of 31st Year	152,365	159,107

1. Classification Advancement - Units to be credited are based on professional study planned and approved in advance. Salary improvement is obtained from each unit as it is credited.

Salary is computed as follows:

$$\text{SALARY} = [1 + (0.07 Y) + (0.00467 U)] B$$

Y = Number of completed years teaching experience

U = Number of District approved graduate semester units

B = Base Salary: 67,739

2. Minimum Salary - In 2024-2025 no full-time teacher shall be paid a salary of less than: \$77,220

3. Credit per M.A. and Doctorate - Add \$2,000 for each M.A. and an additional \$2,500 for each Doctorate, fully paid without regard to FTE assignment.

4. Continued Salary Advancement - Teachers credited with 11 or more years of experience and 45 or more units are eligible to apply to complete a series of three Incentive Plans, fully paid without regard to FTE assignment. National Board Certifications, Certificate of Clinical Competence, 90 or more semester units, and completion of Step 12 qualify as Incentive Plans.

5. A longevity increment of \$1,000 will be added to an employee's salary at the beginning of the 22nd, 25th, 28th, and 31st years (defined as the years credited upon initial placement on the salary schedule plus years of service in the District) with the completion of one Incentive Plan and 75 postgraduate semester units. A longevity increment of \$1,500 will be added to an employee's salary at the beginning of the 22nd, 25th, 28th, and 31st years with the completion of two Incentive Plans and 75 postgraduate semester units. A longevity increment of \$2,500 will be added to an employee's salary at the beginning of the 22nd, 25th, 28th, and 31st years with the completion of three Incentive Plans and 75 postgraduate semester units.

6. Health Plan Contribution - A fringe benefit allowance of up to \$1,208.33 per month per full-time unit member is available for those members who purchase medical benefits through the District-provided medical benefit program. Cash back will be \$333.33 per month less the cost of the dental premium.

7. Work Year - 2024/2025 is based on 186 days.
All staff must work 100% on staff development "Buy Back" days.

UNITS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP IP-A	STEP IP-B	STEP IP-C
0	67,739	72,481	77,222	81,964	86,706	91,448	96,189	96,189	96,189	96,189	96,189	96,189	0	0	0
1	77,220	77,220	77,538	82,280	87,022	91,764	96,505	96,505	96,505	96,505	96,505	96,505	0	0	0
2	77,220	77,220	77,855	82,597	87,339	92,081	96,822	96,822	96,822	96,822	96,822	96,822	0	0	0
3	77,220	77,220	78,171	82,913	87,655	92,397	97,138	97,138	97,138	97,138	97,138	97,138	0	0	0
4	77,220	77,220	78,487	83,229	87,971	92,713	97,454	97,454	97,454	97,454	97,454	97,454	0	0	0
5	77,220	77,220	78,804	83,546	88,288	93,030	97,771	97,771	97,771	97,771	97,771	97,771	0	0	0
6	77,220	77,220	79,120	83,862	88,604	93,346	98,087	98,087	98,087	98,087	98,087	98,087	0	0	0
7	77,220	77,220	79,436	84,178	88,920	93,662	98,403	98,403	98,403	98,403	98,403	98,403	0	0	0
8	77,220	77,220	79,753	84,495	89,237	93,979	98,720	98,720	98,720	98,720	98,720	98,720	0	0	0
9	77,220	77,220	80,069	84,811	89,553	94,295	99,036	99,036	99,036	99,036	99,036	99,036	0	0	0
10	77,220	77,220	80,385	85,127	89,869	94,611	99,352	99,352	99,352	99,352	99,352	99,352	0	0	0
11	77,220	77,220	80,702	85,444	90,186	94,928	99,669	99,669	99,669	99,669	99,669	99,669	0	0	0
12	77,220	77,220	81,018	85,760	90,502	95,244	99,985	99,985	99,985	99,985	99,985	99,985	0	0	0
13	77,220	77,220	81,334	86,076	90,818	95,560	100,301	100,301	100,301	100,301	100,301	100,301	0	0	0
14	77,220	77,220	81,651	86,393	91,135	95,877	100,618	100,618	100,618	100,618	100,618	100,618	0	0	0
15	77,220	77,226	81,967	86,709	91,451	96,193	100,934	105,676	110,418	110,418	110,418	110,418	0	0	0
16	77,220	77,542	82,283	87,025	91,767	96,509	101,250	105,993	110,734	110,734	110,734	110,734	0	0	0
17	77,220	77,859	82,600	87,342	92,084	96,826	101,567	106,309	111,051	111,051	111,051	111,051	0	0	0
18	77,220	78,175	82,916	87,658	92,400	97,142	101,883	106,625	111,367	111,367	111,367	111,367	0	0	0
19	77,220	78,491	83,232	87,974	92,716	97,458	102,199	106,942	111,683	111,683	111,683	111,683	0	0	0
20	77,220	78,808	83,549	88,291	93,033	97,775	102,516	107,258	112,000	112,000	112,000	112,000	0	0	0
21	77,220	79,124	83,865	88,607	93,349	98,091	102,832	107,574	112,316	112,316	112,316	112,316	0	0	0
22	77,220	79,441	84,182	88,924	93,666	98,408	103,149	107,891	112,632	112,632	112,632	112,632	0	0	0
23	77,220	79,757	84,498	89,240	93,982	98,724	103,465	108,207	112,949	112,949	112,949	112,949	0	0	0
24	77,220	80,073	84,814	89,556	94,298	99,040	103,781	108,523	113,265	113,265	113,265	113,265	0	0	0
25	77,220	80,390	85,131	89,873	94,615	99,357	104,098	108,840	113,581	113,581	113,581	113,581	0	0	0
26	77,220	80,706	85,447	90,189	94,931	99,673	104,414	109,156	113,898	113,898	113,898	113,898	0	0	0
27	77,220	81,022	85,763	90,505	95,247	99,989	104,730	109,472	114,214	114,214	114,214	114,214	0	0	0
28	77,220	81,339	86,080	90,822	95,564	100,306	105,047	109,789	114,530	114,530	114,530	114,530	0	0	0
29	77,220	81,655	86,396	91,138	95,880	100,622	105,363	110,105	114,847	114,847	114,847	114,847	0	0	0
30	77,229	81,971	86,712	91,454	96,196	100,938	105,679	110,421	115,163	119,905	119,905	119,905	0	0	0
31	77,229	82,288	87,029	91,771	96,513	101,255	105,996	110,738	115,479	120,221	120,221	120,221	0	0	0
32	77,229	82,604	87,345	92,087	96,829	101,571	106,312	111,054	115,796	120,537	120,537	120,537	0	0	0
33	77,229	82,920	87,661	92,403	97,145	101,887	106,628	111,370	116,112	120,854	120,854	120,854	0	0	0
34	77,229	83,237	87,978	92,720	97,462	102,204	106,945	111,687	116,428	121,170	121,170	121,170	0	0	0
35	77,229	83,553	88,294	93,036	97,778	102,520	107,261	112,003	116,745	121,487	121,487	121,487	0	0	0
36	77,229	83,869	88,610	93,352	98,094	102,836	107,577	112,319	117,061	121,803	121,803	121,803	0	0	0
37	77,229	84,186	88,927	93,669	98,411	103,153	107,894	112,636	117,377	122,119	122,119	122,119	0	0	0
38	77,229	84,502	89,243	93,985	98,727	103,469	108,210	112,952	117,694	122,436	122,436	122,436	0	0	0
39	77,229	84,818	89,559	94,301	99,043	103,785	108,526	113,268	118,010	122,752	122,752	122,752	0	0	0
40	77,229	85,135	89,876	94,618	99,360	104,102	108,843	113,585	118,326	123,068	123,068	123,068	0	0	0
41	77,229	85,451	90,192	94,934	99,676	104,418	109,159	113,901	118,643	123,385	123,385	123,385	0	0	0
42	77,229	85,767	90,508	95,250	99,992	104,734	109,475	114,217	118,959	123,701	123,701	123,701	0	0	0
43	77,229	86,084	90,825	95,567	100,309	105,051	109,792	114,534	119,276	124,017	124,017	124,017	0	0	0
44	77,229	86,400	91,141	95,883	100,625	105,367	110,108	114,850	119,592	124,334	124,334	124,334	0	0	0
45	77,229	86,716	91,457	96,199	100,941	105,683	110,424	115,166	119,908	124,650	129,392	134,133	138,875	143,617	148,359
46	77,229	86,716	91,457	96,516	101,258	106,000	110,741	115,483	120,225	124,966	129,708	134,450	139,191	143,933	148,675
47	77,229	86,716	91,457	96,832	101,574	106,316	111,057	115,799	120,541	125,283	130,024	134,766	139,508	144,250	148,991
48	77,229	86,716	91,457	97,148	101,890	106,632	111,373	116,115	120,857	125,599	130,341	135,082	139,824	144,566	149,308
49	77,229	86,716	91,457	97,465	102,207	106,949	111,690	116,432	121,174	125,915	130,657	135,399	140,140	144,882	149,624
50	77,229	86,716	91,457	97,781	102,523	107,265	112,006	116,748	121,490	126,232	130,973	135,715	140,457	145,199	149,940
51	77,229	86,716	91,457	98,097	102,839	107,581	112,322	117,065	121,806	126,548	131,290	136,031	140,773	145,515	150,257
52	77,229	86,716	91,457	98,414	103,156	107,898	112,639	117,381	122,123	126,864	131,606	136,348	141,089	145,831	150,573
53	77,229	86,716	91,457	98,730	103,472	108,214	112,955	117,697	122,439	127,181	131,922	136,664	141,406	146,148	150,889
54	77,229	86,716	91,457	99,046	103,788	108,530	113,271	118,014	122,755	127,497	132,239	136,980	141,722	146,464	151,206
55	77,229	86,716	91,457	99,363	104,105	108,847	113,588	118,330	123,072	127,813	132,555	137,297	142,039	146,780	151,522
56	77,229	86,716	91,457	99,679	104,421	109,163	113,904	118,646	123,388	128,130	132,871	137,613	142,355	147,097	151,838
57	77,229	86,716	91,457	99,995	104,737	109,479	114,220	118,963	123,704	128,446	133,188	137,929	142,671	147,413	152,155
58	77,229	86,716	91,457	100,312	105,054	109,796	114,537	119,279	124,021	128,762	133,504	138,246	142,988	147,729	152,471
59	77,229	86,716	91,457	100,628	105,370	110,112	114,853	119,595	124,337	129,079	133,820	138,562	143,304	148,046	152,787
60	77,229	86,716	91,457	100,944	105,686	110,428	115,169	119,912	124,653	129,395	134,137	138,878	143,620	148,362	153,104
61	77,229	86,716	91,457	100,944	105,686	110,428	115,486	120,228	124,970	129,711	134,453	139,195	143,937	148,678	153,420
62	77,229	86,716	91,457	100,944	105,686	110,428	115,802	120,544	125,286	130,028	134,769	139,511	144,253	148,995	153,736
63	77,229	86,716	91,457	100,944	105,686	110,428	116,118	120,861	125,602	130,344	135,086	139,828	144,569	149,311	154,053
64	77,229	86,716	91,457	100,944	105,686	110,428	116,435	121,177	125,919	130,660	135,402	140,144	144,886	149,627	154,369
65	77,229	86,716	91,457	100,944	105,686	110,428	116,751	121,493	126,235	130,977	135,718	140,460	145,202	149,944	154,685
66	77,229	86,716	91,457	100,944	105,686	110,428	117,068	121,810	126,551	131,293	136,035	140,777	145,518	150,260	155,002
67	77,229	86,716	91,457	100,944	105,686	110,428	117,384	122,126	126,868	131,609	136,351	141,093	145,835	150,576	155,318
68	77,229	86,716	91,457	100,944	105,686	110,428	117,700	122,442	127,184	131,926	136,667	141,409	146,151	150,893	155,634
69	77,229	86,716	91,457	100,944	105,686	110,428	118,017	122,759	127,500	132,242	136,984	141,726	146,467	151,209	155,951
70	77,229														