

HILLSBOROUGH CITY SCHOOL DISTRICT
PSYCHOLOGISTS' SALARY SCHEDULE
2024- 2025

STEPS	GROUP I AB+30	GROUP II AB+45	GROUP III AB+60	GROUP IV AB+75 w/ IPA	GROUP IV AB+75 w/ IPB	GROUP IV AB+75 w/ IPC
1	105,619	110,356	115,093	119,830	119,830	119,830
2	110,362	115,099	119,836	124,573	124,573	124,573
3	115,104	119,841	124,578	129,315	129,315	129,315
4	119,846	124,583	129,320	134,057	134,057	134,057
5	124,589	129,326	134,063	138,800	138,800	138,800
6	129,331	134,068	138,805	143,542	143,542	143,542
7	134,073	138,810	143,547	148,284	148,284	148,284
8	138,816	143,553	148,290	153,027	153,027	153,027
IPA		148,295	153,032	157,769		
IPB		153,037	157,774		162,511	
IPC		157,779	162,516			167,254

LONGEVITY			
Longevity 1	Beginning of 22nd Year	158,769	164,011
Longevity 2	Beginning of 25th Year	159,769	165,511
Longevity 3	Beginning of 28th Year	160,769	167,011
Longevity 4	Beginning of 31st Year	161,769	168,511

1. Salary Calculation - Salary is computed as follows:

$$\text{Salary} = (1 + (.0449 Y + .00299 U)) B$$

Y = Number of completed years of professional experience up to 7 years

U = Number of District approved graduate semester units beyond 30
(up to 45 additional units)

B = Base Salary \$105,619

2. 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.

3. Continued Salary Advancement - Psychologists credited with 8 or more years of experience and 45 or more units are eligible 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 8 qualify as Incentive Plans.

4. A longevity increment of \$1,000 will be added to an employee's salary at the beginning of the 22nd, 25th, 28th, and 31st year (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.

5. Health Plan Contribution - A fringe benefit allowance of up to \$1,208.34 per month per full- time unit member is available for those members who purchase medical benefits through the District-provided medical benefit program. The allowance is to be applied to medical, dental, and vision premiums. Cash back will be \$333.33 per month less the cost of the dental premium.

6. Work Year - 10 months/193 days.