

HILLSBOROUGH CITY SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

2025-2026

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	78,957	78,957	78,967	78,967	78,967	78,967	78,967	78,967
2	78,957	78,963	83,815	88,667	88,667	88,667	88,667	88,667
3	78,960	83,812	88,664	93,516	93,516	93,516	93,516	93,516
4	83,808	88,660	93,512	98,364	103,215	103,215	103,215	103,215
5	88,657	93,509	98,361	103,213	108,064	108,064	108,064	108,064
6	93,505	98,357	103,209	108,061	112,912	112,912	112,912	112,912
7	98,353	103,205	108,057	112,909	117,760	122,612	122,612	122,612
8	98,353	108,054	112,906	117,757	122,609	127,461	127,461	127,461
9	98,353	112,902	117,754	122,606	127,458	132,310	132,310	132,310
10	98,353	112,902	122,602	127,454	132,306	137,158	137,158	137,158
11	98,353	112,902	122,602	132,303	137,155	142,006	142,006	142,006
12	98,353	112,902	122,602	137,151	142,003	146,855	146,855	146,855
IP-A				142,000	146,851	151,703		
IP-B				146,848	151,700		156,552	
IP-C				151,696	156,548			161,400

LONGEVITY				
Longevity 1	Beginning of 22nd Year		152,703	158,052
Longevity 2	Beginning of 25th Year		153,703	159,552
Longevity 3	Beginning of 28th Year		154,703	161,052
Longevity 4	Beginning of 31st Year		155,703	162,552

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: 69,263

2. Minimum Salary - In 2025-2026 no full-time teacher shall be paid a salary of less than: \$78,957

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. Effective January 1, 2026, that allowance will be increased as necessary by a dollar amount sufficient to fully cover the employee only premiums for the Kaiser HMO Plan, the Delta Dental Plan and the VSP Plan C. Cash back will be \$333.33 per month less the cost of the dental premium.

7. Work Year - 2025/2026 is based on 186 days.

All staff must work 100% on staff development "Buy Back" days.

Effective July 1, 2025

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	69,263	74,111	78,960	83,808	88,657	93,505	98,353	98,353	98,353	98,353	98,353	98,353	0	0	0
1	78,957	78,957	79,283	84,131	88,980	93,828	98,676	98,676	98,676	98,676	98,676	98,676	0	0	0
2	78,957	78,957	79,607	84,455	89,304	94,152	99,000	99,000	99,000	99,000	99,000	99,000	0	0	0
3	78,957	78,957	79,930	84,778	89,627	94,475	99,323	99,323	99,323	99,323	99,323	99,323	0	0	0
4	78,957	78,957	80,254	85,102	89,951	94,799	99,647	99,647	99,647	99,647	99,647	99,647	0	0	0
5	78,957	78,957	80,577	85,425	90,274	95,122	99,970	99,970	99,970	99,970	99,970	99,970	0	0	0
6	78,957	78,957	80,901	85,749	90,598	95,446	100,294	100,294	100,294	100,294	100,294	100,294	0	0	0
7	78,957	78,957	81,224	86,072	90,921	95,769	100,617	100,617	100,617	100,617	100,617	100,617	0	0	0
8	78,957	78,957	81,548	86,396	91,245	96,093	100,941	100,941	100,941	100,941	100,941	100,941	0	0	0
9	78,957	78,957	81,871	86,719	91,568	96,416	101,264	101,264	101,264	101,264	101,264	101,264	0	0	0
10	78,957	78,957	82,195	87,043	91,892	96,740	101,588	101,588	101,588	101,588	101,588	101,588	0	0	0
11	78,957	78,957	82,518	87,366	92,215	97,063	101,911	101,911	101,911	101,911	101,911	101,911	0	0	0
12	78,957	78,957	82,841	87,689	92,538	97,386	102,234	102,234	102,234	102,234	102,234	102,234	0	0	0
13	78,957	78,957	83,165	88,013	92,862	97,710	102,558	102,558	102,558	102,558	102,558	102,558	0	0	0
14	78,957	78,957	83,488	88,336	93,185	98,033	102,881	102,881	102,881	102,881	102,881	102,881	0	0	0
15	78,957	78,963	83,812	88,660	93,509	98,357	103,205	108,054	112,902	112,902	112,902	112,902	0	0	0
16	78,957	79,286	84,135	88,983	93,832	98,680	103,528	108,377	113,226	113,226	113,226	113,226	0	0	0
17	78,957	79,610	84,459	89,307	94,156	99,004	103,852	108,701	113,549	113,549	113,549	113,549	0	0	0
18	78,957	79,933	84,782	89,630	94,479	99,327	104,175	109,024	113,873	113,873	113,873	113,873	0	0	0
19	78,957	80,257	85,106	89,954	94,803	99,651	104,499	109,348	114,196	114,196	114,196	114,196	0	0	0
20	78,957	80,580	85,429	90,277	95,126	99,974	104,822	109,671	114,519	114,519	114,519	114,519	0	0	0
21	78,957	80,904	85,753	90,601	95,450	100,298	105,146	109,994	114,843	114,843	114,843	114,843	0	0	0
22	78,957	81,227	86,076	90,924	95,773	100,621	105,469	110,318	115,166	115,166	115,166	115,166	0	0	0
23	78,957	81,551	86,400	91,248	96,097	100,945	105,793	110,641	115,490	115,490	115,490	115,490	0	0	0
24	78,957	81,874	86,723	91,571	96,420	101,268	106,116	110,965	115,813	115,813	115,813	115,813	0	0	0
25	78,957	82,197	87,046	91,894	96,743	101,591	106,439	111,288	116,137	116,137	116,137	116,137	0	0	0
26	78,957	82,521	87,370	92,218	97,067	101,915	106,763	111,612	116,460	116,460	116,460	116,460	0	0	0
27	78,957	82,844	87,693	92,541	97,390	102,238	107,086	111,935	116,784	116,784	116,784	116,784	0	0	0
28	78,957	83,168	88,017	92,865	97,714	102,562	107,410	112,259	117,107	117,107	117,107	117,107	0	0	0
29	78,957	83,491	88,340	93,188	98,037	102,885	107,733	112,582	117,431	117,431	117,431	117,431	0	0	0
30	78,967	83,815	88,664	93,512	98,361	103,209	108,057	112,906	117,754	122,602	122,602	122,602	0	0	0
31	78,967	84,138	88,987	93,835	98,684	103,532	108,380	113,229	118,077	122,926	122,926	122,926	0	0	0
32	78,967	84,462	89,311	94,159	99,008	103,856	108,704	113,553	118,401	123,249	123,249	123,249	0	0	0
33	78,967	84,785	89,634	94,482	99,331	104,179	109,027	113,876	118,724	123,573	123,573	123,573	0	0	0
34	78,967	85,109	89,958	94,806	99,655	104,503	109,351	114,199	119,048	123,896	123,896	123,896	0	0	0
35	78,967	85,432	90,281	95,129	99,978	104,826	109,674	114,523	119,371	124,220	124,220	124,220	0	0	0
36	78,967	85,755	90,604	95,452	100,301	105,149	109,997	114,846	119,695	124,543	124,543	124,543	0	0	0
37	78,967	86,079	90,928	95,776	100,625	105,473	110,321	115,170	120,018	124,867	124,867	124,867	0	0	0
38	78,967	86,402	91,251	96,099	100,948	105,796	110,644	115,493	120,342	125,190	125,190	125,190	0	0	0
39	78,967	86,726	91,575	96,423	101,272	106,120	110,968	115,817	120,665	125,514	125,514	125,514	0	0	0
40	78,967	87,049	91,898	96,746	101,595	106,443	111,291	116,140	120,989	125,837	125,837	125,837	0	0	0
41	78,967	87,373	92,222	97,070	101,919	106,767	111,615	116,464	121,312	126,160	126,160	126,160	0	0	0
42	78,967	87,696	92,545	97,393	102,242	107,090	111,938	116,787	121,636	126,484	126,484	126,484	0	0	0
43	78,967	88,020	92,869	97,717	102,566	107,414	112,262	117,111	121,959	126,807	126,807	126,807	0	0	0
44	78,967	88,343	93,192	98,040	102,889	107,737	112,585	117,434	122,282	127,131	127,131	127,131	0	0	0
45	78,967	88,667	93,516	98,364	103,213	108,061	112,909	117,757	122,606	127,454	132,303	137,151	142,000	146,848	151,696
46	78,967	88,667	93,516	98,687	103,536	108,384	113,232	118,081	122,929	127,778	132,626	137,475	142,323	147,171	152,020
47	78,967	88,667	93,516	99,011	103,860	108,708	113,556	118,404	123,253	128,101	132,950	137,798	142,646	147,495	152,343
48	78,967	88,667	93,516	99,334	104,183	109,031	113,879	118,728	123,576	128,425	133,273	138,122	142,970	147,818	152,667
49	78,967	88,667	93,516	99,657	104,506	109,354	114,202	119,051	123,900	128,748	133,597	138,445	143,293	148,142	152,990
50	78,967	88,667	93,516	99,981	104,830	109,678	114,526	119,375	124,223	129,072	133,920	138,768	143,617	148,465	153,314
51	78,967	88,667	93,516	100,304	105,153	110,001	114,849	119,698	124,547	129,395	134,243	139,092	143,940	148,789	153,637
52	78,967	88,667	93,516	100,628	105,477	110,325	115,173	120,022	124,870	129,719	134,567	139,415	144,264	149,112	153,961
53	78,967	88,667	93,516	100,951	105,800	110,648	115,496	120,345	125,194	130,042	134,890	139,739	144,587	149,436	154,284
54	78,967	88,667	93,516	101,275	106,124	110,972	115,820	120,669	125,517	130,365	135,214	140,062	144,911	149,759	154,607
55	78,967	88,667	93,516	101,598	106,447	111,295	116,143	120,992	125,840	130,689	135,537	140,386	145,234	150,083	154,931
56	78,967	88,667	93,516	101,922	106,771	111,619	116,467	121,316	126,164	131,012	135,861	140,709	145,558	150,406	155,254
57	78,967	88,667	93,516	102,245	107,094	111,942	116,790	121,639	126,487	131,336	136,184	141,033	145,881	150,729	155,578
58	78,967	88,667	93,516	102,569	107,418	112,266	117,114	121,962	126,811	131,659	136,508	141,356	146,204	151,053	155,901
59	78,967	88,667	93,516	102,892	107,741	112,589	117,437	122,286	127,134	131,983	136,831	141,680	146,528	151,376	156,225
60	78,967	88,667	93,516	103,215	108,064	112,912	117,760	122,609	127,458	132,306	137,155	142,003	146,851	151,700	156,548
61	78,967	88,667	93,516	103,215	108,064	112,912	118,084	122,933	127,781	132,630	137,478	142,326	147,175	152,023	156,872
62	78,967	88,667	93,516	103,215	108,064	112,912	118,407	123,256	128,105	132,953	137,802	142,650	147,498	152,347	157,195
63	78,967	88,667	93,516	103,215	108,064	112,912	118,731	123,580	128,428	133,277	138,125	142,973	147,822	152,670	157,519
64	78,967	88,667	93,516	103,215	108,064	112,912	119,054	123,903	128,752	133,600	138,448	143,297	148,145	152,994	157,842
65	78,967	88,667	93,516	103,215	108,064	112,912	119,378	124,227	129,075	133,923	138,772	143,620	148,469	153,317	158,166
66	78,967	88,667	93,516	103,215	108,064	112,912	119,701	124,550	129,399	134,247	139,095	143,944	148,792	153,641	158,489
67	78,967	88,667	93,516	103,215	108,064	112,912	120,025	124,874	129,722	134,570	139,419	144,267	149,116	153,964	158,812
68	78,967	88,667	93,516	103,215	108,064	112,912	120,348	125,197	130,045	134,894	139,742	144,591	149,439	154,287	159,136
69	78,967	88,667	93,516	103,215	108,064	112,912	120,672	125,520	130,369	135,217	140,066	144			