

HILLSBOROUGH CITY SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

2018-19

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	GROUP II	GROUP III	GROUP IV	GROUP V	GROUP VI	GROUP VI	GROUP VI
	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+75	AB+75
1	62,457	62,457	62,463	62,463	62,463	62,463	62,463	62,463
2	62,457	62,460	66,298	70,135	70,135	70,135	70,135	70,135
3	62,457	66,295	70,133	73,970	73,970	73,970	73,970	73,970
4	66,292	70,130	73,968	77,805	81,643	81,643	81,643	81,643
5	70,127	73,965	77,803	81,640	85,478	85,478	85,478	85,478
6	73,962	77,800	81,638	85,475	89,313	89,313	89,313	89,313
7	77,798	81,636	85,474	89,311	93,149	96,987	96,987	96,987
8	77,798	85,470	89,308	93,146	96,984	100,822	100,822	100,822
9	77,798	89,306	93,143	96,981	100,819	104,657	104,657	104,657
10	77,798	89,306	96,978	100,816	104,654	108,492	108,492	108,492
11	77,798	89,306	96,978	104,651	108,489	112,327	112,327	112,327
12	77,798	89,306	96,978	108,486	112,324	116,162	116,162	116,162
IP-A				112,322	116,159	119,997	119,997	119,997
IP-B				116,157	119,994		123,832	123,832
IP-C				119,992	123,830			127,667

LONGEVITY				
Longevity 1	Beginning of 22nd Year			
		120,997	125,332	130,167
Longevity 2	Beginning of 25th Year			
		121,997	126,832	132,667
Longevity 3	Beginning of 28th Year			
		122,997	128,332	135,167
Longevity 4	Beginning of 31st Year			
		123,997	129,832	137,667

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: 54,787

2. Minimum Salary - In 2018-19 no full-time teacher shall be paid a salary of less than: \$62,457

3. Credit per M.A. and Doctorate - Add \$1,800 for each M.A. and an additional \$2,100 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 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 - Effective January 1, 2019, a fringe benefit allowance of up to \$1083.33 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.

7. Work Year - 2018/2019 is based on 186 days.
All staff must work 100% on staff development "Buy Back" days.

