

HILLSBOROUGH CITY SCHOOL DISTRICT
PSYCHOLOGIST'S SALARY SCHEDULE
2018 - 2019

| STEPS | GROUP | GROUP | GROUP | GROUP | GROUP | GROUP |
|------------|------------|-------------|--------------|-----------------------|-----------------------|-----------------------|
| | I AB+30 | II AB+45 | III AB+60 | IV AB+75 w/ IPA | IV AB+75 w/ IPB | IV AB+75 w/ IPC |
| 1 | 85,425 | 89,256 | 93,088 | 96,919 | 96,919 | 96,919 |
| 2 | 89,261 | 93,092 | 96,923 | 100,754 | 100,754 | 100,754 |
| 3 | 93,096 | 96,927 | 100,759 | 104,590 | 104,590 | 104,590 |
| 4 | 96,932 | 100,763 | 104,594 | 108,426 | 108,426 | 108,426 |
| 5 | 100,767 | 104,599 | 108,430 | 112,261 | 112,261 | 112,261 |
| 6 | 104,603 | 108,434 | 112,265 | 116,097 | 116,097 | 116,097 |
| 7 | 108,438 | 112,270 | 116,101 | 119,932 | 119,932 | 119,932 |
| 8 | 112,274 | 116,105 | 119,937 | 123,768 | 123,768 | 123,768 |
| IPA | | | | 127,604 | 127,604 | 127,604 |
| IPB | | | | | 131,439 | 131,439 |
| IPC | | | | | | 135,275 |

| LONGEVITY | | | |
|--------------------|------------------------|---------|---------|
| Longevity 1 | Beginning of 22nd Year | 128,604 | 137,775 |
| Longevity 2 | Beginning of 25th Year | 129,604 | 140,275 |
| Longevity 3 | Beginning of 28th Year | 130,604 | 142,775 |
| Longevity 4 | Beginning of 31st Year | 131,604 | 145,275 |

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 \$85,425

2. 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.
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 - 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.
6. Work Year - 10 months/193 days.