

**HILLSBOROUGH CITY SCHOOL DISTRICT**

**CERTIFICATED SALARY SCHEDULE**

**2017-18**

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     | 60,656  | 60,656   | 60,661    | 60,661   | 60,661  | 60,661   | 60,661   | 60,661   |
| 2     | 60,656  | 60,658   | 64,385    | 68,112   | 68,112  | 68,112   | 68,112   | 68,112   |
| 3     | 60,656  | 64,383   | 68,110    | 71,837   | 71,837  | 71,837   | 71,837   | 71,837   |
| 4     | 64,380  | 68,107   | 71,834    | 75,561   | 79,289  | 79,289   | 79,289   | 79,289   |
| 5     | 68,105  | 71,832   | 75,559    | 79,286   | 83,014  | 83,014   | 83,014   | 83,014   |
| 6     | 71,829  | 75,556   | 79,283    | 83,010   | 86,738  | 86,738   | 86,738   | 86,738   |
| 7     | 75,554  | 79,281   | 83,008    | 86,735   | 90,463  | 94,190   | 94,190   | 94,190   |
| 8     | 75,554  | 83,006   | 86,733    | 90,460   | 94,187  | 97,914   | 97,914   | 97,914   |
| 9     | 75,554  | 86,730   | 90,457    | 94,184   | 97,912  | 101,639  | 101,639  | 101,639  |
| 10    | 75,554  | 86,730   | 94,182    | 97,909   | 101,636 | 105,363  | 105,363  | 105,363  |
| 11    | 75,554  | 86,730   | 94,182    | 101,633  | 105,361 | 109,088  | 109,088  | 109,088  |
| 12    | 75,554  | 86,730   | 94,182    | 105,358  | 109,085 | 112,812  | 112,812  | 112,812  |
| IP-A  |         |          |           | 109,082  | 112,809 | 116,537  | 116,537  | 116,537  |
| IP-B  |         |          |           | 112,807  | 116,534 |          | 120,261  | 120,261  |
| IP-C  |         |          |           | 116,531  | 120,258 |          |          | 123,986  |

| LONGEVITY   |                        |  |  |         |         |         |
|-------------|------------------------|--|--|---------|---------|---------|
| Longevity 1 | Beginning of 22nd Year |  |  | 117,537 | 121,761 | 126,486 |
| Longevity 2 | Beginning of 25th Year |  |  | 118,537 | 123,261 | 128,986 |
| Longevity 3 | Beginning of 28th Year |  |  | 119,537 | 124,761 | 131,486 |
| Longevity 4 | Beginning of 31st Year |  |  | 120,537 | 126,261 | 133,986 |

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: 53,207

2. Minimum Salary - In 2017-18 no full-time teacher shall be paid a salary of less than: \$60,656

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, 2018, a fringe benefit allowance of up to \$1000 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 \$285 per month less the cost of the dental premium.

7. Work Year - 2017/2018 is based on 186 days.  
All staff must work 100% on staff development "Buy Back" days.

# HILLSBOROUGH CITY SCHOOL DISTRICT

## 2017-2018 CERTIFICATED SALARY SCHEDULE FORMULAS

17/18 MINIMUM SALARY \$60,656

2017/18 with 2.85% increase

| 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     | 53,207 | 56,931 | 60,656 | 64,380   | 68,105 | 71,829 | 75,554 | 75,554 | 75,554 | 75,554  | 75,554  | 75,554  |           |           |           |
| 1     | 60,656 | 60,656 | 60,904 | 64,628   | 68,353 | 72,077 | 75,802 | 75,802 | 75,802 | 75,802  | 75,802  | 75,802  |           |           |           |
| 2     | 60,656 | 60,656 | 61,153 | 64,877   | 68,602 | 72,326 | 76,051 | 76,051 | 76,051 | 76,051  | 76,051  | 76,051  |           |           |           |
| 3     | 60,656 | 60,656 | 61,401 | 65,125   | 68,850 | 72,574 | 76,299 | 76,299 | 76,299 | 76,299  | 76,299  | 76,299  |           |           |           |
| 4     | 60,656 | 60,656 | 61,650 | 65,374   | 69,099 | 72,823 | 76,548 | 76,548 | 76,548 | 76,548  | 76,548  | 76,548  |           |           |           |
| 5     | 60,656 | 60,656 | 61,898 | 65,622   | 69,347 | 73,071 | 76,796 | 76,796 | 76,796 | 76,796  | 76,796  | 76,796  |           |           |           |
| 6     | 60,656 | 60,656 | 62,147 | 65,871   | 69,596 | 73,320 | 77,045 | 77,045 | 77,045 | 77,045  | 77,045  | 77,045  |           |           |           |
| 7     | 60,656 | 60,656 | 62,395 | 66,119   | 69,844 | 73,568 | 77,293 | 77,293 | 77,293 | 77,293  | 77,293  | 77,293  |           |           |           |
| 8     | 60,656 | 60,656 | 62,644 | 66,368   | 70,093 | 73,817 | 77,542 | 77,542 | 77,542 | 77,542  | 77,542  | 77,542  |           |           |           |
| 9     | 60,656 | 60,656 | 62,892 | 66,616   | 70,341 | 74,065 | 77,790 | 77,790 | 77,790 | 77,790  | 77,790  | 77,790  |           |           |           |
| 10    | 60,656 | 60,656 | 63,141 | 66,865   | 70,590 | 74,314 | 78,039 | 78,039 | 78,039 | 78,039  | 78,039  | 78,039  |           |           |           |
| 11    | 60,656 | 60,656 | 63,389 | 67,113   | 70,838 | 74,562 | 78,287 | 78,287 | 78,287 | 78,287  | 78,287  | 78,287  |           |           |           |
| 12    | 60,656 | 60,656 | 63,638 | 67,362   | 71,087 | 74,811 | 78,536 | 78,536 | 78,536 | 78,536  | 78,536  | 78,536  |           |           |           |
| 13    | 60,656 | 60,656 | 63,886 | 67,610   | 71,335 | 75,059 | 78,784 | 78,784 | 78,784 | 78,784  | 78,784  | 78,784  |           |           |           |
| 14    | 60,656 | 60,656 | 64,135 | 67,859   | 71,584 | 75,308 | 79,033 | 79,033 | 79,033 | 79,033  | 79,033  | 79,033  |           |           |           |
| 15    | 60,656 | 60,658 | 64,383 | 68,107   | 71,832 | 75,556 | 79,281 | 83,006 | 86,730 | 86,730  | 86,730  | 86,730  |           |           |           |
| 16    | 60,656 | 60,907 | 64,632 | 68,356   | 72,081 | 75,805 | 79,530 | 83,254 | 86,979 | 86,979  | 86,979  | 86,979  |           |           |           |
| 17    | 60,656 | 61,155 | 64,880 | 68,604   | 72,329 | 76,053 | 79,778 | 83,503 | 87,227 | 87,227  | 87,227  | 87,227  |           |           |           |
| 18    | 60,656 | 61,404 | 65,129 | 68,853   | 72,578 | 76,302 | 80,027 | 83,751 | 87,476 | 87,476  | 87,476  | 87,476  |           |           |           |
| 19    | 60,656 | 61,652 | 65,377 | 69,101   | 72,826 | 76,550 | 80,275 | 83,999 | 87,724 | 87,724  | 87,724  | 87,724  |           |           |           |
| 20    | 60,656 | 61,901 | 65,626 | 69,350   | 73,075 | 76,799 | 80,524 | 84,248 | 87,972 | 87,972  | 87,972  | 87,972  |           |           |           |
| 21    | 60,656 | 62,149 | 65,874 | 69,598   | 73,323 | 77,047 | 80,772 | 84,496 | 88,221 | 88,221  | 88,221  | 88,221  |           |           |           |
| 22    | 60,656 | 62,397 | 66,122 | 69,846   | 73,571 | 77,295 | 81,020 | 84,745 | 88,469 | 88,469  | 88,469  | 88,469  |           |           |           |
| 23    | 60,656 | 62,646 | 66,371 | 70,095   | 73,820 | 77,544 | 81,269 | 84,993 | 88,718 | 88,718  | 88,718  | 88,718  |           |           |           |
| 24    | 60,656 | 62,894 | 66,619 | 70,343   | 74,068 | 77,792 | 81,517 | 85,242 | 88,966 | 88,966  | 88,966  | 88,966  |           |           |           |
| 25    | 60,656 | 63,143 | 66,868 | 70,592   | 74,317 | 78,041 | 81,766 | 85,490 | 89,215 | 89,215  | 89,215  | 89,215  |           |           |           |
| 26    | 60,656 | 63,391 | 67,116 | 70,840   | 74,565 | 78,289 | 82,014 | 85,739 | 89,463 | 89,463  | 89,463  | 89,463  |           |           |           |
| 27    | 60,656 | 63,640 | 67,365 | 71,089   | 74,814 | 78,538 | 82,263 | 85,987 | 89,712 | 89,712  | 89,712  | 89,712  |           |           |           |
| 28    | 60,656 | 63,888 | 67,613 | 71,337   | 75,062 | 78,786 | 82,511 | 86,236 | 89,960 | 89,960  | 89,960  | 89,960  |           |           |           |
| 29    | 60,656 | 64,137 | 67,862 | 71,586   | 75,311 | 79,035 | 82,760 | 86,484 | 90,209 | 90,209  | 90,209  | 90,209  |           |           |           |
| 30    | 60,661 | 64,385 | 68,110 | 71,834   | 75,559 | 79,283 | 83,008 | 86,733 | 90,457 | 94,182  | 94,182  | 94,182  |           |           |           |
| 31    | 60,661 | 64,634 | 68,359 | 72,083   | 75,808 | 79,532 | 83,257 | 86,981 | 90,706 | 94,430  | 94,430  | 94,430  |           |           |           |
| 32    | 60,661 | 64,882 | 68,607 | 72,331   | 76,056 | 79,780 | 83,505 | 87,230 | 90,954 | 94,679  | 94,679  | 94,679  |           |           |           |
| 33    | 60,661 | 65,131 | 68,856 | 72,580   | 76,305 | 80,029 | 83,754 | 87,478 | 91,203 | 94,927  | 94,927  | 94,927  |           |           |           |
| 34    | 60,661 | 65,379 | 69,104 | 72,828   | 76,553 | 80,277 | 84,002 | 87,727 | 91,451 | 95,176  | 95,176  | 95,176  |           |           |           |
| 35    | 60,661 | 65,628 | 69,353 | 73,077   | 76,802 | 80,526 | 84,251 | 87,975 | 91,700 | 95,424  | 95,424  | 95,424  |           |           |           |
| 36    | 60,661 | 65,876 | 69,601 | 73,325   | 77,050 | 80,774 | 84,499 | 88,224 | 91,948 | 95,673  | 95,673  | 95,673  |           |           |           |
| 37    | 60,661 | 66,125 | 69,850 | 73,574   | 77,299 | 81,023 | 84,748 | 88,472 | 92,197 | 95,921  | 95,921  | 95,921  |           |           |           |
| 38    | 60,661 | 66,373 | 70,098 | 73,822   | 77,547 | 81,271 | 84,996 | 88,721 | 92,445 | 96,170  | 96,170  | 96,170  |           |           |           |
| 39    | 60,661 | 66,622 | 70,347 | 74,071   | 77,796 | 81,520 | 85,245 | 88,969 | 92,694 | 96,418  | 96,418  | 96,418  |           |           |           |
| 40    | 60,661 | 66,870 | 70,595 | 74,319   | 78,044 | 81,768 | 85,493 | 89,217 | 92,942 | 96,666  | 96,666  | 96,666  |           |           |           |
| 41    | 60,661 | 67,119 | 70,844 | 74,568   | 78,293 | 82,017 | 85,742 | 89,466 | 93,190 | 96,915  | 96,915  | 96,915  |           |           |           |
| 42    | 60,661 | 67,367 | 71,092 | 74,816   | 78,541 | 82,265 | 85,990 | 89,714 | 93,439 | 97,163  | 97,163  | 97,163  |           |           |           |
| 43    | 60,661 | 67,615 | 71,340 | 75,064   | 78,789 | 82,513 | 86,238 | 89,963 | 93,687 | 97,412  | 97,412  | 97,412  |           |           |           |
| 44    | 60,661 | 67,864 | 71,589 | 75,313   | 79,038 | 82,762 | 86,487 | 90,211 | 93,936 | 97,660  | 97,660  | 97,660  |           |           |           |
| 45    | 60,661 | 68,112 | 71,837 | 75,561   | 79,286 | 83,010 | 86,735 | 90,460 | 94,184 | 97,909  | 101,633 | 105,358 | 109,082   | 112,807   | 116,531   |
| 46    | 60,661 | 68,112 | 71,837 | 75,561   | 79,286 | 83,010 | 86,735 | 90,460 | 94,184 | 97,909  | 101,633 | 105,358 | 109,082   | 112,807   | 116,531   |
| 47    | 60,661 | 68,112 | 71,837 | 76,058   | 79,783 | 83,507 | 87,232 | 90,957 | 94,681 | 98,406  | 102,130 | 105,855 | 109,579   | 113,304   | 117,028   |
| 48    | 60,661 | 68,112 | 71,837 | 76,307   | 80,032 | 83,756 | 87,481 | 91,205 | 94,930 | 98,654  | 102,379 | 106,103 | 109,828   | 113,552   | 117,277   |
| 49    | 60,661 | 68,112 | 71,837 | 76,555   | 80,280 | 84,004 | 87,729 | 91,454 | 95,178 | 98,903  | 102,627 | 106,352 | 110,076   | 113,801   | 117,525   |
| 50    | 60,661 | 68,112 | 71,837 | 76,804   | 80,529 | 84,253 | 87,978 | 91,702 | 95,427 | 99,151  | 102,876 | 106,600 | 110,325   | 114,049   | 117,774   |
| 51    | 60,661 | 68,112 | 71,837 | 77,052   | 80,777 | 84,501 | 88,226 | 91,951 | 95,675 | 99,400  | 103,124 | 106,849 | 110,573   | 114,298   | 118,022   |
| 52    | 60,661 | 68,112 | 71,837 | 77,301   | 81,026 | 84,750 | 88,475 | 92,199 | 95,924 | 99,648  | 103,373 | 107,097 | 110,822   | 114,546   | 118,271   |
| 53    | 60,661 | 68,112 | 71,837 | 77,549   | 81,274 | 84,998 | 88,723 | 92,448 | 96,172 | 99,897  | 103,621 | 107,346 | 111,070   | 114,795   | 118,519   |
| 54    | 60,661 | 68,112 | 71,837 | 77,798   | 81,523 | 85,247 | 88,972 | 92,696 | 96,421 | 100,145 | 103,870 | 107,594 | 111,319   | 115,043   | 118,768   |
| 55    | 60,661 | 68,112 | 71,837 | 78,046   | 81,771 | 85,495 | 89,220 | 92,945 | 96,669 | 100,394 | 104,118 | 107,843 | 111,567   | 115,292   | 119,016   |
| 56    | 60,661 | 68,112 | 71,837 | 78,295   | 82,020 | 85,744 | 89,469 | 93,193 | 96,918 | 100,642 | 104,367 | 108,091 | 111,816   | 115,540   | 119,265   |
| 57    | 60,661 | 68,112 | 71,837 | 78,543   | 82,268 | 85,992 | 89,717 | 93,442 | 97,166 | 100,891 | 104,615 | 108,340 | 112,064   | 115,789   | 119,513   |
| 58    | 60,661 | 68,112 | 71,837 | 78,792   | 82,517 | 86,241 | 89,966 | 93,690 | 97,415 | 101,139 | 104,864 | 108,588 | 112,313   | 116,037   | 119,762   |
| 59    | 60,661 | 68,112 | 71,837 | 79,040   | 82,765 | 86,489 | 90,214 | 93,939 | 97,663 | 101,388 | 105,112 | 108,837 | 112,561   | 116,285   | 120,010   |
| 60    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 61    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 62    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 63    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 64    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 65    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 66    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 67    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 68    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 69    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 70    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 71    | 60,661 | 68,112 | 71,837 | 79,289   | 83,014 | 86,738 | 90,463 | 94,187 | 97,912 | 101,636 | 105,361 | 109,085 | 112,809   | 116,534   | 120,258   |
| 72    | 60,661 | 68,112 | 71,837 | 79,289</ |        |        |        |        |        |         |         |         |           |           |           |