

**HILLSBOROUGH CITY SCHOOL DISTRICT**

**CERTIFICATED SALARY SCHEDULE**

**2016-17**

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	58,975	58,975	58,981	58,981	58,981	58,981	58,981	58,981
2	58,975	58,978	62,602	66,226	66,226	66,226	66,226	66,226
3	58,976	62,600	66,224	69,848	69,848	69,848	69,848	69,848
4	62,597	66,221	69,845	73,469	77,093	77,093	77,093	77,093
5	66,218	69,842	73,466	77,090	80,714	80,714	80,714	80,714
6	69,840	73,464	77,088	80,712	84,336	84,336	84,336	84,336
7	73,461	77,085	80,709	84,333	87,957	91,580	91,580	91,580
8	73,461	80,706	84,330	87,954	91,578	95,202	95,202	95,202
9	73,461	84,327	87,951	91,575	95,199	98,823	98,823	98,823
10	73,461	84,327	91,573	95,196	98,820	102,444	102,444	102,444
11	73,461	84,327	91,573	98,818	102,442	106,066	106,066	106,066
12	73,461	84,327	91,573	102,439	106,063	109,687	109,687	109,687
IP-A				106,060	109,684	113,308	113,308	113,308
IP-B				109,682	113,306	113,308	116,930	116,930
IP-C				113,303	116,927	113,308	116,930	120,551

LONGEVITY					
Longevity 1	Beginning of 22nd Year		114,308	118,430	123,051
Longevity 2	Beginning of 25th Year		115,308	119,930	125,551
Longevity 3	Beginning of 28th Year		116,308	121,430	128,051
Longevity 4	Beginning of 31st Year		117,308	122,930	130,551

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: 51,733

2. Minimum Salary - In 2016-17 no full-time teacher shall be paid a salary of less than: \$58,975

3. Credit per M.A. and Doctorate - Add \$1,600 for each M.A. and an additional \$1,900 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 - A fringe benefit allowance of up to \$834 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 - 2016/2017 is based on 186 days.

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

# HILLSBOROUGH CITY SCHOOL DISTRICT

## 2016-2017 CERTIFICATED SALARY SCHEDULE FORMULAS

16/17 MINIMUM SALARY \$58,975

2016/17 with 3% 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	51,733	55,354	58,976	62,597	66,218	69,840	73,461	73,461	73,461	73,461	73,461	73,461			
1	58,975	58,975	59,218	62,839	66,460	70,082	73,703	73,703	73,703	73,703	73,703	73,703			
2	58,975	58,975	59,459	63,080	66,701	70,323	73,944	73,944	73,944	73,944	73,944	73,944			
3	58,975	58,975	59,701	63,322	66,943	70,565	74,186	74,186	74,186	74,186	74,186	74,186			
4	58,975	58,975	59,942	63,563	67,184	70,806	74,427	74,427	74,427	74,427	74,427	74,427			
5	58,975	58,975	60,184	63,805	67,426	71,048	74,669	74,669	74,669	74,669	74,669	74,669			
6	58,975	58,975	60,426	64,047	67,668	71,290	74,911	74,911	74,911	74,911	74,911	74,911			
7	58,975	58,975	60,667	64,288	67,909	71,531	75,152	75,152	75,152	75,152	75,152	75,152			
8	58,975	58,975	60,909	64,530	68,151	71,773	75,394	75,394	75,394	75,394	75,394	75,394			
9	58,975	58,975	61,150	64,771	68,392	72,014	75,635	75,635	75,635	75,635	75,635	75,635			
10	58,975	58,975	61,392	65,013	68,634	72,256	75,877	75,877	75,877	75,877	75,877	75,877			
11	58,975	58,975	61,634	65,255	68,876	72,498	76,119	76,119	76,119	76,119	76,119	76,119			
12	58,975	58,975	61,875	65,496	69,117	72,739	76,360	76,360	76,360	76,360	76,360	76,360			
13	58,975	58,975	62,117	65,738	69,359	72,981	76,602	76,602	76,602	76,602	76,602	76,602			
14	58,975	58,975	62,358	65,979	69,600	73,222	76,843	76,843	76,843	76,843	76,843	76,843			
15	58,975	58,978	62,600	66,221	69,842	73,464	77,085	80,706	84,327	84,327	84,327	84,327			
16	58,975	59,219	62,841	66,462	70,083	73,705	77,326	80,948	84,569	84,569	84,569	84,569			
17	58,975	59,461	63,083	66,704	70,325	73,947	77,568	81,189	84,811	84,811	84,811	84,811			
18	58,975	59,703	63,325	66,946	70,567	74,189	77,810	81,431	85,052	85,052	85,052	85,052			
19	58,975	59,944	63,566	67,187	70,808	74,430	78,051	81,672	85,294	85,294	85,294	85,294			
20	58,975	60,186	63,808	67,429	71,050	74,672	78,293	81,914	85,535	85,535	85,535	85,535			
21	58,975	60,427	64,049	67,670	71,291	74,913	78,534	82,156	85,777	85,777	85,777	85,777			
22	58,975	60,669	64,291	67,912	71,533	75,155	78,776	82,397	86,019	86,019	86,019	86,019			
23	58,975	60,911	64,533	68,154	71,775	75,397	79,018	82,639	86,260	86,260	86,260	86,260			
24	58,975	61,152	64,774	68,395	72,016	75,638	79,259	82,880	86,502	86,502	86,502	86,502			
25	58,975	61,394	65,016	68,637	72,258	75,880	79,501	83,122	86,743	86,743	86,743	86,743			
26	58,975	61,635	65,257	68,878	72,499	76,121	79,742	83,364	86,985	86,985	86,985	86,985			
27	58,975	61,877	65,499	69,120	72,741	76,363	79,984	83,605	87,226	87,226	87,226	87,226			
28	58,975	62,119	65,741	69,362	72,983	76,605	80,226	83,847	87,468	87,468	87,468	87,468			
29	58,975	62,360	65,982	69,603	73,224	76,846	80,467	84,088	87,710	87,710	87,710	87,710			
30	58,981	62,602	66,224	69,845	73,466	77,088	80,709	84,330	87,951	91,573	91,573	91,573			
31	58,981	62,843	66,465	70,086	73,707	77,329	80,950	84,572	88,193	91,814	91,814	91,814			
32	58,981	63,085	66,707	70,328	73,949	77,571	81,192	84,813	88,434	92,056	92,056	92,056			
33	58,981	63,327	66,949	70,570	74,191	77,813	81,434	85,055	88,676	92,297	92,297	92,297			
34	58,981	63,568	67,190	70,811	74,432	78,054	81,675	85,296	88,918	92,539	92,539	92,539			
35	58,981	63,810	67,432	71,053	74,674	78,296	81,917	85,538	89,159	92,781	92,781	92,781			
36	58,981	64,051	67,673	71,294	74,915	78,537	82,158	85,780	89,401	93,022	93,022	93,022			
37	58,981	64,293	67,915	71,536	75,157	78,779	82,400	86,021	89,642	93,264	93,264	93,264			
38	58,981	64,535	68,157	71,778	75,399	79,021	82,642	86,263	89,884	93,505	93,505	93,505			
39	58,981	64,776	68,398	72,019	75,640	79,262	82,883	86,504	90,126	93,747	93,747	93,747			
40	58,981	65,018	68,640	72,261	75,882	79,504	83,125	86,746	90,367	93,989	93,989	93,989			
41	58,981	65,259	68,881	72,502	76,123	79,745	83,366	86,987	90,609	94,230	94,230	94,230			
42	58,981	65,501	69,123	72,744	76,365	79,987	83,608	87,229	90,850	94,472	94,472	94,472			
43	58,981	65,743	69,365	72,986	76,607	80,229	83,850	87,471	91,092	94,713	94,713	94,713			
44	58,981	65,984	69,606	73,227	76,848	80,470	84,091	87,712	91,334	94,955	94,955	94,955			
45	58,981	66,226	69,848	73,469	77,090	80,712	84,333	87,954	91,575	95,196	98,818	102,439	106,060	109,682	113,303
46	58,981	66,226	69,848	73,710	77,331	80,953	84,574	88,195	91,817	95,438	99,059	102,681	106,302	109,923	113,545
47	58,981	66,226	69,848	73,952	77,573	81,195	84,816	88,437	92,058	95,680	99,301	102,922	106,544	110,165	113,786
48	58,981	66,226	69,848	74,193	77,814	81,436	85,057	88,679	92,300	95,921	99,543	103,164	106,785	110,406	114,028
49	58,981	66,226	69,848	74,435	78,056	81,678	85,299	88,920	92,542	96,163	99,784	103,405	107,027	110,648	114,269
50	58,981	66,226	69,848	74,677	78,298	81,920	85,541	89,162	92,783	96,404	100,026	103,647	107,268	110,890	114,511
51	58,981	66,226	69,848	74,918	78,539	82,161	85,782	89,403	93,025	96,646	100,267	103,889	107,510	111,131	114,753
52	58,981	66,226	69,848	75,160	78,781	82,403	86,024	89,645	93,266	96,888	100,509	104,130	107,752	111,373	114,994
53	58,981	66,226	69,848	75,401	79,022	82,644	86,265	89,887	93,508	97,129	100,751	104,372	107,993	111,614	115,236
54	58,981	66,226	69,848	75,643	79,264	82,886	86,507	90,128	93,750	97,371	100,992	104,613	108,235	111,856	115,477
55	58,981	66,226	69,848	75,885	79,506	83,128	86,749	90,370	93,991	97,612	101,234	104,855	108,476	112,098	115,719
56	58,981	66,226	69,848	76,126	79,747	83,369	86,990	90,611	94,233	97,854	101,475	105,097	108,718	112,339	115,961
57	58,981	66,226	69,848	76,368	79,989	83,611	87,232	90,853	94,474	98,096	101,717	105,338	108,960	112,581	116,202
58	58,981	66,226	69,848	76,609	80,230	83,852	87,473	91,095	94,716	98,337	101,959	105,580	109,201	112,822	116,444
59	58,981	66,226	69,848	76,851	80,472	84,094	87,715	91,336	94,957	98,579	102,200	105,821	109,443	113,064	116,685
60	58,981	66,226	69,848	77,093	80,714	84,336	87,957	91,578	95,199	98,820	102,442	106,063	109,684	113,306	116,927
61	58,981	66,226	69,848	77,093	80,714	84,336	88,198	91,819	95,441	99,062	102,683	106,305	109,926	113,547	117,169
62	58,981	66,226	69,848	77,093	80,714	84,336	88,440	92,061	95,682	99,304	102,925	106,546	110,167	113,789	117,410
63	58,981	66,226	69,848	77,093	80,714	84,336	88,681	92,303	95,924	99,545	103,166	106,788	110,409	114,030	117,652
64	58,981	66,226	69,848	77,093	80,714	84,336	88,923	92,544	96,165	99,787	103,408	107,029	110,651	114,272	117,893
65	58,981	66,226	69,848	77,093	80,714	84,336	89,165	92,786	96,407	100,028	103,650	107,271	110,892	114,514	118,135
66	58,981	66,226	69,848	77,093	80,714	84,336	89,406	93,027	96,649	100,270	103,891	107,513	111,134	114,755	118,376
67	58,981	66,226	69,848	77,093	80,714	84,336	89,648	93,269	96,890	100,512	104,133	107,754	111,375	114,997	118,618
68	58,981	66,226	69,848	77,093	80,714	84,336	89,889	93,511	97,132	100,753	104,374	107,996	111,617	115,238	118,860
69	58,981	66,226	69,848	77,093	80,714	84,336	90,131	93,752	97,373	100,995	104,616	108,237	111,859	115,480	119,101
70	58,981	66,226	69,848	77,093	80,714	84,336	90,373	93,994	97,615	101,236	104,858	108,479	112,100	115,722	119,343
71	58,981	66,226	69,848	77,093	80,714	84,336	90,614	94,235	97,857	101,478	105,099	108,721	112,342	115,963	119,584
72	58,981	66,226	69,848	77,093	80,714	84,3									