

HILLSBOROUGH CITY SCHOOL DISTRICT
PSYCHOLOGIST'S SALARY SCHEDULE
2016 - 2017

PLEASE NOTE: All information on this schedule is for illustrative purpose only. The actual salary is calculated using the salary calculation formula as stated on the following schedule.

STEPS	GROUP I	GROUP II	GROUP III	GROUP IV	GROUP IV	GROUP IV
	AB+30	AB+45	AB+60	AB+75 w/ IPA	AB+75 w/ IPB	AB+75 w/ IPC
1	80,662	84,279	87,897	91,515	91,515	91,515
2	84,283	87,901	91,519	95,136	95,136	95,136
3	87,905	91,523	95,141	98,758	98,758	98,758
4	91,527	95,145	98,762	102,380	102,380	102,380
5	95,149	98,766	102,384	106,002	106,002	106,002
6	98,770	102,388	106,006	109,623	109,623	109,623
7	102,392	106,010	109,627	113,245	113,245	113,245
8	106,014	109,631	113,249	116,867	116,867	116,867
IPA				120,488	120,488	120,488
IPB				120,488	124,110	124,110
IPC				120,488	124,110	127,732

LONGEVITY			
Longevity 1	Beginning of 22nd Year		
		121,488	125,610
Longevity 2	Beginning of 25th Year		
		122,488	127,110
Longevity 3	Beginning of 28th Year		
		123,488	128,610
Longevity 4	Beginning of 31st Year		
		124,488	130,110

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 \$80,662

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