

**HILLSBOROUGH CITY SCHOOL DISTRICT**  
**PSYCHOLOGISTS' SALARY SCHEDULE**  
**2025- 2026**

STEPS	GROUP I AB+30	GROUP II AB+45	GROUP III AB+60	GROUP IV AB+75 w/ IPA	GROUP IV AB+75 w/ IPB	GROUP IV AB+75 w/ IPC
1	107,996	112,839	117,683	122,527	122,527	122,527
2	112,845	117,688	122,532	127,376	127,376	127,376
3	117,694	122,537	127,381	132,225	132,225	132,225
4	122,543	127,386	132,230	137,074	137,074	137,074
5	127,392	132,235	137,079	141,923	141,923	141,923
6	132,241	137,084	141,928	146,772	146,772	146,772
7	137,090	141,933	146,777	151,621	151,621	151,621
8	141,939	146,782	151,626	156,470	156,470	156,470
IPA		151,631	156,475	161,319		
IPB		156,480	161,324		166,168	
IPC		161,329	166,173			171,017

  

LONGEVITY					
Longevity 1	Beginning of 22nd Year		162,319	167,668	173,517
Longevity 2	Beginning of 25th Year		163,319	169,168	176,017
Longevity 3	Beginning of 28th Year		164,319	170,668	178,517
Longevity 4	Beginning of 31st Year		165,319	172,168	181,017

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 \$107,996

2. Credit per M.A. and Doctorate - Add \$2,000 for each M.A. and an additional \$2,500 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 \$1,208.34 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. Effective January 1, 2026, that allowance will be increased as necessary by a dollar amount sufficient to fully cover the employee only premiums for the Kaiser HMO Plan, the Delta Dental Plan and the VSP Plan C. Cash back will be \$333.33 per month less the cost of the dental premium.

6. Work Year - 10 months/193 days.

*Effective July 1, 2025*