

HILLSBOROUGH CITY SCHOOL DISTRICT HTA PSYCHOLOGISTS' SALARY SCHEDULE 2026-2027

193 WORKING DAYS

(NOTE: Columns here are a selected subset for illustrative purposes. See Article 11 of the HCSD/HTA contract for actual compensation agreement. Full table has 116 columns for 30 - 145 Equivalent Units.)

[illegible]

"Salary" = [1 + (0.0449 Y) + (0.0029 U)] B (NOTE: round all fractions to nearest whole dollar)

Y = Number of completed years of professional experience up to 7 years

U = Number of District approved graduate semester units (30-90) or equivalent units (EU)

B=Base Salary		\$111,236
---------------	--	-----------

Conversions:

New (EU)

One District-Approved Semester Unit=	1.0
--------------------------------------	-----

Master's Degree EU =					6.2
----------------------	--	--	--	--	-----

Doctorate EU =					7.8
----------------	--	--	--	--	-----

NBC, CCC EU =					15
---------------	--	--	--	--	----

Longevity EU per Year (20-31)=				2.6
--------------------------------	--	--	--	-----

<u>Chosen Constants</u>																			
	Minimum Semester Units																		
	Maximum Semester Units																		
	Maximum EU																		
	Longevity Starting Year																		
	Longevity Finishing Year																		
	Dollar Equivalent of 1 EU																		
	Dollar Equivalent of 1 Step																		
	Dollar Equivalent of 1 HIP																		
<u>Health & Welfare Benefits</u>																			
A fringe benefit allowance of up to \$1,247.86 per month per full-time unit member is available for those members who purchase medical benefits through the District-provided medical benefit program. Effective January 1, 2027, that allowance will be increased by the greater of \$15,500 annually or 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. Effective January 1, 2028, the District's fringe benefit allowance shall 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 per full-time unit memer who purchases medical benefits through the District-provided medical benefit program.																			
<u>Work Year</u>																			
The 2026-2027 work year is based on 193 days.																			
All staff must work 100% on staff development "Buy Back" days.																			
																		Effective July 1, 2026	

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	30	31	32	33	34	35	36	37
1	121,214.00	121,546.00	121,879.00	122,212.00	122,544.00	122,877.00	123,209.00	123,542.00
2	126,208.00	126,541.00	126,874.00	127,206.00	127,539.00	127,871.00	128,204.00	128,537.00
3	131,203.00	131,535.00	131,868.00	132,201.00	132,533.00	132,866.00	133,198.00	133,531.00
4	136,197.00	136,530.00	136,863.00	137,195.00	137,528.00	137,860.00	138,193.00	138,526.00
5	141,192.00	141,524.00	141,857.00	142,190.00	142,522.00	142,855.00	143,187.00	143,520.00
6	146,186.00	146,519.00	146,852.00	147,184.00	147,517.00	147,849.00	148,182.00	148,515.00
7	151,181.00	151,513.00	151,846.00	152,179.00	152,511.00	152,844.00	153,176.00	153,509.00
8	156,175.00	156,508.00	156,841.00	157,173.00	157,506.00	157,838.00	158,171.00	158,504.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	38	39	40	41	42	43	44	45
1	123,875.00	124,207.00	124,540.00	124,872.00	125,205.00	125,538.00	125,870.00	126,203.00
2	128,869.00	129,202.00	129,534.00	129,867.00	130,200.00	130,532.00	130,865.00	131,197.00
3	133,864.00	134,196.00	134,529.00	134,861.00	135,194.00	135,527.00	135,859.00	136,192.00
4	138,858.00	139,191.00	139,523.00	139,856.00	140,189.00	140,521.00	140,854.00	141,186.00
5	143,853.00	144,185.00	144,518.00	144,850.00	145,183.00	145,516.00	145,848.00	146,181.00
6	148,847.00	149,180.00	149,512.00	149,845.00	150,177.00	150,510.00	150,843.00	151,175.00
7	153,842.00	154,174.00	154,507.00	154,839.00	155,172.00	155,505.00	155,837.00	156,170.00
8	158,836.00	159,169.00	159,501.00	159,834.00	160,166.00	160,499.00	160,832.00	161,164.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	46	47	48	49	50	51	52	53
1	126,535.00	126,868.00	127,201.00	127,533.00	127,866.00	128,198.00	128,531.00	128,864.00
2	131,530.00	131,862.00	132,195.00	132,528.00	132,860.00	133,193.00	133,525.00	133,858.00
3	136,524.00	136,857.00	137,190.00	137,522.00	137,855.00	138,187.00	138,520.00	138,853.00
4	141,519.00	141,851.00	142,184.00	142,517.00	142,849.00	143,182.00	143,514.00	143,847.00
5	146,513.00	146,846.00	147,179.00	147,511.00	147,844.00	148,176.00	148,509.00	148,842.00
6	151,508.00	151,840.00	152,173.00	152,506.00	152,838.00	153,171.00	153,503.00	153,836.00
7	156,502.00	156,835.00	157,168.00	157,500.00	157,833.00	158,165.00	158,498.00	158,831.00
8	161,497.00	161,829.00	162,162.00	162,495.00	162,827.00	163,160.00	163,492.00	163,825.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	54	55	56	57	58	59	60	61
1	129,196.00	129,529.00	129,861.00	130,194.00	130,527.00	130,859.00	131,192.00	131,524.00
2	134,191.00	134,523.00	134,856.00	135,188.00	135,521.00	135,854.00	136,186.00	136,519.00
3	139,185.00	139,518.00	139,850.00	140,183.00	140,516.00	140,848.00	141,181.00	141,513.00
4	144,180.00	144,512.00	144,845.00	145,177.00	145,510.00	145,843.00	146,175.00	146,508.00
5	149,174.00	149,507.00	149,839.00	150,172.00	150,505.00	150,837.00	151,170.00	151,502.00
6	154,169.00	154,501.00	154,834.00	155,166.00	155,499.00	155,832.00	156,164.00	156,497.00
7	159,163.00	159,496.00	159,828.00	160,161.00	160,494.00	160,826.00	161,159.00	161,491.00
8	164,158.00	164,490.00	164,823.00	165,155.00	165,488.00	165,821.00	166,153.00	166,486.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	62	63	64	65	66	67	68	69
1	131,857.00	132,190.00	132,522.00	132,855.00	133,187.00	133,520.00	133,853.00	134,185.00
2	136,851.00	137,184.00	137,517.00	137,849.00	138,182.00	138,514.00	138,847.00	139,180.00
3	141,846.00	142,179.00	142,511.00	142,844.00	143,176.00	143,509.00	143,841.00	144,174.00
4	146,840.00	147,173.00	147,506.00	147,838.00	148,171.00	148,503.00	148,836.00	149,169.00
5	151,835.00	152,168.00	152,500.00	152,833.00	153,165.00	153,498.00	153,830.00	154,163.00
6	156,829.00	157,162.00	157,495.00	157,827.00	158,160.00	158,492.00	158,825.00	159,158.00
7	161,824.00	162,157.00	162,489.00	162,822.00	163,154.00	163,487.00	163,819.00	164,152.00
8	166,818.00	167,151.00	167,484.00	167,816.00	168,149.00	168,481.00	168,814.00	169,147.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	70	71	72	73	74	75	76	77
1	134,518.00	134,850.00	135,183.00	135,515.00	135,848.00	136,181.00	136,513.00	136,846.00
2	139,512.00	139,845.00	140,177.00	140,510.00	140,843.00	141,175.00	141,508.00	141,840.00
3	144,507.00	144,839.00	145,172.00	145,504.00	145,837.00	146,170.00	146,502.00	146,835.00
4	149,501.00	149,834.00	150,166.00	150,499.00	150,832.00	151,164.00	151,497.00	151,829.00
5	154,496.00	154,828.00	155,161.00	155,493.00	155,826.00	156,159.00	156,491.00	156,824.00
6	159,490.00	159,823.00	160,155.00	160,488.00	160,821.00	161,153.00	161,486.00	161,818.00
7	164,485.00	164,817.00	165,150.00	165,482.00	165,815.00	166,148.00	166,480.00	166,813.00
8	169,479.00	169,812.00	170,144.00	170,477.00	170,810.00	171,142.00	171,475.00	171,807.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	78	79	80	81	82	83	84	85
1	137,178.00	137,511.00	137,844.00	138,176.00	138,509.00	138,841.00	139,174.00	139,507.00
2	142,173.00	142,506.00	142,838.00	143,171.00	143,503.00	143,836.00	144,169.00	144,501.00
3	147,167.00	147,500.00	147,833.00	148,165.00	148,498.00	148,830.00	149,163.00	149,496.00
4	152,162.00	152,495.00	152,827.00	153,160.00	153,492.00	153,825.00	154,158.00	154,490.00
5	157,156.00	157,489.00	157,822.00	158,154.00	158,487.00	158,819.00	159,152.00	159,485.00
6	162,151.00	162,484.00	162,816.00	163,149.00	163,481.00	163,814.00	164,147.00	164,479.00
7	167,145.00	167,478.00	167,811.00	168,143.00	168,476.00	168,808.00	169,141.00	169,474.00
8	172,140.00	172,473.00	172,805.00	173,138.00	173,470.00	173,803.00	174,136.00	174,468.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	86	87	88	89	90	91	92	93
1	139,839.00	140,172.00	140,504.00	140,837.00	141,170.00	141,502.00	141,835.00	142,167.00
2	144,834.00	145,166.00	145,499.00	145,832.00	146,164.00	146,497.00	146,829.00	147,162.00
3	149,828.00	150,161.00	150,493.00	150,826.00	151,159.00	151,491.00	151,824.00	152,156.00
4	154,823.00	155,155.00	155,488.00	155,821.00	156,153.00	156,486.00	156,818.00	157,151.00
5	159,817.00	160,150.00	160,482.00	160,815.00	161,148.00	161,480.00	161,813.00	162,145.00
6	164,812.00	165,144.00	165,477.00	165,809.00	166,142.00	166,475.00	166,807.00	167,140.00
7	169,806.00	170,139.00	170,471.00	170,804.00	171,137.00	171,469.00	171,802.00	172,134.00
8	174,801.00	175,133.00	175,466.00	175,798.00	176,131.00	176,464.00	176,796.00	177,129.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	94	95	96	97	98	99	100	101
1	142,500.00	142,833.00	143,165.00	143,498.00	143,830.00	144,163.00	144,496.00	144,828.00
2	147,494.00	147,827.00	148,160.00	148,492.00	148,825.00	149,157.00	149,490.00	149,823.00
3	152,489.00	152,822.00	153,154.00	153,487.00	153,819.00	154,152.00	154,485.00	154,817.00
4	157,483.00	157,816.00	158,149.00	158,481.00	158,814.00	159,146.00	159,479.00	159,812.00
5	162,478.00	162,811.00	163,143.00	163,476.00	163,808.00	164,141.00	164,474.00	164,806.00
6	167,472.00	167,805.00	168,138.00	168,470.00	168,803.00	169,135.00	169,468.00	169,801.00
7	172,467.00	172,800.00	173,132.00	173,465.00	173,797.00	174,130.00	174,463.00	174,795.00
8	177,461.00	177,794.00	178,127.00	178,459.00	178,792.00	179,124.00	179,457.00	179,790.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	102	103	104	105	106	107	108	109
1	145,161.00	145,493.00	145,826.00	146,159.00	146,491.00	146,824.00	147,156.00	147,489.00
2	150,155.00	150,488.00	150,820.00	151,153.00	151,486.00	151,818.00	152,151.00	152,483.00
3	155,150.00	155,482.00	155,815.00	156,148.00	156,480.00	156,813.00	157,145.00	157,478.00
4	160,144.00	160,477.00	160,809.00	161,142.00	161,475.00	161,807.00	162,140.00	162,472.00
5	165,139.00	165,471.00	165,804.00	166,137.00	166,469.00	166,802.00	167,134.00	167,467.00
6	170,133.00	170,466.00	170,798.00	171,131.00	171,464.00	171,796.00	172,129.00	172,461.00
7	175,128.00	175,460.00	175,793.00	176,126.00	176,458.00	176,791.00	177,123.00	177,456.00
8	180,122.00	180,455.00	180,787.00	181,120.00	181,453.00	181,785.00	182,118.00	182,450.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	110	111	112	113	114	115	116	117
1	147,822.00	148,154.00	148,487.00	148,819.00	149,152.00	149,484.00	149,817.00	150,150.00
2	152,816.00	153,149.00	153,481.00	153,814.00	154,146.00	154,479.00	154,812.00	155,144.00
3	157,811.00	158,143.00	158,476.00	158,808.00	159,141.00	159,473.00	159,806.00	160,139.00
4	162,805.00	163,138.00	163,470.00	163,803.00	164,135.00	164,468.00	164,801.00	165,133.00
5	167,800.00	168,132.00	168,465.00	168,797.00	169,130.00	169,462.00	169,795.00	170,128.00
6	172,794.00	173,127.00	173,459.00	173,792.00	174,124.00	174,457.00	174,790.00	175,122.00
7	177,788.00	178,121.00	178,454.00	178,786.00	179,119.00	179,451.00	179,784.00	180,117.00
8	182,783.00	183,116.00	183,448.00	183,781.00	184,113.00	184,446.00	184,779.00	185,111.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	118	119	120	121	122	123	124	125
1	150,482.00	150,815.00	151,147.00	151,480.00	151,813.00	152,145.00	152,478.00	152,810.00
2	155,477.00	155,809.00	156,142.00	156,475.00	156,807.00	157,140.00	157,472.00	157,805.00
3	160,471.00	160,804.00	161,136.00	161,469.00	161,802.00	162,134.00	162,467.00	162,799.00
4	165,466.00	165,798.00	166,131.00	166,464.00	166,796.00	167,129.00	167,461.00	167,794.00
5	170,460.00	170,793.00	171,125.00	171,458.00	171,791.00	172,123.00	172,456.00	172,788.00
6	175,455.00	175,787.00	176,120.00	176,453.00	176,785.00	177,118.00	177,450.00	177,783.00
7	180,449.00	180,782.00	181,114.00	181,447.00	181,780.00	182,112.00	182,445.00	182,777.00
8	185,444.00	185,776.00	186,109.00	186,442.00	186,774.00	187,107.00	187,439.00	187,772.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	126	127	128	129	130	131	132	133
1	153,143.00	153,476.00	153,808.00	154,141.00	154,473.00	154,806.00	155,139.00	155,471.00
2	158,138.00	158,470.00	158,803.00	159,135.00	159,468.00	159,801.00	160,133.00	160,466.00
3	163,132.00	163,465.00	163,797.00	164,130.00	164,462.00	164,795.00	165,128.00	165,460.00
4	168,127.00	168,459.00	168,792.00	169,124.00	169,457.00	169,790.00	170,122.00	170,455.00
5	173,121.00	173,454.00	173,786.00	174,119.00	174,451.00	174,784.00	175,117.00	175,449.00
6	178,116.00	178,448.00	178,781.00	179,113.00	179,446.00	179,779.00	180,111.00	180,444.00
7	183,110.00	183,443.00	183,775.00	184,108.00	184,440.00	184,773.00	185,106.00	185,438.00
8	188,105.00	188,437.00	188,770.00	189,102.00	189,435.00	189,768.00	190,100.00	190,433.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	134	135	136	137	138	139	140	141
1	155,804.00	156,136.00	156,469.00	156,802.00	157,134.00	157,467.00	157,799.00	158,132.00
2	160,798.00	161,131.00	161,464.00	161,796.00	162,129.00	162,461.00	162,794.00	163,126.00
3	165,793.00	166,125.00	166,458.00	166,791.00	167,123.00	167,456.00	167,788.00	168,121.00
4	170,787.00	171,120.00	171,452.00	171,785.00	172,118.00	172,450.00	172,783.00	173,115.00
5	175,782.00	176,114.00	176,447.00	176,780.00	177,112.00	177,445.00	177,777.00	178,110.00
6	180,776.00	181,109.00	181,441.00	181,774.00	182,107.00	182,439.00	182,772.00	183,104.00
7	185,771.00	186,103.00	186,436.00	186,769.00	187,101.00	187,434.00	187,766.00	188,099.00
8	190,765.00	191,098.00	191,430.00	191,763.00	192,096.00	192,428.00	192,761.00	193,093.00

Salary Schedule 1PSYCH - PSYCHOLOGIST								ANNUAL RATES
07/01/2026 - Open								
	142	143	144	145				
1	158,465.00	158,797.00	159,130.00	159,462.00				
2	163,459.00	163,792.00	164,124.00	164,457.00				
3	168,454.00	168,786.00	169,119.00	169,451.00				
4	173,448.00	173,781.00	174,113.00	174,446.00				
5	178,443.00	178,775.00	179,108.00	179,440.00				
6	183,437.00	183,770.00	184,102.00	184,435.00				
7	188,432.00	188,764.00	189,097.00	189,429.00				
8	193,426.00	193,759.00	194,091.00	194,424.00				

Basis	.00	Anniversary Movement			
Pay Prd %	No	# of Columns	0	Max Column	Created JSHEN, Jul 10 2026 1:54PM
Retro Enabled	No	# of Rows	1	Max Row	Edited JSHEN, Jul 16 2026 10:36AM