

**HILLSBOROUGH CITY SCHOOL DISTRICT
2025-2026 CERTIFICATED ADMINISTRATORS SALARY SCHEDULE**

	<u>WORK</u>							***	Year 7,8,9	10,11,12	13,14,15	16-20	21-25	26+
<u>POSITION TITLE</u>	<u>DAYS</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>	<u>STEP 12</u>	
Assistant Principal	205	157,980	163,983	170,215	176,683	183,397	190,366	197,600	204,516	211,674	219,083	226,750	234,687	
Director of Human Resources	220	181,471	188,366	195,524	202,954	210,667	218,672	226,981	234,926	243,148	251,658	260,466	269,583	
Director of Ed Services	220	181,471	188,366	195,524	202,954	210,667	218,672	226,981	234,926	243,148	251,658	260,466	269,583	
Director of Student Services	220	181,471	188,366	195,524	202,954	210,667	218,672	226,981	234,926	243,148	251,658	260,466	269,583	
Director of Technology	220	181,471	188,366	195,524	202,954	210,667	218,672	226,981	234,926	243,148	251,658	260,466	269,583	
Principal K-5	215	177,352	184,092	191,087	198,349	205,886	213,709	221,830	229,594	237,630	245,947	254,556	263,465	
Principal 6-8	220	186,922	194,025	201,398	209,051	216,995	225,241	233,800	241,983	250,452	259,218	268,291	277,681	

YEARS ON STEPS

Steps 1 through 6 have one year of service on each step.
Steps 7 through 9 have three years of service on each step.
Steps 10 through 11 have five years of service on each step.
Steps 12 means additional years of service beyond Step 11.

Percentage Increase Between Steps:
Steps 1 through 7 increase by 3.8% between steps.
Steps 7 through 12 increase by 3.5% between steps.
This salary schedule does not contain longevity.

YEARS OF SERVICE

The salary at each step reflects the commencement of the year of such service based on the year of initial placement on the schedule. For example:

- ***Assuming initial placement was on Step 1, Step 6 salary commences after completion of five years of service.
- Assuming initial placement was on Step 4, Step 7 salary commences after three years of service.
- Assuming initial placement was on Step 6, Step 9 salary commences after seven years of service.
- Assuming initial placement was on Step 6, Step 11 salary commences after fifteen years of service.

A District Manager, Principal, or Assistant Principal who assumes a Director position shall be placed on a step of the salary schedule for the Director classification that exceeds the salary that would have been earned in the former position in the year such change occurs.

- For example, a Principal on Step 5 in 2017-2018 who assumes a Director position in 2018-2019 would be placed on a "Director Step" that exceeds the salary the individual would have earned as a Principal in 2018-2019.

WORK YEAR

Contract is based on a 12-month work year.

DEGREE STIPEND

Credit for each M.A. and Doctorate: Per M.A., add \$2,000, per Doctorate, add \$3,500. Pre-Doctorate Degree Stipend: After completing 15 units of a pre-approved Doctorate Degree course of study, administrators will receive a \$1,750 stipend and will continue to receive this stipend every year for up to five years, provided they continue to be enrolled in Doctorate level courses. Once the Doctorate Degree is granted, administrators will receive the above \$3,500 stipend.

CELL PHONE STIPEND

\$72 per month cell phone stipend.

PROFESSIONAL DUES

An allowance of \$1,350 will be provided for professional dues. Employees will be given any unused portion.

HEALTH & WELFARE BENEFITS

A fringe benefit allowance of \$1,208.34 per month is available 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. If opting not to purchase healthcare through the District, the Administrator will follow the same procedures as HTA and CSEA and receive \$4,000 cash in lieu annually, less the cost of the dental plan.

HEALTH BENEFITS UPON RETIREMENT

Monthly health benefits at the rate of \$633, including District mandated portion, for five years beyond retirement or until Medicare is activated, whichever is greater. In order to qualify for the foregoing retirement health benefit allowance,

- Administrators who retire on or after July 1, 2019 must have served ten (10) years or more in the District.
- Years of service for purposes of meeting the foregoing requirements include service in any District certificated or classified position.

SICK LEAVE

Administrators are entitled to 12 days per year of sick leave, commencing on the first day of employment.

Effective July 1, 2025