

**HILLSBOROUGH CITY SCHOOL DISTRICT
2025-2026 CLASSIFIED MANAGEMENT SALARY SCHEDULE**

	<div> <div>***</div> <div>Year</div> <div>7,8,9</div> <div>10,11,12</div> <div>13,14,15</div> <div>16-20</div> <div>21-25</div> <div>26+</div> </div>											
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
Behavior Program Manager 11-Month, 227 Days	134,752 12,250	139,873 12,716	145,188 13,199	150,705 13,700	156,432 14,221	162,376 14,761	168,059 15,278	173,942 15,813	180,029 16,366	186,330 16,939	192,852 17,532	199,602 18,146
Manager of Maintenance/Grounds 12-Month, 260 Days	130,379 10,865	136,898 11,408	143,743 11,979	150,930 12,577	158,476 13,206	166,400 13,867	172,224 14,352	178,252 14,854	184,491 15,374	190,948 15,912	197,631 16,469	204,548 17,046
Information Technology Manager 12-Month, 260 Days	141,432 11,786	146,806 12,234	152,385 12,699	158,176 13,181	164,186 13,682	170,425 14,202	176,390 14,699	182,564 15,214	188,954 15,746	195,567 16,297	202,412 16,868	209,496 17,458

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.
Steps 6 through 12 increase by 3.5% between steps.

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, managers 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, managers will receive the above \$3,500 stipend.

CELL PHONE STIPEND

\$72 per month cell phone stipend.

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 Manager 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

After serving the district for ten years, monthly health benefits at the rate of \$633, including District mandated portion, for five years beyond Years of service for purposes of meeting the foregoing requirements include service in any District certificated or classified position.

SICK LEAVE

Managers are entitled to one sick leave day per work month, commencing on the first day of employment.

Effective July 1, 2025