

HILLSBOROUGH CITY SCHOOL DISTRICT
CLASSIFIED EMPLOYEES' SALARY SCHEDULE

2025/2026

	A		B		C		D		E	
.75 Crossing Guard	3,030	17.48	3,182	18.36	3,341	19.27	3,508	20.24	3,683	21.25
6 Inst. Aide, Gen.	4,571	26.37	4,800	27.69	5,040	29.07	5,292	30.53	5,556	32.06
7 Inst. Aide, Sp.Ed.	4,685	27.03	4,920	28.38	5,166	29.80	5,424	31.29	5,695	32.86
8.5 Food Service Clerk	4,861	28.04	5,104	29.45	5,359	30.92	5,627	32.47	5,909	34.09
8.5 Paraeducator	4,861	28.04	5,104	29.45	5,359	30.92	5,627	32.47	5,909	34.09
12 Health Service Assistant	5,301	30.58	5,566	32.11	5,844	33.72	6,137	35.40	6,443	37.17
13 Admin. Assistant I	5,434	31.35	5,705	32.92	5,990	34.56	6,290	36.29	6,604	38.10
14 Groundskeeper	5,569	32.13	5,848	33.74	6,140	35.42	6,447	37.20	6,770	39.06
15 Custodian	5,709	32.93	5,994	34.58	6,294	36.31	6,608	38.13	6,939	40.03
15 Behavior Tech	5,709	32.93	5,994	34.58	6,294	36.31	6,608	38.13	6,939	40.03
16 Account Technician	5,851	33.76	6,144	35.45	6,451	37.22	6,774	39.08	7,112	41.03
17 Admin. Assistant II	5,998	34.60	6,297	36.33	6,612	38.15	6,943	40.06	7,290	42.06
17 Custodian, 6-8 Day	5,998	34.60	6,297	36.33	6,612	38.15	6,943	40.06	7,290	42.06
17 Gardener	5,998	34.60	6,297	36.33	6,612	38.15	6,943	40.06	7,290	42.06
19 Technology Spec.	6,301	36.35	6,616	38.17	6,947	40.08	7,294	42.08	7,659	44.19
20 Admin. Assistant III	6,459	37.26	6,782	39.13	7,121	41.08	7,477	43.14	7,851	45.29
20 Senior Acct. Tech.	6,459	37.26	6,782	39.13	7,121	41.08	7,477	43.14	7,851	45.29
21 Maintenance Worker	6,620	38.19	6,951	40.10	7,299	42.11	7,664	44.21	8,047	46.43
22 Lead Gardener	6,786	39.15	7,125	41.11	7,481	43.16	7,855	45.32	8,248	47.59
22 Data Systems Specialist	6,786	39.15	7,125	41.11	7,481	43.16	7,855	45.32	8,248	47.59
23 Media Production Coord.	6,955	40.13	7,303	42.13	7,668	44.24	8,052	46.45	8,454	48.78
23 Payroll Specialist	6,955	40.13	7,303	42.13	7,668	44.24	8,052	46.45	8,454	48.78
25 Lead Maint. Worker	7,307	42.16	7,673	44.27	8,056	46.48	8,459	48.80	8,882	51.24
27 Lead Groundskeeper	7,677	44.29	8,061	46.51	8,464	48.83	8,888	51.28	9,332	53.84
28 Payroll/Benefits Specialist	7,869	45.40	8,263	47.67	8,676	50.05	9,110	52.56	9,565	55.19
29 Info. Tech. Specialist I	8,066	46.54	8,469	48.86	8,893	51.31	9,337	53.87	9,804	56.56
32 Accountant	8,686	50.11	9,121	52.62	9,577	55.25	10,055	58.01	10,558	60.91
32 Food Svcs & Business Specialist	8,686	50.11	9,121	52.62	9,577	55.25	10,055	58.01	10,558	60.91
44 Occupational Therapist	11,682	67.40	12,266	70.77	12,879	74.31	13,523	78.02	14,200	81.92
54.1 Hillsborough Recreation Business Manager	14,991	86.49	15,741	90.82	16,528	95.36	17,354	100.12	18,222	105.13

Please see the current HCSD/CSEA Agreement for complete information regarding pay and allowances.

1. Pursuant to the CSEA collective bargaining agreement article 4.10.1, "The monthly rates in the CSEA salary schedule are based on 173.33 hours, 21.667 days or 4.333 weeks per month or 2080 hours per year."
2. Pursuant to CSEA collective bargaining agreement article 3.2, "As a recognition of longevity, an employee's salary will be increased by: 3% per month at the beginning of the seventh (7th) year of service, an additional 3% per month (6% total) at the beginning of the eleventh (11th) year, an additional 3% per month (9% total) at the beginning of the fifteenth (15th) year, an additional 3% (12% total) at the beginning of the nineteenth (19th) year, an additional 3% per month (15% total) at the beginning of the twenty-third (23rd), and an additional 3% per month (18% total) at the beginning of the twenty-seventh (27th). Granting of longevity increments is based on the employee's anniversary (original hire date)." [Remainder of article omitted; see collective bargaining agreement for complete terms.]
3. Pursuant to CSEA collective bargaining agreement article 3, The District's (contribution per 1.0 FTE) annual fringe benefit allowance shall be \$14,500 for those who purchase District-provided medical benefits. Effective January 1, 2026 coverage, the (contribution per 1.0 FTE) annual allowance shall increase by an amount sufficient to fully cover the employee only premiums for Kaiser HMO, Delta Dental and VSP Plan C. 1.0 FTE for the purpose of prorating the District's annual contribution to medical benefits shall be 32.5 regularly assigned work hours per week or 6.5 regularly assigned working

Effective July 1, 2025