

**HILLSBOROUGH CITY SCHOOL DISTRICT  
2025-2026 CHIEF BUSINESS OFFICIAL SALARY SCHEDULE**

| <b>POSITION TITLE</b>   | <b>WORK HOURS/</b> |            | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> | <b>STEP 6</b> | <b>STEP 7</b> | <b>STEP 8</b> | <b>STEP 9</b> | <b>STEP 10</b> | <b>STEP 11</b> | <b>STEP 12</b> |
|-------------------------|--------------------|------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
|                         | <b>DAYS</b>        | <b>DAY</b> |               |               |               |               |               |               |               |               |               |                |                |                |
| Chief Business Official | 220                | 8          | 189,371       | 196,946       | 204,824       | 213,017       | 221,537       | 230,399       | 239,615       | 248,001       | 256,681       | 265,665        | 274,964        | 284,587        |

**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 4.0% 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.

**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, the CBO 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, the CBO 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 CBO 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 ten years beyond retirement or until Medicare is activated, whichever is greater.

**SICK LEAVE**

The CBO is entitled to 12 days per year of sick leave, commencing on the first day of employment.

*Effective July 1, 2025*