

**HILLSBOROUGH CITY SCHOOL DISTRICT**  
**CLASSIFIED EMPLOYEES' SALARY SCHEDULE**

**2026/2027**

|                                               | <b>A</b> |       | <b>B</b> |       | <b>C</b> |       | <b>D</b> |       | <b>E</b> |       |
|-----------------------------------------------|----------|-------|----------|-------|----------|-------|----------|-------|----------|-------|
| <b>.75 Crossing Guard</b>                     | 3,160    | 18.23 | 3,318    | 19.14 | 3,484    | 20.10 | 3,659    | 21.11 | 3,841    | 22.16 |
| <b>6 Inst. Aide, Gen.</b>                     | 4,768    | 27.51 | 5,006    | 28.88 | 5,256    | 30.33 | 5,519    | 31.84 | 5,795    | 33.43 |
| <b>7 Inst. Aide, Sp.Ed.</b>                   | 4,887    | 28.19 | 5,131    | 29.60 | 5,388    | 31.08 | 5,657    | 32.64 | 5,940    | 34.27 |
| <b>8.5 Food Service Clerk</b>                 | 5,070    | 29.25 | 5,324    | 30.71 | 5,590    | 32.25 | 5,869    | 33.86 | 6,163    | 35.55 |
| <b>8.5 Paraeducator</b>                       | 5,070    | 29.25 | 5,324    | 30.71 | 5,590    | 32.25 | 5,869    | 33.86 | 6,163    | 35.55 |
| <b>12 Health Service Assistant</b>            | 5,529    | 31.90 | 5,805    | 33.49 | 6,096    | 35.17 | 6,400    | 36.93 | 6,720    | 38.77 |
| <b>13 Admin. Assistant I</b>                  | 5,667    | 32.70 | 5,950    | 34.33 | 6,248    | 36.05 | 6,560    | 37.85 | 6,888    | 39.74 |
| <b>14 Groundskeeper</b>                       | 5,809    | 33.51 | 6,099    | 35.19 | 6,404    | 36.95 | 6,724    | 38.80 | 7,061    | 40.74 |
| <b>15 Custodian</b>                           | 5,954    | 34.35 | 6,252    | 36.07 | 6,564    | 37.87 | 6,893    | 39.77 | 7,237    | 41.75 |
| <b>15 Behavior Tech</b>                       | 5,954    | 34.35 | 6,252    | 36.07 | 6,564    | 37.87 | 6,893    | 39.77 | 7,237    | 41.75 |
| <b>16 Account Technician</b>                  | 6,103    | 35.21 | 6,408    | 36.97 | 6,728    | 38.82 | 7,065    | 40.76 | 7,418    | 42.80 |
| <b>17 Admin. Assistant II</b>                 | 6,255    | 36.09 | 6,568    | 37.89 | 6,897    | 39.79 | 7,241    | 41.78 | 7,604    | 43.87 |
| <b>17 Custodian, 6-8 Day</b>                  | 6,255    | 36.09 | 6,568    | 37.89 | 6,897    | 39.79 | 7,241    | 41.78 | 7,604    | 43.87 |
| <b>17 Gardener</b>                            | 6,255    | 36.09 | 6,568    | 37.89 | 6,897    | 39.79 | 7,241    | 41.78 | 7,604    | 43.87 |
| <b>19 Technology Spec.</b>                    | 6,572    | 37.92 | 6,901    | 39.81 | 7,246    | 41.80 | 7,608    | 43.89 | 7,988    | 46.09 |
| <b>20 Admin. Assistant III</b>                | 6,736    | 38.86 | 7,073    | 40.81 | 7,427    | 42.85 | 7,798    | 44.99 | 8,188    | 47.24 |
| <b>20 Senior Acct. Tech.</b>                  | 6,736    | 38.86 | 7,073    | 40.81 | 7,427    | 42.85 | 7,798    | 44.99 | 8,188    | 47.24 |
| <b>21 Maintenance Worker</b>                  | 6,905    | 39.84 | 7,250    | 41.83 | 7,613    | 43.92 | 7,993    | 46.12 | 8,393    | 48.42 |
| <b>22 Lead Gardener</b>                       | 7,077    | 40.83 | 7,431    | 42.87 | 7,803    | 45.02 | 8,193    | 47.27 | 8,603    | 49.63 |
| <b>22 Data Systems Specialist</b>             | 7,077    | 40.83 | 7,431    | 42.87 | 7,803    | 45.02 | 8,193    | 47.27 | 8,603    | 49.63 |
| <b>23 Media Production Coord.</b>             | 7,254    | 41.85 | 7,617    | 43.95 | 7,998    | 46.14 | 8,398    | 48.45 | 8,818    | 50.87 |
| <b>23 Payroll Specialist</b>                  | 7,254    | 41.85 | 7,617    | 43.95 | 7,998    | 46.14 | 8,398    | 48.45 | 8,818    | 50.87 |
| <b>25 Lead Maint. Worker</b>                  | 7,622    | 43.97 | 8,003    | 46.17 | 8,403    | 48.48 | 8,823    | 50.90 | 9,264    | 53.45 |
| <b>27 Lead Groundskeeper</b>                  | 8,008    | 46.20 | 8,408    | 48.51 | 8,828    | 50.93 | 9,270    | 53.48 | 9,733    | 56.15 |
| <b>28 Payroll/Benefits Specialist</b>         | 8,208    | 47.35 | 8,618    | 49.72 | 9,049    | 52.21 | 9,501    | 54.82 | 9,977    | 57.56 |
| <b>29 Info. Tech. Specialist I</b>            | 8,413    | 48.54 | 8,834    | 50.96 | 9,275    | 53.51 | 9,739    | 56.19 | 10,226   | 59.00 |
| <b>32 Accountant</b>                          | 9,060    | 52.27 | 9,513    | 54.88 | 9,988    | 57.63 | 10,488   | 60.51 | 11,012   | 63.53 |
| <b>32 Food Svcs &amp; Business Specialist</b> | 9,060    | 52.27 | 9,513    | 54.88 | 9,988    | 57.63 | 10,488   | 60.51 | 11,012   | 63.53 |
| <b>44 Occupational Therapist</b>              | 12,184   | 70.30 | 12,794   | 73.81 | 13,433   | 77.50 | 14,105   | 81.38 | 14,810   | 85.45 |

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

- 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."
- 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.]
- Pursuant to CSEA collective bargaining agreement article 3, the District's annual fringe benefit allowance per 1.0 FTE for those who purchase District-provided medical benefits is the employee only premium for Kaiser HMO, Delta Dental, and VSP Plan C. Effective January 1, 2027, that annual allowance shall increase to the higher of either the afore-mentioned or \$15,500. The 1.0 FTE for the purpose of prorating the District's annual fringe benefit allowance shall be 32.5 regularly assigned work hours per week or 6.5 regularly assigned work hours per day.

*Effective July 1, 2026*