

**HILLSBOROUGH CITY SCHOOL DISTRICT
2026-2027 CLASSIFIED MANAGEMENT SALARY SCHEDULE**

	Year											

	1	2	3	4	5	6	7	8	9	10	11	12
Behavior Program Manager	140,547	145,887	151,431	157,185	163,158	169,358	175,286	181,421	187,771	194,343	201,145	208,185
11-Month, 227 Days	12,777	13,262	13,766	14,290	14,833	15,396	15,935	16,493	17,070	17,668	18,286	18,926
Manager of Maintenance/Grounds	135,985	142,784	149,924	157,420	165,291	173,555	179,630	185,917	192,424	199,159	206,129	213,344
12-Month, 260 Days	11,332	11,899	12,494	13,118	13,774	14,463	14,969	15,493	16,035	16,597	17,177	17,779
Information Technology Manager	147,513	153,119	158,937	164,977	171,246	177,754	183,975	190,414	197,079	203,976	211,116	218,505
12-Month, 260 Days	12,293	12,760	13,245	13,748	14,271	14,813	15,331	15,868	16,423	16,998	17,593	18,209

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.

COMPANY-PROVIDED CELL PHONE

Management employees are provided with an employer-issued cellular phone for business use. No cash stipend is provided.

HEALTH & WELFARE BENEFITS

An annual fringe benefit allowance of \$14,974.32 per FTE is available to be applied to medical, dental, and vision premiums. Effective January 1, 2027, that allowance shall be increased as necessary by the higher of a dollar amount sufficient to fully cover the employee only premium for Kaiser HMO, Delta Dental, and VSP Plan C or \$15,500. 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 retirement or until Medicare is activated, whichever is greater.

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, 2026