

**HILLSBOROUGH CITY SCHOOL DISTRICT
2026-2027 CERTIFICATED ADMINISTRATORS SALARY SCHEDULE**

	<u>WORK</u>												
<u>POSITION TITLE</u>	<u>DAYS</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>	<u>STEP 12</u>
Assistant Principal	205	164,773	171,035	177,534	184,280	191,283	198,552	206,097	213,310	220,776	228,503	236,501	244,778
Director of Human Resources	220	189,274	196,466	203,932	211,681	219,725	228,075	236,742	245,028	253,604	262,480	271,667	281,175
Director of Ed Services	220	189,274	196,466	203,932	211,681	219,725	228,075	236,742	245,028	253,604	262,480	271,667	281,175
Director of Student Services	220	189,274	196,466	203,932	211,681	219,725	228,075	236,742	245,028	253,604	262,480	271,667	281,175
Director of Comm., Compliance & Safety	220	189,274	196,466	203,932	211,681	219,725	228,075	236,742	245,028	253,604	262,480	271,667	281,175
Principal K-5	215	184,979	192,008	199,304	206,878	214,739	222,899	231,369	239,467	247,848	256,523	265,501	274,794
Principal 6-8	220	194,960	202,368	210,058	218,040	226,326	234,926	243,853	252,388	261,222	270,364	279,827	289,621

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 3.8% 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.
- A District Manager, Principal, or Assistant Principal who assumes a Director position shall be placed on a step of the salary schedule for the Director classification that exceeds the salary that would have been earned in the former position in the year such change occurs.
- For example, a Principal on Step 5 in 2017-2018 who assumes a Director position in 2018-2019 would be placed on a "Director Step" that exceeds the salary the individual would have earned as a Principal in 2018-2019.

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

COMPANY-PROVIDED CELL PHONE

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

PROFESSIONAL DUES

An allowance of \$1,350 will be provided for professional dues. Employees will be given any unused portion.

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 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 Administrator 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

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. In order to qualify for the foregoing retirement health benefit allowance,

- Administrators who retire on or after July 1, 2019 must have served ten (10) years or more in the District.
- Years of service for purposes of meeting the foregoing requirements include service in any District certificated or classified position.

SICK LEAVE

Administrators are entitled to 12 days per year of sick leave, commencing on the first day of employment.

Effective July 1, 2026