

**HILLSBOROUGH CITY SCHOOL DISTRICT  
2024-2025 CERTIFICATED ADMINISTRATORS SALARY SCHEDULE**

<b>POSITION TITLE</b>	<b>WORK</b>	<b>***</b> Year 7,8,9 10,11,12 13,14,15 16-20 21-25 26+											
	<b>DAYS</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>
Assistant Principal	205	154,504	160,375	166,469	172,795	179,361	186,177	193,252	200,016	207,016	214,262	221,761	229,522
Director of Human Resources	220	177,477	184,222	191,222	198,488	206,031	213,860	221,987	229,756	237,798	246,121	254,735	263,651
Director of Ed Services	220	177,477	184,222	191,222	198,488	206,031	213,860	221,987	229,756	237,798	246,121	254,735	263,651
Director of Student Services	220	177,477	184,222	191,222	198,488	206,031	213,860	221,987	229,756	237,798	246,121	254,735	263,651
Director of Technology	220	177,477	184,222	191,222	198,488	206,031	213,860	221,987	229,756	237,798	246,121	254,735	263,651
Principal K-5	215	173,450	180,041	186,882	193,984	201,355	209,007	216,949	224,542	232,401	240,535	248,954	257,667
Principal 6-8	220	182,809	189,755	196,966	204,451	212,220	220,284	228,655	236,658	244,941	253,514	262,387	271,571

**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.

**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 \$1,208.33 per month is available to be applied to medical, dental, and vision premiums. Administrators who do not purchase healthcare through the District 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, 2024*