

**HILLSBOROUGH CITY SCHOOL DISTRICT
2018-19 CHIEF BUSINESS OFFICIAL SALARY SCHEDULE**

<u>POSITION TITLE</u>	<u>WORK</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>
Chief Business Official	220	149,663	155,650	161,876	168,351	175,085	182,088	189,371	195,999	202,859	209,960	217,308	224,914

*** Year 7,8,9 10,11,12 13,14,15 16-20 21-25 26+

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 \$856.16 per month 7/1/18-11/30/18 and \$1,083.33 per month 12/1/2018 and forward is available to be applied to medical, dental, and vision premiums. If not purchasing healthcare through the District, the CBO will follow the same procedures as HTA and CSEA and receive \$4000 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

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