

**HILLSBOROUGH CITY SCHOOL DISTRICT  
2018-19 CERTIFICATED ADMINISTRATORS SALARY SCHEDULE**

<u>POSITION TITLE</u>	<u>WORK</u>	*** Year 7,8,9 10,11,12 13,14,15 16-20 21-25 26+											
	<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	124,854	129,598	134,523	139,635	144,941	150,448	156,165	161,631	167,288	173,143	179,203	185,476
Human Resources Manager	213	130,090	135,033	140,164	145,490	151,019	156,758	162,715	168,410	174,304	180,405	186,719	193,254
Director of Ed Services	220	143,420	148,870	154,527	160,399	166,494	172,821	179,388	185,666	192,165	198,890	205,852	213,056
Director of Student Services	220	143,420	148,870	154,527	160,399	166,494	172,821	179,388	185,666	192,165	198,890	205,852	213,056
Director of Technology	220	143,420	148,870	154,527	160,399	166,494	172,821	179,388	185,666	192,165	198,890	205,852	213,056
Principal K-5	215	140,164	145,491	151,019	156,758	162,715	168,898	175,316	181,452	187,803	194,376	201,179	208,221
Principal 6-8	220	149,663	155,350	161,254	167,381	173,742	180,344	187,197	193,749	200,530	207,549	214,813	222,331

**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 \$1,083.33 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 \$4000 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 before June 30, 2019 must have served nine (9) years or more in the District.

· 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.