

CERTIFICATED ADMINISTRATOR'S SALARY INDEX PLAN PROPOSAL

Hillsborough Association of School Administrators proposes that we undertake the process of creating a salary plan which recognizes the assignment of administrators based upon the need to maintain qualified, certificated leadership-oriented individuals as the educational leaders of Hillsborough County Schools.

HASA would propose the creation of a salary value enhancement for all certificated personnel based on the teacher salary schedule. Administrative salaries would be indexed to the teacher salary schedule and administrative salary adjustments would derive from adjustments to the teacher salary schedule.

This index would be based on the enhancement of 10 percent of each teacher's salary level upon administrative placement on Pay Grade I. Subsequent pay grades would continue to be indexed at 5 percent greater than the prior pay grade which is the same as the current salary schedule.

Future promotional increases within the administrative schedule would also be indexed to the teacher salary level appropriate for each certificated administrator. This will insure that all salary placement is based upon teacher salary level and the value added enhancement for each position. Minimum starting salaries for each pay grade shall be maintained and adjusted to correspond to the closest teacher salary level plus the indexed enhancement.

All other features of the current salary plan shall remain unchanged. Hourly salary would continue to be the base for calculating salary compensation. Using hourly salary is the lowest common denominator that applies to everyone.

This proposal is not intended for a salary increase. Currently, the school district has no funds available to expend on any salary adjustments.

At the discretion of the Superintendent, non-certified instructional support managers should be placed and adjusted according to current market standards.