

**LANCASTERSCHOOLDISTRICT
MANAGEMENT SALARY SCHEDULE
2026-2027**

		RANGE	Work Days	2	3	4	5	6
Supervisor of Operations*		164	220	90,092	94,592	99,321	104,287	109,501
	Accounting							
	Child Nutrition Services							
	Early Learning							
	Expanded Learning Opportunities Program							
	Facilities							
	Welcome and Wellness							
District Public Information and Communication Officer*		164	220	90,092	94,592	99,321	104,287	109,501
Facilities and Construction Planner*		167	220	103,513	108,689	114,123	119,829	125,820
Director II*		170	220	116,934	122,779	128,923	135,369	142,138
	Child Nutrition							
	ITS							
	Operations - Facilities							
	Risk Management & Payroll							
	Welcome and Wellness Center							
Director I*		172	220	124,387	130,605	137,132	143,989	151,189
	Facilities & Construction							
Chief Technology Officer*		183	220	145,777	153,067	160,720	168,757	177,195
Executive Director of Fiscal Services*		185	220	169,356	174,599	180,573	185,649	192,920
Nurse Practitioner		02	210	124,387	130,605	137,132	143,989	151,189
Assistant Principal/Cert. Coordinator		02	210	124,387	130,605	137,132	143,989	151,189
Elementary Principal		03	220	140,477	147,499	154,873	162,620	170,755
Middle School Principal		07	220	144,691	151,923	159,520	167,498	175,876
Certificated Director		04	220	146,862	154,202	163,006	170,012	178,514
Executive Director of Student & Family Services		05	220	169,356	174,599	180,573	185,649	192,920
Assistant Superintendent		06	220	191,849	199,523	207,504	215,804	224,437
Deputy Superintendent		08	220	207,465	215,763	224,393	233,370	242,704

A stipend of \$3,000 shall be provided to those management personnel who hold a doctorate from an accredited institution.

*Classified Managers work 220 days and have 14 scheduled holidays. All classified managers will be granted 28 vacation days at the beginning of each school year. Should an employee resign prior to the end of the school year, the advanced vacation days will be prorated.

BENEFITS

1.0 HEALTH AND WELFARE

The district will pay the cost of health/dental/vision premiums for full-time employees and their eligible dependents, not to exceed the District cap.

2.0 LIFE INSURANCE

The District will pay an amount toward the cost of a \$50,000 term life insurance policy, which includes double indemnity Accidental Death and Dismemberment, with the carrier selected by the District.

3.0 PAYMENT OF PROFESSIONAL DUES

Payment of 100% of ACSA or CASBO dues or up to \$500 toward professional dues for employees belonging to an Association in which they have been active.

4.0 MEDICAL EXAMINATION

If directed, the employee hereby agrees to have a comprehensive medical examination every other year with the cost of said examination to be covered by the employee's insurance and the District.

5.0 RETIREMENT

A. Health Insurance

Employees having reached the minimum retirement age (55 years), and accepting retirement benefits as provided under the State Teachers Retirement System or PERS, and having a minimum of ten (10) years of full-time service in this District rendered during the immediate past fifteen (15) years, shall have extended to them the following schedule of benefits: The District shall pay the cost of the composite rate of medical only health insurance premiums for the retiree, not to exceed the District cap. This benefit shall (a) be limited to a period of ten (10) years; and (b) shall begin concurrently with retirement; and (c) shall continue either for the ten (10) years stated in (a) or until the retiree reaches age sixty-five (65), whichever comes first.

B. Employees who retire under this plan and were enrolled in the District-sponsored life insurance program for at least one (1) year prior to retirement, the District will continue to pay the premiums for the plan for a period of ten (10) years or until the retiree's death, whichever occurs first.

C. The District shall pay three thousand five hundred (\$3,500) dollars per year for five (5) years toward the purchase of an annuity. The annuity shall mature seven (7) years after the date of retirement. In the event that the retiree dies before the full five (5) years of contributions are paid, the District's obligation to pay shall cease at the end of the plan year of the retiree's death.

6.0 LONGEVITY

Years of Service	Amount	Total Amount
15 years	\$3,035	\$3,035
20 years	Additional \$4,035	\$7,070
25 years	Additional \$5,000	\$12,070
30 years	Additional \$6,000	\$18,070

7.0 VACATION

Effective July 1, 2010, new vacation days cannot be accrued. Vacation days accrued prior to this date are capped at 50 days for all classified managers and certificated directors and are capped at 46 days for Assistant Superintendents.

8.0 The Board and Superintendent will assign the Deputy Superintendent duty to one of the existing Assistant Superintendents. The Deputy Superintendent will assume the responsibilities of the Superintendent in the Superintendent's absence.