

LANCASTER SCHOOL DISTRICT
 SCHOOL COUNSELOR SALARY SCHEDULE
 2026-2027
 192 Work Days

Years of Service	Salary
1	81,789
2	85,880
3	90,172
4	94,681
5	99,417
6	104,386
10	109,607
15	115,086

This increase shall be applied only to stipends and allowances calculated on the basis of basic salary.

Beginning with the fifteenth (15th) year of service in the Lancaster School District, longevity increments will be added in the following amounts:

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

The district pays an annual district contribution equivalent to a 1.25% salary increase that funds the School Counselor’s Medigap retirement benefit. This contribution is in addition to the salaries on this schedule.

GENERAL PROVISIONS -Applicable to School Counselors' Salary Schedule

1. All School Counselors are employed subject to the School Counselors' Salary Schedule adopted by the Board of Trustees of the Lancaster School District.
2. A new school counselor to the Lancaster School District with previous school counselor experience shall be granted one Step for each year of verified school counselor experience, as documented in the Verification of Employment (VOE) received. Credit shall be granted for a maximum of fourteen (14) years of experience, allowing placement up to Step fifteen (15).
3. A Lancaster School District School Counselor on military leave of absence shall be given increment credit for each year of military service upon return.
4. Possession of an "earned" Ph.D. or Ed.D degree from an accredited college or university authorized to grant such degree shall entitle an employee to receive an additional sum of \$3,000 over and above their placement on the School Counselor's Salary Schedule.
5. The advancement of the salary schedule shall be at the rate of one (1) step for each year of counselor experience. A School Counselor who completes at least three-fourths (3/4) of a full-time contracted year shall receive credit for that year of experience for salary schedule advancement purposes, subject to Human Resources' discretion and final approval.