

**LANCASTER SCHOOL DISTRICT
TEACHERS' SALARY SCHEDULE**

(VI-Vision Impairment, OI-Orthopedic Impairment, O&M-Orientation and Mobility,
APE-Adaptive Physical Education, Community Day, INDUCTION/PEER/PAR Consulting Teacher, Reading Specialist)
2026-2027
(185/187 Days)

STEP	CLASS B BA	CLASS C BA+30	CLASS D BA+45 OR MA	CLASS E MA + 15 BA + 60	CLASS F MA+30 BA+75
1	64,130	69,437	74,734	80,026	85,319
2	66,780	72,084	77,374	82,674	87,965
3	69,437	74,734	80,026	85,319	90,617
4	72,084	77,374	82,674	87,965	93,260
5	74,734	80,026	85,319	90,617	95,916
6	77,374	82,674	87,965	93,260	98,554
7	80,026	85,319	90,617	95,916	101,212
8	82,674	87,965	93,260	98,554	103,847
9	85,319	90,617	95,916	101,212	106,506
10	87,965	93,260	98,554	103,847	109,142
11	90,617	95,916	101,212	106,506	111,799
12			103,847	109,142	114,436
13				111,799	117,092
14					119,737
15					122,445

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 teacher's Medigap retirement benefit. This contribution is in addition to the salaries on this schedule.

Effective: July 1, 2026

Board Approval: June 16, 2026

GENERAL PROVISIONS -Applicable to Teachers' Salary Schedule

1. All teachers are employed subject to the Teachers' Salary Schedule adopted by the Board of Trustees of the Lancaster School District.

2. DEFINITION OF "CLASS" COLUMNS: (All columns are based on SEMESTER UNITS.)

CLASS "B" -Bachelor's Degree in field of education and related academic areas.

CLASS "C"- Bachelor's Degree in field of education and related academic areas PLUS 30 SEMESTER UNITS of upper division or graduate units pertinent to the growth of the teacher in the field of education earned after the Bachelor's program. Units taken before the completion of a Bachelor's program which are recognized by the institution as applicable to post Bachelor's program shall be credited for column advancement on the salary schedule upon appropriate verification.

CLASS "D"- Bachelor's Degree in field of education and related academic areas PLUS 45 SEMESTER UNITS of upper division or graduate units pertinent to the growth of the teacher in the field of education earned after the Bachelor's program or a Master's Degree in the field of education and related academic areas. Units taken before the completion of a Bachelor's program which are recognized by the institution as applicable to post Bachelor's programs shall be credited for column advancement on the salary schedule upon appropriate verification.

CLASS "E"- Master's Degree PLUS 15 SEMESTER UNITS of upper division or graduate units pertinent to the growth of the teacher in the field of education earned before or after the Master's program, but not included with the Master's program, or a Bachelor's Degree PLUS 60 SEMESTER UNITS of upper division or graduate units pertinent to the growth of the teacher in the field of education earned after the Bachelor's program. Units taken before the completion of a Bachelor's program which are recognized by the institution as applicable to post Bachelor's program shall be credited for column advancement on the salary schedule upon appropriate verification.

CLASS "F"- Master's Degree PLUS 30 SEMESTER UNITS of upper division or graduate units pertinent to the growth of the teacher in the field of education earned before or after the Master's program, but not included with the Master's program, or a Bachelor's Degree PLUS 75 SEMESTER UNITS of upper division or graduate units pertinent to the growth of the teacher in the field of education earned after the Bachelor's program. Units taken before the completion of a Bachelor's program which are recognized by the institution as applicable to post Bachelor's program shall be credited for column advancement on the salary schedule upon appropriate verification.

3. A teacher new to the Lancaster School District, without previous teaching experience, will be classified according to the requirements of the Teacher's Salary Schedule and be placed on Step 1 of the appropriate Class.
4. A teacher new to the Lancaster School District with previous teaching experience shall be granted one Step for each year of verified teaching experience. Credit shall be granted for a maximum of fourteen (14) years of experience, with placement not to exceed the highest Step available within the appropriate Class.
5. A Lancaster School District teacher on military leave of absence shall be given increment credit for each year of military service upon return.
6. 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 Teachers' Salary Schedule (effective July 1, 2026).
7. The advancement of the salary schedule shall be at the rate of one (1) step for each year of teaching experience. A teacher who completes at least three-fourths (3/4) of a full-time contracted school year shall be granted credit for that year of experience for salary schedule advancement purposes.
8. Progress horizontally shall occur upon proof of completed coursework which must be turned in to the Human Resources Office by the last working day of September or January to have the effective reclassification dates of November 1 and March 1 apply. (Coursework must have been completed prior to September 1 or January 1). Proof of units completed may be accomplished by grade cards or letter from the college/university instructor, with sealed official college transcripts to be submitted within thirty (30) days after the date of reclassification.