

LANCASTER SCHOOL DISTRICT
DISTRICT LIBRARIAN SALARY SCHEDULE
2026-2027
185 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	60,960	66,004	71,037	76,068	81,096
2	63,479	68,518	73,544	78,587	83,612
3	66,004	71,037	76,068	81,096	86,133
4	68,518	73,544	78,587	83,612	88,645
5	71,037	76,068	81,096	86,133	91,170
6	73,544	78,587	83,612	88,645	93,680
7	76,068	81,096	86,133	91,170	96,205
8	78,587	83,612	88,645	93,680	98,712
9	81,096	86,133	91,170	96,205	101,237
10	83,612	88,645	93,680	98,712	103,744
11	86,133	91,170	96,205	101,237	106,270
12			98,712	103,744	108,779
13				106,270	111,304
14					113,818
15					116,390

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 \$5,234	\$17,234

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

Effective: July 1, 2025

Board Approval: June 16, 2026

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GENERAL PROVISIONS -Applicable to District Librarian Salary Schedule

1. The District Librarian is employed subject to the District Librarians 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 District Librarian 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 District Librarian 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 District Librarian 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 District Librarian 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 District Librarian 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 District Librarian 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 District Librarian new to the Lancaster School District, without previous librarian experience, will be classified according to the requirements of the District Librarian Salary Schedule and be placed on Step 1 of the appropriate Class.
4. A District Librarian new to the Lancaster School District, with previous librarian experience, shall be granted one Step for each year of verified 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 Librarian 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 District Librarian 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 experience. If a District Librarian is employed for at least three-fourths (3/4) of a full-time contracted year, he/she shall be given credit for that year's 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.

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