

**LANCASTER SCHOOL DISTRICT
SCHOOL PSYCHOLOGIST SALARY SCHEDULE
2025-2026
195 Work Days**

Step	Psychologist Salary	Psychologist with *BCBA Salary
2	109,932	119,294
3	113,163	122,525
4	115,846	125,210
5	119,115	128,477
6	123,877	133,243

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

*Board Certified Behavior Analyst (BCBA) Psychologist requirements:

- Six (6) additional behavioral courses
- Seventy-five (75) hours of training under the supervision of a BCBA supervisor
- Pass an additional state Certification Examination

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	\$3,035	\$3,035
20 years	Additional \$4,035	\$7,070
25 years	Additional \$5,000	\$12,070
30 years	Additional \$6,000	\$18,070

LANCASTER SCHOOL DISTRICT

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 ADDITIONAL COMPENSATION

Payment of a \$25 monthly cell phone stipend (effective July 16, 2016).

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 Public Employees Retirement System or STRS 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 tiered rate (October 1, 2017) 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.