

LANCASTER SCHOOL DISTRICT  
 CLASSIFIED UNREPRESENTED MANAGEMENT SALARY SCHEDULE  
 2024-2025

|   | Range | Work Days | 2      | 3      | 4      | 5       | 6       |
|---|-------|-----------|--------|--------|--------|---------|---------|
| ITS SYSTEMS ANALYST<br>Non-LEAD                                 | 164   | 220       | 87,033 | 91,380 | 95,949 | 100,746 | 105,783 |
| DATABASE ANALYST<br>Non-LEAD                                    | 164   | 220       | 87,033 | 91,380 | 95,949 | 100,746 | 105,783 |
| NETWORK SYSTEMS ANALYST<br>Non-LEAD                             | 164   | 220       | 87,033 | 91,380 | 95,949 | 100,746 | 105,783 |
| SPECIALIST OF SCHOOL SAFETY<br>and EMERGENCY MANAGEMENT<br>LEAD | 164   | 220       | 87,033 | 91,380 | 95,949 | 100,746 | 105,783 |

A stipend of \$ 1,000 shall be provided to those management personnel who hold a doctorate from an accredited institution.

\*Classified Unrepresented Management work 220 days and have 14 scheduled holidays. All Classified Unrepresented Management 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 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.

### 4.0 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.

### 5.0 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 \$5,269 | \$17,339     |

### 6.0 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 Unrepresented Management.