

LANCASTER SCHOOL DISTRICT
NURSE'S SALARY SCHEDULE
2026-2027
195 Days

STEP	CLASS B BA OR BA+15	CLASS C BA+30	CLASS D BA+45 OR MA	CLASS E MA + 15 BA + 60	CLASS F MA+30 BA+75
1	65,721	71,164	76,582	82,011	87,433
2	68,435	73,871	79,293	84,726	90,147
3	71,164	76,582	82,011	87,433	92,868
4	73,871	79,293	84,726	90,147	95,571
5	76,582	82,011	87,433	92,868	98,294
6	79,293	84,726	90,147	95,571	101,003
7	82,011	87,433	92,868	98,294	103,723
8	84,726	90,147	95,571	101,003	106,423
9	87,433	92,868	98,294	103,723	109,146
10	90,147	95,571	101,003	106,423	111,857
11	92,868	98,294	103,723	109,146	114,571
12			106,423	111,857	117,281
13				114,571	120,001
14					122,713
15					127,623

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

Effective: July 1, 2026

Board Approval: June 16, 2026

NURSE'S SALARY SCHEDULE

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 employees 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 State Teachers Retirement System or PERS, 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 (effective 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 **VACATION**

Effective July 1, 2010, new vacation days cannot be accrued.

Bargaining Unit Change Effective: 7/1/2008

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