

**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)
2025-2026
(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	63,811	69,092	74,362	79,628	84,895
2	66,448	71,725	76,989	82,263	87,527
3	69,092	74,362	79,628	84,895	90,166
4	71,725	76,989	82,263	87,527	92,796
5	74,362	79,628	84,895	90,166	95,439
6	76,989	82,263	87,527	92,796	98,064
7	79,628	84,895	90,166	95,439	100,708
8	82,263	87,527	92,796	98,064	103,330
9	84,895	90,166	95,439	100,708	105,976
10	87,527	92,796	98,064	103,330	108,599
11	90,166	95,439	100,708	105,976	111,243
12			103,330	108,599	113,867
13				111,243	116,509
14					119,141
15					121,836

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, 2025

Board Approval: December 16, 2025

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

CLASS "B" - Bachelor's Degree in field of education and related academic areas PLUS 15 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 the Bachelor's program which are recognized by the institute as applicable to post Bachelor's program shall be credited for column advancement on the salary schedule upon appropriate verification.

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.

NOTE: Teacher moving to Class E or F must show by sealed official transcript or by a statement from the institution that total number of units required for their program and specifically the units used to qualify for the Master's Degree.

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 given credit of one Step for each year of verified teaching experience to a maximum of thirteen (13) years, allowing placement on the fourteenth (14) Step of the appropriate Class. *Special Education teachers shall be given credit to a maximum of thirteen (13) years. If the teacher vacates their Special Education assignment within their first three (3) years of employment they will be frozen at their entry level step on the salary schedule until they earn sufficient years of experience in Lancaster School District to advance further on the salary scale.
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 \$1,000 over and above his/her placement on the Teachers' Salary Schedule (effective July 1, 2006).
7. The advancement of the salary schedule shall be at the rate of one (1) step for each year of teaching experience. If a teacher is employed for at least three-fourths (3/4) of a school 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.