

LANCASTER SCHOOL DISTRICT
 LICENSED SPEECH AND LANGUAGE PATHOLOGIST (LSP)
 SALARY SCHEDULE
 2026-2027
 185/187 Days

Years of Service	Salary
1	118,737
2	122,002
3	125,291
4	128,554
5	131,844
10	135,110
20	138,399
25	141,666

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 Licensed Speech and Language Pathologist’s Medigap retirement benefit. This contribution is in addition to the salaries on this schedule.

Effective: July 1, 2026

Board Approval: June 16, 2026

GENERAL PROVISIONS -Applicable to Licensed Speech and Language Pathologists' Salary Schedule

1. All Licensed Speech and Language Pathologists are employed subject to the LSP Salary Schedule adopted by the Board of Trustees of the Lancaster School District.
1. A new Licensed Speech and Language Pathologist to the Lancaster School District with previous experience shall be granted one Step for each year of verified Licensed Speech and Language Pathologist experience, as documented in the Verification of Employment (VOE) received. Credit shall be granted for a maximum of twenty- four (24) years of experience, allowing placement up to Step twenty-five (25).
2. A Lancaster School District LSP on military leave of absence shall be given increment credit for each year of military service upon return.
3. 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 LSP's Salary Schedule.
4. The advancement of the salary schedule shall be at the rate of one (1) step for each year of LSP experience. If a Licensed Speech and Language Pathologist is employed for at least three-fourths (3/4) of a full-time contracted year shall receive credit for that year of experience for salary schedule advancement purposes, subject to Human Resources' discretion and final approval.