

**LANCASTERSCHOOLDISTRICT
MANAGEMENT SALARY SCHEDULE
2025-2026**

		RANGE	Work Days	2	3	4	5	6
Supervisor of Operations*		164	220	87,033	91,380	95,949	100,746	105,783
	Accounting							
	Child Nutrition Services							
	Early Learning							
	Expanded Learning Opportunities Program							
	Facilities							
	Welcome and Wellness							
District Public Information and Communication Officer*		164	220	87,033	91,380	95,949	100,746	105,783
Facilities and Construction Planner*		167	220	99,998	104,998	110,248	115,760	121,548
Director II*		170	220	112,963	118,610	124,546	130,773	137,312
	Child Nutrition							
	ITS							
	Operations - Facilities							
	Risk Management & Payroll							
	Welcome and Wellness Center							
Director I*		172	220	120,163	126,170	132,476	139,100	146,055
	Facilities & Construction							
Chief Technology Officer*		183	220	140,827	147,869	155,262	163,026	171,178
Executive Director of Fiscal Services*		185	220	163,605	168,670	174,442	179,345	186,369
Nurse Practitioner		02	210	120,163	126,170	132,476	139,100	146,055
Assistant Principal/Cert. Coordinator		02	210	120,163	126,170	132,476	139,100	146,055
Elementary Principal		03	220	135,707	142,490	149,614	157,098	164,956
Middle School Principal		07	220	139,778	146,764	154,103	161,811	169,904
Certificated Director		04	220	141,875	148,966	157,471	164,239	172,452
Executive Director of Student & Family Services		05	220	163,605	168,670	174,442	179,345	186,369
Assistant Superintendent		06	220	185,335	192,748	200,458	208,476	216,816
Deputy Superintendent		08	220	200,420	208,437	216,774	225,446	234,463

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

*Classified Managers work 220 days and have 14 scheduled holidays. All classified managers 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 PAYMENT OF PROFESSIONAL DUES

Payment of 100% of ACSA or CASBO dues or up to \$500 toward professional dues for employees belonging to an Association in which they have been active.

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 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 composite rate 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.

6.0 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

7.0 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 managers and certificated directors and are capped at 46 days for Assistant Superintendents.

8.0 The Board and Superintendent will assign the Deputy Superintendent duty to one of the existing Assistant Superintendents. The Deputy Superintendent will assume the responsibilities of the Superintendent in the Superintendent's absence.