

**LANCASTER SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2025-2026**

		RANGE	Work Days	2	3	4	5	6
Supervisor of Operations*		164	220	89,644	94,121	98,827	103,768	108,956
Accounting								
Child Nutrition Services								
Early Learning								
Expanded Learning Opportunities Program								
Facilities								
Welcome and Wellness								
District Public Information and Communication Officer*		167	220	102,998	108,148	113,555	119,233	125,194
Facilities and Construction Planner*		167	220	102,998	108,148	113,555	119,233	125,194
Director II*		170	220	116,352	122,168	128,282	134,696	141,431
Child Nutrition								
ITS								
Operations - Facilities								
Risk Management & Payroll								
Welcome and Wellness Center								
Director I*		172	220	123,768	129,955	136,450	143,273	150,437
Facilities & Construction								
ITS								
Executive Director of Fiscal Services*		185	220	168,513	173,730	179,675	184,725	191,960
Nurse Practitioner		02	210	123,768	129,955	136,450	143,273	150,437
Assistant Principal/Cert. Coordinator		02	210	123,768	129,955	136,450	143,273	150,437
Elementary Principal		03	220	139,778	146,765	154,102	161,811	169,905
Middle School Principal		07	220	143,971	151,167	158,726	166,665	175,001
Certificated Director		04	220	146,131	153,435	162,195	169,166	177,626
Executive Director of Student & Family Services		05	220	168,513	173,730	179,675	184,725	191,960
Assistant Superintendent		06	220	190,895	198,530	206,472	214,730	223,320
Deputy Superintendent		08	220	206,433	214,690	223,277	232,209	241,497

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.

LANCASTER SCHOOL DISTRICT

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 \$6,000	\$18,070

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.