

LANCASTER SCHOOL DISTRICT
 SPEECH TEACHERS' SALARY SCHEDULE
 2026-2027
 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	70,888	76,749	82,594	88,452	94,302
2	73,811	79,667	85,517	91,377	97,233
3	76,749	82,594	88,452	94,302	100,159
4	79,667	85,517	91,377	97,233	103,075
5	82,594	88,452	94,302	100,159	106,013
6	85,517	91,377	97,233	103,075	108,933
7	88,452	94,302	100,159	106,013	111,873
8	91,377	97,233	103,075	108,933	114,777
9	94,302	100,159	106,013	111,873	117,718
10	97,233	103,075	108,933	114,777	120,634
11	100,159	106,013	111,873	117,718	123,571
12			114,777	120,634	126,487
13				123,571	129,423
14					132,345
15					135,336

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:

Board Approval: June 16, 2026

GENERAL PROVISIONS -Applicable to Speech Teachers' Salary Schedule

1. All teachers are employed subject to the Speech 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 "B" - Bachelor's Degree in field of education and related academic areas.

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.

3. A Speech teacher new to the Lancaster School District, without previous teaching experience, will be classified according to the requirements of the Speech Teacher's Salary Schedule and be placed on Step 1 of the appropriate Class.
4. A Speech teacher new to the Lancaster School District, with previous teaching experience, shall be granted one Step for each year of verified teaching experience. Credit shall be granted for a maximum of fourteen (14) years of experience, with placement not to exceed the highest Step available within the appropriate Class.
5. A Lancaster School District Speech 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 \$3,000 over and above their placement on the Speech Teachers' Salary Schedule (effective July 1, 2026).
7. The advancement of the salary schedule shall be at the rate of one (1) step for each year of teaching experience. If a Speech teacher is employed for at least three-fourths (3/4) of a full-time contracted 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.

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