

LANCASTER SCHOOL DISTRICT
 SCHOOL PSYCHOLOGIST SALARY SCHEDULE
 2026-2027
 195 Work Days

Step	Psychologist Salary	Psychologist with *BCBA Salary
2	110,482	119,890
3	113,729	123,138
4	116,425	125,836
5	119,711	129,119
6	124,496	133,909

This increase shall be applied only to stipends and allowances calculated on the basis of basic salary.

*Board Certified Behavior Analyst (BCBA) Psychologist requirements:

- Six (6) additional behavioral courses
- Seventy-five (75) hours of training under the supervision of a BCBA supervisor
- Pass an additional state Certification Examination

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	\$3,035	\$3,035
20 years	Additional \$4,035	\$7,070
25 years	Additional \$5,000	\$12,070
30 years	Additional \$6,000	\$18,000

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 **ADDITIONAL COMPENSATION**

Payment of a \$25 monthly cell phone stipend (effective July 16, 2016).

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 Public Employees Retirement System or STRS 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 tiered rate (October 1, 2017) 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 **ADVANCEMENT**

The advancement of the salary schedule shall be at the rate of one (1) step for each year of School Psychologist experience. A School Psychologist who completes 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.