

**LANCASTERSCHOOLDISTRICT  
MANAGEMENT ANNUAL SALARY SCHEDULE  
2026-2027**

|                                                                   |                                            | RANGE | Work<br>Days | 2       | 3       | 4       | 5       | 6       |
|-------------------------------------------------------------------|--------------------------------------------|-------|--------------|---------|---------|---------|---------|---------|
| <b>Supervisor of Operations*</b>                                  |                                            | 164   | 220          | 90,092  | 94,592  | 99,321  | 104,287 | 109,501 |
|                                                                   | Accounting                                 |       |              |         |         |         |         |         |
|                                                                   | Child Nutrition Services                   |       |              |         |         |         |         |         |
|                                                                   | Early Learning                             |       |              |         |         |         |         |         |
|                                                                   | Expanded Learning<br>Opportunities Program |       |              |         |         |         |         |         |
|                                                                   | Facilities                                 |       |              |         |         |         |         |         |
|                                                                   | Welcome and Wellness                       |       |              |         |         |         |         |         |
| <b>District Public Information and<br/>Communication Officer*</b> |                                            | 167   | 220          | 103,513 | 108,689 | 114,123 | 119,829 | 125,820 |
| <b>Facilities and Construction Planner*</b>                       |                                            | 167   | 220          | 103,513 | 108,689 | 114,123 | 119,829 | 125,820 |
| <b>Director II*</b>                                               |                                            | 170   | 220          | 116,934 | 122,779 | 128,923 | 135,369 | 142,138 |
|                                                                   | Child Nutrition                            |       |              |         |         |         |         |         |
|                                                                   | ITS                                        |       |              |         |         |         |         |         |
|                                                                   | Operations - Facilities                    |       |              |         |         |         |         |         |
|                                                                   | Risk Management & Payroll                  |       |              |         |         |         |         |         |
|                                                                   | Welcome and Wellness Center                |       |              |         |         |         |         |         |
| <b>Director I*</b>                                                |                                            | 172   | 220          | 124,387 | 130,605 | 137,132 | 143,989 | 151,189 |
|                                                                   | Facilities & Construction                  |       |              |         |         |         |         |         |
|                                                                   | ITS                                        |       |              |         |         |         |         |         |
| <b>Executive Director of Fiscal Services*</b>                     |                                            | 185   | 220          | 169,356 | 174,599 | 180,573 | 185,649 | 192,920 |
| <b>Nurse Practitioner</b>                                         |                                            | 02    | 210          | 124,387 | 130,605 | 137,132 | 143,989 | 151,189 |
| <b>Assistant Principal/Cert. Coordinator</b>                      |                                            | 02    | 210          | 124,387 | 130,605 | 137,132 | 143,989 | 151,189 |
| <b>Elementary Principal</b>                                       |                                            | 03    | 220          | 140,477 | 147,499 | 154,873 | 162,620 | 170,755 |
| <b>Middle School Principal</b>                                    |                                            | 07    | 220          | 144,691 | 151,923 | 159,520 | 167,498 | 175,876 |
| <b>Certificated Director</b>                                      |                                            | 04    | 220          | 146,862 | 154,202 | 163,006 | 170,012 | 178,514 |
| <b>Executive Director of Student &amp;<br/>Family Services</b>    |                                            | 05    | 220          | 169,356 | 174,599 | 180,573 | 185,649 | 192,920 |
| <b>Assistant Superintendent</b>                                   |                                            | 06    | 220          | 191,849 | 199,523 | 207,504 | 215,804 | 224,437 |
| <b>Deputy Superintendent</b>                                      |                                            | 08    | 220          | 207,465 | 215,763 | 224,393 | 233,370 | 242,704 |

**A stipend of \$3,000 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**

| <b>Years of Service</b> | <b>Amount</b>      | <b>Total Annual Amount</b> |
|-------------------------|--------------------|----------------------------|
| 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.