

LANCASTER SCHOOL DISTRICT  
CERTIFICATED UNREPRESENTED SALARY SCHEDULE  
2025-2026  
202 Work Days /8 Hours

SCHOOL SOCIAL WORKER

STEP	SALARY
1	81,277
2	89,586
3	97,786
4	106,096
5	114,513

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

## 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 **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 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.

#### 4.0 **STIPEND**

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 \$1,000 over and above his/her placement on the School Social Worker Salary Schedule.

#### 5.0 **ADVANCEMENT**

The advancement of the salary schedule shall be at the rate of one (1) step for each year of social worker experience. If the employee is employed for at least three-fourths (3/4) of a school year, he/she shall be given credit for that years' experience for salary schedule advancement purposes.