

**Lufkin ISD 20-21 Teacher Pay Scale**

**187 Days**

<b>Years of Experience</b>	<b>ANNUAL SALARY</b>
0	\$45,510
1	\$45,510
2	\$45,715
3	\$46,304
4	\$46,790
5	\$47,146
6	\$48,016
7	\$48,569
8	\$49,186
9	\$49,494
10	\$50,109
11	\$50,725
12	\$51,340
13	\$52,424
14	\$53,044
15	\$54,274
16	\$54,939
17	\$55,269
18	\$56,250
19	\$57,169
20	\$58,337
21	\$59,474
22	\$59,541
23	\$59,912
24	\$60,849
25	\$61,629
26	\$62,155
27	\$63,631
28	\$64,076
29	\$64,373
30	\$64,854
31	\$65,453
32	\$65,453
33	\$65,453
34	\$65,453
35	\$65,453
36	\$65,453
37	\$65,453
38	\$65,453
39	\$66,030
40	\$66,584
41	\$67,139
42	\$67,316
43	\$67,316

**\*\* Teachers, Librarians, Registered Nurses**

Salaries listed above are based on 10 month employment. Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers.

Salary advancement is based on the annual pay raise approved by the Board of Trustees.

**Lufkin ISD 20-21 Teacher Pay Scale**  
**192 Days**

Years of Experience	ANNUAL SALARY
0	\$46,727
1	\$46,727
2	\$46,937
3	\$47,542
4	\$48,041
5	\$48,407
6	\$49,300
7	\$49,868
8	\$50,501
9	\$50,817
10	\$51,449
11	\$52,081
12	\$52,712
13	\$53,826
14	\$54,463
15	\$55,725
16	\$56,408
17	\$56,746
18	\$57,754
19	\$58,698
20	\$59,897
21	\$61,064
22	\$61,133
23	\$61,514
24	\$62,476
25	\$63,276
26	\$63,817
27	\$65,333
28	\$65,790
29	\$66,094
30	\$66,588
31	\$67,203
32	\$67,203
33	\$67,203
34	\$67,203
35	\$67,203
36	\$67,203
37	\$67,203
38	\$67,203
39	\$67,796
40	\$68,364

Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers. Salary advancement is based on the annual pay raise approved by the Board of Trustees.

**Lufkin ISD 20-21 Teacher Pay Scale**

**197 Days**

<b>Years of Experience</b>	<b>ANNUAL SALARY</b>
0	\$47,944
1	\$47,944
2	\$48,160
3	\$48,780
4	\$49,292
5	\$49,667
6	\$50,584
7	\$51,166
8	\$51,817
9	\$52,141
10	\$52,788
11	\$53,437
12	\$54,085
13	\$55,227
14	\$55,881
15	\$57,176
16	\$57,877
17	\$58,224
18	\$59,258
19	\$60,226
20	\$61,457
21	\$62,655
22	\$62,725
23	\$63,116
24	\$64,103
25	\$64,924
26	\$65,479
27	\$67,034
28	\$67,503
29	\$67,815
30	\$68,322
31	\$68,954
32	\$68,954
33	\$68,954
34	\$68,954
35	\$68,954
36	\$68,954
37	\$68,954
38	\$68,954
39	\$69,561
40	\$70,145
41	\$70,729
42	\$70,916

Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers. Salary advancement is based on the annual pay raise approved by the Board of Trustees.

**Lufkin ISD 20-21 Teacher Pay Scale**  
**202 Days**

Years of Experience	ANNUAL SALARY
0	\$49,161
1	\$49,161
2	\$49,382
3	\$50,018
4	\$50,543
5	\$50,928
6	\$51,868
7	\$52,465
8	\$53,132
9	\$53,464
10	\$54,128
11	\$54,794
12	\$55,458
13	\$56,629
14	\$57,299
15	\$58,628
16	\$59,346
17	\$59,702
18	\$60,762
19	\$61,755
20	\$63,017
21	\$64,245
22	\$64,317
23	\$64,718
24	\$65,730
25	\$66,572
26	\$67,141
27	\$68,736
28	\$69,216
29	\$69,537
30	\$70,056
31	\$70,704
32	\$70,704
33	\$70,704
34	\$70,704
35	\$70,704
36	\$70,704
37	\$70,704
38	\$70,704
39	\$71,327
40	\$71,925

Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers. Salary advancement is based on the annual pay raise approved by the Board of Trustees.

**Lufkin ISD 20-21 Teacher Pay Scale**  
**207 Days**

Years of Experience	ANNUAL SALARY
0	\$50,377
1	\$50,377
2	\$50,604
3	\$51,256
4	\$51,794
5	\$52,188
6	\$53,152
7	\$53,764
8	\$54,447
9	\$54,787
10	\$55,468
11	\$56,150
12	\$56,831
13	\$58,031
14	\$58,718
15	\$60,079
16	\$60,815
17	\$61,180
18	\$62,266
19	\$63,284
20	\$64,577
21	\$65,835
22	\$65,909
23	\$66,320
24	\$67,357
25	\$68,220
26	\$68,803
27	\$70,437
28	\$70,929
29	\$71,258
30	\$71,790
31	\$72,454
32	\$72,454
33	\$72,454
34	\$72,454
35	\$72,454
36	\$72,454
37	\$72,454
38	\$72,454
39	\$73,092
40	\$73,705

Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers. Salary advancement is based on the annual pay raise approved by the Board of Trustees.

**Lufkin ISD 20-21 Teacher Pay Scale  
212 Days**

Years of Experience	ANNUAL SALARY
0	\$51,594
1	\$51,594
2	\$51,827
3	\$52,494
4	\$53,045
5	\$53,449
6	\$54,436
7	\$55,062
8	\$55,762
9	\$56,111
10	\$56,808
11	\$57,506
12	\$58,203
13	\$59,432
14	\$60,136
15	\$61,530
16	\$62,284
17	\$62,657
18	\$63,770
19	\$64,812
20	\$66,137
21	\$67,425
22	\$67,501
23	\$67,921
24	\$68,984
25	\$69,868
26	\$70,465
27	\$72,138
28	\$72,643
29	\$72,979
30	\$73,524
31	\$74,204
32	\$74,204
33	\$74,204
34	\$74,204
35	\$74,204
36	\$74,204
37	\$74,204
38	\$74,204
39	\$74,858

Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers. Salary advancement is based on the annual pay raise approved by the Board of Trustees.

**Lufkin ISD 20-21 Teacher Pay Scale**  
**226 Days**

Years of Experience	ANNUAL SALARY
0	\$55,001
1	\$55,001
2	\$55,249
3	\$55,961
4	\$56,548
5	\$56,979
6	\$58,030
7	\$58,699
8	\$59,444
9	\$59,816
10	\$60,559
11	\$61,304
12	\$62,047
13	\$63,357
14	\$64,107
15	\$65,593
16	\$66,397
17	\$66,795
18	\$67,981
19	\$69,092
20	\$70,504
21	\$71,878
22	\$71,958
23	\$72,407
24	\$73,540
25	\$74,482
26	\$75,118
27	\$76,902
28	\$77,440
29	\$77,798
30	\$78,380
31	\$79,104
32	\$79,104
33	\$79,104
34	\$79,104
35	\$79,104
36	\$79,104
37	\$79,104
38	\$79,104
39	\$79,801
40	\$80,471

Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers. Salary advancement is based on the annual pay raise approved by the Board of Trustees.

## Lufkin ISD 20-21 Instructional Coach Pay Scale

	Primary/Elem 192 Days	LMS 207 Days	LHS 226 Days
Years of Experience	ANNUAL SALARY	ANNUAL SALARY	ANNUAL SALARY
0	\$50,227	\$53,877	\$58,501
1	\$50,227	\$53,877	\$58,501
2	\$50,437	\$54,104	\$58,749
3	\$51,042	\$54,756	\$59,461
4	\$51,541	\$55,294	\$60,048
5	\$51,907	\$55,688	\$60,479
6	\$52,800	\$56,652	\$61,530
7	\$53,368	\$57,264	\$62,199
8	\$54,001	\$57,947	\$62,944
9	\$54,317	\$58,287	\$63,316
10	\$54,949	\$58,968	\$64,059
11	\$55,581	\$59,650	\$64,804
12	\$56,212	\$60,331	\$65,547
13	\$57,326	\$61,531	\$66,857
14	\$57,963	\$62,218	\$67,607
15	\$59,225	\$63,579	\$69,093
16	\$59,908	\$64,315	\$69,897
17	\$60,246	\$64,680	\$70,295
18	\$61,254	\$65,766	\$71,481
19	\$62,198	\$66,784	\$72,592
20	\$63,397	\$68,077	\$74,004
21	\$64,564	\$69,335	\$75,378
22	\$64,633	\$69,409	\$75,458
23	\$65,014	\$69,820	\$75,907
24	\$65,976	\$70,857	\$77,040
25	\$66,776	\$71,720	\$77,982
26	\$67,317	\$72,303	\$78,618
27	\$68,833	\$73,937	\$80,402
28	\$69,290	\$74,429	\$80,940
29	\$69,594	\$74,758	\$81,298
30	\$70,088	\$75,290	\$81,880
31	\$70,703	\$75,954	\$82,604
32	\$70,703	\$75,954	\$82,604
33	\$70,703	\$75,954	\$82,604
34	\$70,703	\$75,954	\$82,604
35	\$70,703	\$75,954	\$82,604
36	\$70,703	\$75,954	\$82,604
37	\$70,703	\$75,954	\$82,604
38	\$70,703	\$75,954	\$82,604
39	\$70,779	\$76,592	\$82,693
40	\$71,348	\$77,205	\$83,363

Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers. Salary advancement is based on the annual pay raise approved by the Board of Trustees.



### Lufkin ISD 20-21 Counselor Pay Scale

	Primary 197 Days	Elementary 197 Days	LMS 207 Days	LMS 220 Days	LHS 207 Days	LHS 226 Days
Years of Experience	ANNUAL SALARY	ANNUAL SALARY	ANNUAL SALARY	ANNUAL SALARY	ANNUAL SALARY	ANNUAL SALARY
0	\$48,768	\$49,026	\$51,737	\$54,901	\$51,737	\$56,361
1	\$48,768	\$49,026	\$51,737	\$54,901	\$51,737	\$56,361
2	\$48,984	\$49,242	\$51,964	\$55,142	\$51,964	\$56,609
3	\$49,629	\$49,894	\$52,657	\$55,876	\$52,657	\$57,362
4	\$50,141	\$50,407	\$53,195	\$56,448	\$53,195	\$57,949
5	\$50,515	\$50,781	\$53,588	\$56,867	\$53,588	\$58,380
6	\$51,433	\$51,699	\$54,553	\$57,891	\$54,553	\$59,431
7	\$52,015	\$52,280	\$55,165	\$58,541	\$55,165	\$60,099
8	\$52,666	\$52,932	\$55,848	\$59,266	\$55,848	\$60,844
9	\$52,990	\$53,256	\$56,188	\$59,629	\$56,188	\$61,217
10	\$53,637	\$53,903	\$56,869	\$60,352	\$56,869	\$61,960
11	\$54,286	\$54,552	\$57,551	\$61,077	\$57,551	\$62,705
12	\$54,934	\$55,199	\$58,232	\$61,801	\$58,232	\$63,447
13	\$56,076	\$56,342	\$59,432	\$63,076	\$59,432	\$64,757
14	\$56,730	\$56,996	\$60,119	\$63,806	\$60,119	\$65,508
15	\$58,025	\$58,291	\$61,479	\$65,253	\$61,479	\$66,993
16	\$58,726	\$58,991	\$62,216	\$66,035	\$62,216	\$67,798
17	\$59,073	\$59,338	\$62,581	\$66,423	\$62,581	\$68,196
18	\$60,106	\$60,372	\$63,667	\$67,576	\$63,667	\$69,382
19	\$61,075	\$61,340	\$64,685	\$68,659	\$64,685	\$70,493
20	\$62,306	\$62,572	\$65,977	\$70,033	\$65,977	\$71,905
21	\$63,504	\$63,769	\$67,236	\$71,371	\$67,236	\$73,279
22	\$63,574	\$63,839	\$67,310	\$71,449	\$67,310	\$73,359
23	\$63,965	\$64,231	\$67,721	\$71,886	\$67,721	\$73,807
24	\$64,952	\$65,218	\$68,758	\$72,987	\$68,758	\$74,941
25	\$65,772	\$66,038	\$69,621	\$73,905	\$69,621	\$75,883
26	\$66,328	\$66,594	\$70,204	\$74,524	\$70,204	\$76,519
27	\$67,883	\$68,149	\$71,837	\$76,262	\$71,837	\$78,302
28	\$68,352	\$68,617	\$72,329	\$76,785	\$72,329	\$78,841
29	\$68,664	\$68,930	\$72,659	\$77,134	\$72,659	\$79,199
30	\$69,170	\$69,436	\$73,191	\$77,700	\$73,191	\$79,781
31	\$69,803	\$70,068	\$73,855	\$78,406	\$73,855	\$80,505
32	\$69,803	\$70,068	\$73,855	\$78,406	\$73,855	\$80,505
33	\$69,803	\$70,068	\$73,855	\$78,406	\$73,855	\$80,505
34	\$69,803	\$70,068	\$73,855	\$78,406	\$73,855	\$80,505
35	\$69,803	\$70,068	\$73,855	\$78,406	\$73,855	\$80,505
36	\$69,803	\$70,068	\$73,855	\$78,406	\$73,855	\$80,505
37	\$69,803	\$70,068	\$73,855	\$78,406	\$73,855	\$80,505
38	\$69,803	\$70,068	\$73,855	\$78,406	\$73,855	\$80,505
39	\$69,880	\$70,146	\$73,935	\$78,491	\$73,935	\$80,594

Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers. Salary advancement is based on the annual pay raise approved by the Board of Trustees.

## Lufkin ISD 20-21 Diagnostician Pay Scale

Years of Experience	202 Days ANNUAL SALARY
0	\$51,661
1	\$51,661
2	\$51,882
3	\$52,518
4	\$53,043
5	\$53,428
6	\$54,368
7	\$54,965
8	\$55,632
9	\$55,964
10	\$56,628
11	\$57,294
12	\$57,958
13	\$59,129
14	\$59,799
15	\$61,128
16	\$61,846
17	\$62,202
18	\$63,262
19	\$64,255
20	\$65,517
21	\$66,745
22	\$66,817
23	\$67,218
24	\$68,230
25	\$69,072
26	\$69,641
27	\$71,236
28	\$71,716
29	\$72,037
30	\$72,556
31	\$73,204
32	\$73,204
33	\$73,204
34	\$73,204
35	\$73,204
36	\$73,204
37	\$73,204
38	\$73,204
39	\$73,283
40	\$73,882

Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers. Salary advancement is based on the annual raise approved by the Board of Trustees.