

**Lufkin ISD 19-20 Teacher Pay Scale**  
**187 Days**

Years of Experience	ANNUAL SALARY
0	\$45,510
1	\$45,715
2	\$46,304
3	\$46,790
4	\$47,146
5	\$48,016
6	\$48,569
7	\$49,186
8	\$49,494
9	\$50,109
10	\$50,725
11	\$51,340
12	\$52,424
13	\$53,044
14	\$54,274
15	\$54,939
16	\$55,269
17	\$56,250
18	\$57,169
19	\$58,337
20	\$59,474
21	\$59,541
22	\$59,912
23	\$60,849
24	\$61,629
25	\$62,155
26	\$63,631
27	\$64,076
28	\$64,373
29	\$64,854
30	\$65,453
31	\$65,453
32	\$65,453
33	\$65,453
34	\$65,453
35	\$65,453
36	\$65,453
37	\$65,453
38	\$65,527
39	\$66,081
40	\$66,636
41	\$66,813

**\*\* 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 19-20 Teacher Pay Scale**  
**192 Days**

Years of Experience	ANNUAL SALARY
0	\$46,727
1	\$46,937
2	\$47,542
3	\$48,041
4	\$48,407
5	\$49,300
6	\$49,868
7	\$50,501
8	\$50,817
9	\$51,449
10	\$52,081
11	\$52,712
12	\$53,826
13	\$54,463
14	\$55,725
15	\$56,408
16	\$56,746
17	\$57,754
18	\$58,698
19	\$59,897
20	\$61,064
21	\$61,133
22	\$61,514
23	\$62,476
24	\$63,276
25	\$63,817
26	\$65,333
27	\$65,790
28	\$66,094
29	\$66,588
30	\$67,203
31	\$67,203
32	\$67,203
33	\$67,203
34	\$67,203
35	\$67,203
36	\$67,203
37	\$67,203
38	\$67,279
39	\$67,848
40	\$68,418

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**Lufkin ISD 19-20 Teacher Pay Scale**  
**197 Days**

<b>Years of Experience</b>	<b>ANNUAL SALARY</b>
0	\$47,944
1	\$48,160
2	\$48,780
3	\$49,292
4	\$49,667
5	\$50,584
6	\$51,166
7	\$51,817
8	\$52,141
9	\$52,788
10	\$53,437
11	\$54,085
12	\$55,227
13	\$55,881
14	\$57,176
15	\$57,877
16	\$58,224
17	\$59,258
18	\$60,226
19	\$61,457
20	\$62,655
21	\$62,725
22	\$63,116
23	\$64,103
24	\$64,924
25	\$65,479
26	\$67,034
27	\$67,503
28	\$67,815
29	\$68,322
30	\$68,954
31	\$68,954
32	\$68,954
33	\$68,954
34	\$68,954
35	\$68,954
36	\$68,954
37	\$68,954
38	\$69,031
39	\$69,615
40	\$70,199

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 19-20 Teacher Pay Scale**  
**202 Days**

<b>Years of Experience</b>	<b>ANNUAL SALARY</b>
0	\$49,161
1	\$49,382
2	\$50,018
3	\$50,543
4	\$50,928
5	\$51,868
6	\$52,465
7	\$53,132
8	\$53,464
9	\$54,128
10	\$54,794
11	\$55,458
12	\$56,629
13	\$57,299
14	\$58,628
15	\$59,346
16	\$59,702
17	\$60,762
18	\$61,755
19	\$63,017
20	\$64,245
21	\$64,317
22	\$64,718
23	\$65,730
24	\$66,572
25	\$67,141
26	\$68,736
27	\$69,216
28	\$69,537
29	\$70,056
30	\$70,704
31	\$70,704
32	\$70,704
33	\$70,704
34	\$70,704
35	\$70,704
36	\$70,704
37	\$70,704
38	\$70,783
39	\$71,382
40	\$71,981

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**Lufkin ISD 19-20 Teacher Pay Scale**  
**207 Days**

Years of Experience	ANNUAL SALARY
0	\$50,377
1	\$50,604
2	\$51,256
3	\$51,794
4	\$52,188
5	\$53,152
6	\$53,764
7	\$54,447
8	\$54,787
9	\$55,468
10	\$56,150
11	\$56,831
12	\$58,031
13	\$58,718
14	\$60,079
15	\$60,815
16	\$61,180
17	\$62,266
18	\$63,284
19	\$64,577
20	\$65,835
21	\$65,909
22	\$66,320
23	\$67,357
24	\$68,220
25	\$68,803
26	\$70,437
27	\$70,929
28	\$71,258
29	\$71,790
30	\$72,454
31	\$72,454
32	\$72,454
33	\$72,454
34	\$72,454
35	\$72,454
36	\$72,454
37	\$72,454
38	\$72,535
39	\$73,148

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**Lufkin ISD 19-20 Teacher Pay Scale  
212 Days**

<b>Years of Experience</b>	<b>ANNUAL SALARY</b>
0	\$51,594
1	\$51,827
2	\$52,494
3	\$53,045
4	\$53,449
5	\$54,436
6	\$55,062
7	\$55,762
8	\$56,111
9	\$56,808
10	\$57,506
11	\$58,203
12	\$59,432
13	\$60,136
14	\$61,530
15	\$62,284
16	\$62,657
17	\$63,770
18	\$64,812
19	\$66,137
20	\$67,425
21	\$67,501
22	\$67,921
23	\$68,984
24	\$69,868
25	\$70,465
26	\$72,138
27	\$72,643
28	\$72,979
29	\$73,524
30	\$74,204
31	\$74,204
32	\$74,204
33	\$74,204
34	\$74,204
35	\$74,204
36	\$74,204
37	\$74,204
38	\$74,287

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**Lufkin ISD 19-20 Teacher Pay Scale**  
**226 Days**

<b>Years of Experience</b>	<b>ANNUAL SALARY</b>
0	\$55,001
1	\$55,249
2	\$55,961
3	\$56,548
4	\$56,979
5	\$58,030
6	\$58,699
7	\$59,444
8	\$59,816
9	\$60,559
10	\$61,304
11	\$62,047
12	\$63,357
13	\$64,107
14	\$65,593
15	\$66,397
16	\$66,795
17	\$67,981
18	\$69,092
19	\$70,504
20	\$71,878
21	\$71,958
22	\$72,407
23	\$73,540
24	\$74,482
25	\$75,118
26	\$76,902
27	\$77,440
28	\$77,798
29	\$78,380
30	\$79,104
31	\$79,104
32	\$79,104
33	\$79,104
34	\$79,104
35	\$79,104
36	\$79,104
37	\$79,104
38	\$79,193
39	\$79,863

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 19-20 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	\$50,437	\$54,104	\$58,749
2	\$51,042	\$54,756	\$59,461
3	\$51,541	\$55,294	\$60,048
4	\$51,907	\$55,688	\$60,479
5	\$52,800	\$56,652	\$61,530
6	\$53,368	\$57,264	\$62,199
7	\$54,001	\$57,947	\$62,944
8	\$54,317	\$58,287	\$63,316
9	\$54,949	\$58,968	\$64,059
10	\$55,581	\$59,650	\$64,804
11	\$56,212	\$60,331	\$65,547
12	\$57,326	\$61,531	\$66,857
13	\$57,963	\$62,218	\$67,607
14	\$59,225	\$63,579	\$69,093
15	\$59,908	\$64,315	\$69,897
16	\$60,246	\$64,680	\$70,295
17	\$61,254	\$65,766	\$71,481
18	\$62,198	\$66,784	\$72,592
19	\$63,397	\$68,077	\$74,004
20	\$64,564	\$69,335	\$75,378
21	\$64,633	\$69,409	\$75,458
22	\$65,014	\$69,820	\$75,907
23	\$65,976	\$70,857	\$77,040
24	\$66,776	\$71,720	\$77,982
25	\$67,317	\$72,303	\$78,618
26	\$68,833	\$73,937	\$80,402
27	\$69,290	\$74,429	\$80,940
28	\$69,594	\$74,758	\$81,298
29	\$70,088	\$75,290	\$81,880
30	\$70,703	\$75,954	\$82,604
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	\$70,779	\$76,035	\$82,693
39	\$71,348	\$76,648	\$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 19-20 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	\$48,984	\$49,242	\$51,964	\$55,142	\$51,964	\$56,609
2	\$49,629	\$49,894	\$52,657	\$55,876	\$52,657	\$57,362
3	\$50,141	\$50,407	\$53,195	\$56,448	\$53,195	\$57,949
4	\$50,515	\$50,781	\$53,588	\$56,867	\$53,588	\$58,380
5	\$51,433	\$51,699	\$54,553	\$57,891	\$54,553	\$59,431
6	\$52,015	\$52,280	\$55,165	\$58,541	\$55,165	\$60,099
7	\$52,666	\$52,932	\$55,848	\$59,266	\$55,848	\$60,844
8	\$52,990	\$53,256	\$56,188	\$59,629	\$56,188	\$61,217
9	\$53,637	\$53,903	\$56,869	\$60,352	\$56,869	\$61,960
10	\$54,286	\$54,552	\$57,551	\$61,077	\$57,551	\$62,705
11	\$54,934	\$55,199	\$58,232	\$61,801	\$58,232	\$63,447
12	\$56,076	\$56,342	\$59,432	\$63,076	\$59,432	\$64,757
13	\$56,730	\$56,996	\$60,119	\$63,806	\$60,119	\$65,508
14	\$58,025	\$58,291	\$61,479	\$65,253	\$61,479	\$66,993
15	\$58,726	\$58,991	\$62,216	\$66,035	\$62,216	\$67,798
16	\$59,073	\$59,338	\$62,581	\$66,423	\$62,581	\$68,196
17	\$60,106	\$60,372	\$63,667	\$67,576	\$63,667	\$69,382
18	\$61,075	\$61,340	\$64,685	\$68,659	\$64,685	\$70,493
19	\$62,306	\$62,572	\$65,977	\$70,033	\$65,977	\$71,905
20	\$63,504	\$63,769	\$67,236	\$71,371	\$67,236	\$73,279
21	\$63,574	\$63,839	\$67,310	\$71,449	\$67,310	\$73,359
22	\$63,965	\$64,231	\$67,721	\$71,886	\$67,721	\$73,807
23	\$64,952	\$65,218	\$68,758	\$72,987	\$68,758	\$74,941
24	\$65,772	\$66,038	\$69,621	\$73,905	\$69,621	\$75,883
25	\$66,328	\$66,594	\$70,204	\$74,524	\$70,204	\$76,519
26	\$67,883	\$68,149	\$71,837	\$76,262	\$71,837	\$78,302
27	\$68,352	\$68,617	\$72,329	\$76,785	\$72,329	\$78,841
28	\$68,664	\$68,930	\$72,659	\$77,134	\$72,659	\$79,199
29	\$69,170	\$69,436	\$73,191	\$77,700	\$73,191	\$79,781
30	\$69,803	\$70,068	\$73,855	\$78,404	\$73,855	\$80,505
31	\$69,803	\$70,068	\$73,855	\$78,404	\$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	\$69,880	\$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 19-20 Diagnostician Pay Scale

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

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### Classroom Paraprofessional

<b>187G2</b>				
<b>Step</b>	<b>18-19 Salary</b>	<b>19-20 Increase</b>	<b>19-20 Salary</b>	<b>% Increase</b>
0	\$12,800.00	\$2,848.16	\$15,648.16	
1	\$12,800.00	\$3,147.36	\$15,947.36	24.59%
2	\$13,184.00	\$3,062.56	\$16,246.56	23.23%
3	\$13,420.39	\$3,125.37	\$16,545.76	23.29%
4	\$13,755.90	\$3,089.06	\$16,844.96	22.46%
5	\$14,031.02	\$3,113.14	\$17,144.16	22.19%
6	\$14,308.31	\$3,135.05	\$17,443.36	21.91%
7	\$14,585.60	\$3,156.96	\$17,742.56	21.64%
8	\$14,862.89	\$3,178.87	\$18,041.76	21.39%
9	\$15,504.47	\$2,836.49	\$18,340.96	18.29%
10	\$16,253.71	\$2,386.45	\$18,640.16	14.68%
11	\$16,502.72	\$2,436.64	\$18,939.36	14.77%
12	\$16,752.83	\$2,485.73	\$19,238.56	14.84%
13	\$17,001.86	\$2,535.90	\$19,537.76	14.92%
14	\$17,251.96	\$2,585.00	\$19,836.96	14.98%
15	\$17,507.51	\$2,628.65	\$20,136.16	15.01%
16	\$17,771.75	\$2,663.61	\$20,435.36	14.99%
17	\$18,137.13	\$2,597.43	\$20,734.56	14.32%
18	\$18,516.63	\$2,517.13	\$21,033.76	13.59%
19	\$18,753.68	\$2,579.28	\$21,332.96	13.75%
20	\$18,936.37	\$2,695.79	\$21,632.16	14.24%
21	\$19,214.75	\$2,716.61	\$21,931.36	14.14%
22	\$19,495.31	\$2,735.25	\$22,230.56	14.03%
23	\$19,773.69	\$2,756.07	\$22,529.76	13.94%
24	\$20,073.82	\$2,755.14	\$22,828.96	13.73%
25	\$20,377.21	\$2,750.95	\$23,128.16	13.50%
26	\$20,679.52	\$2,747.84	\$23,427.36	13.29%
27	\$20,981.82	\$2,744.74	\$23,726.56	13.08%
28	\$21,284.13	\$2,741.63	\$24,025.76	12.88%
29	\$21,585.34	\$2,739.62	\$24,324.96	12.69%
30	\$21,895.26	\$2,728.90	\$24,624.16	12.46%

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**Special Ed Classroom Paraprofessional  
Library Paraprofessional  
Nurses Aide**

<b>187G4-0</b>				
<b>Step</b>	<b>18-19 Salary</b>	<b>19-20 Increase</b>	<b>19-20 Salary</b>	<b>% Increase</b>
0	\$14,969.00	\$1,995.64	\$16,964.64	
1	\$14,969.00	\$2,294.84	\$17,263.84	15.33%
2	\$15,418.07	\$2,144.97	\$17,563.04	13.91%
3	\$15,721.48	\$2,140.76	\$17,862.24	13.62%
4	\$16,114.51	\$2,046.93	\$18,161.44	12.70%
5	\$16,436.40	\$2,024.24	\$18,460.64	12.32%
6	\$16,698.46	\$2,061.38	\$18,759.84	12.34%
7	\$16,959.44	\$2,099.60	\$19,059.04	12.38%
8	\$17,221.52	\$2,136.72	\$19,358.24	12.41%
9	\$17,483.58	\$2,173.86	\$19,657.44	12.43%
10	\$17,744.56	\$2,212.08	\$19,956.64	12.47%
11	\$18,006.64	\$2,249.20	\$20,255.84	12.49%
12	\$18,268.70	\$2,286.34	\$20,555.04	12.52%
13	\$18,536.20	\$2,318.04	\$20,854.24	12.51%
14	\$18,803.71	\$2,349.73	\$21,153.44	12.50%
15	\$19,078.83	\$2,373.81	\$21,452.64	12.44%
16	\$19,362.64	\$2,389.20	\$21,751.84	12.34%
17	\$19,803.06	\$2,247.98	\$22,051.04	11.35%
18	\$20,265.21	\$2,085.03	\$22,350.24	10.29%
19	\$20,689.30	\$1,960.14	\$22,649.44	9.47%
20	\$21,135.15	\$1,813.49	\$22,948.64	8.58%
21	\$21,565.76	\$1,682.08	\$23,247.84	7.80%
22	\$21,872.42	\$1,674.62	\$23,547.04	7.66%
23	\$22,158.41	\$1,687.83	\$23,846.24	7.62%
24	\$22,642.31	\$1,503.13	\$24,145.44	6.64%
25	\$23,134.92	\$1,309.72	\$24,444.64	5.66%
26	\$23,638.39	\$1,105.45	\$24,743.84	4.68%
27	\$24,142.95	\$900.09	\$25,043.04	3.73%
28	\$24,645.35	\$696.89	\$25,342.24	2.83%
29	\$25,089.01	\$552.43	\$25,641.44	2.20%
30	\$25,554.43	\$386.21	\$25,940.64	1.51%

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