

Annual Compensation Plan

Lubbock-Cooper ISD	
New Hire Guide	
Teachers, Librarians, and Nurses	
Years of Experience	New Hire Salary
0	\$44,500
1	\$44,700
2	\$44,800
3	\$44,900
4	\$45,000
5	\$45,200
6	\$45,400
7	\$45,500
8	\$45,900
9	\$46,700
10	\$47,600
11	\$49,100
12	\$50,000
13	\$50,700
14	\$51,700
15	\$52,600
16	\$53,700
17	\$54,700
18	\$55,700
19	\$56,500
20	\$57,000
21	\$57,500
22	\$58,100
23	\$58,600
24	\$59,100
25	\$59,600
Retired	\$6500 per class
Master's Degree	\$1,200.00

The salaries listed above are based on 10 month employment.
Salary plans are determined on an annual basis and salary advancement is not guaranteed.