

**DeSoto ISD**  
**2019-2020 New Hire Guide for**  
**Teachers, Librarians, and Nurses (RN)**

Years of Experience	Daily Rate	New Hire Salary
0	278.07	\$52,000
1	279.68	\$52,300
2	281.28	\$52,600
3	282.89	\$52,900
4	284.49	\$53,200
5	286.36	\$53,550
6	288.24	\$53,900
7	290.11	\$54,250
8	291.98	\$54,600
9	293.85	\$54,950
10	295.99	\$55,350
11	298.13	\$55,750
12	300.27	\$56,150
13	301.87	\$56,450
14	303.48	\$56,750
15	305.08	\$57,050
16	306.68	\$57,350
17	308.29	\$57,650
18	309.89	\$57,950
19	311.50	\$58,250
20	313.10	\$58,550
21	315.24	\$58,950
22	317.71	\$59,412
23	320.43	\$59,920
24	324.48	\$60,677
25	328.52	\$61,434
26	332.57	\$62,191
27	336.62	\$62,948
28	340.67	\$63,705
29	344.71	\$64,461
30	348.76	\$65,218

The salaries listed above are based on 10-month employment for the 2019-2020 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1,000 General Master's Degree Stipend**

**\$2,000 Doctorate Degree Stipend**