

**REFUGIO INDEPENDENT SCHOOL DISTRICT**  
**2019-2020 Hiring Schedule for**  
**Classroom Teachers, Librarians, Counselors, and Nurses (RN)**  
*Adopted July 25, 2019*

<b>Total Years Exp.</b>	<b>2019-2020</b>	<b>RISD Teacher Salary</b>	<b>RISD Teacher Salary</b>	<b>RISD Teacher Salary</b>
(Credited 09/01/19)	<b>State Base</b>	<b>Bachelor's</b>	<b>Master's</b>	<b>Doctorate</b>
<b>Step</b>				
0	33,660	33,660	34,660	35,660
1	34,390	34,390	35,390	36,390
2	35,100	35,100	36,100	37,100
3	35,830	35,830	36,830	37,830
4	37,350	37,350	38,350	39,350
5	38,880	38,880	39,880	40,880
6	40,410	40,410	41,410	42,410
7	41,830	41,830	42,830	43,830
8	43,170	43,170	44,170	45,170
9	44,440	44,440	45,440	46,440
10	45,630	45,630	46,630	47,630
11	46,770	46,770	47,770	48,770
12	47,850	47,850	48,850	49,850
13	48,850	48,850	49,850	50,850
14	49,810	49,810	50,810	51,810
15	50,710	50,710	51,710	52,710
16	51,570	51,570	52,570	53,570
17	52,370	52,370	53,370	54,370
18	53,140	53,140	54,140	55,140
19	53,860	53,860	54,860	55,860
20 & over	54,540	54,540	55,540	56,540