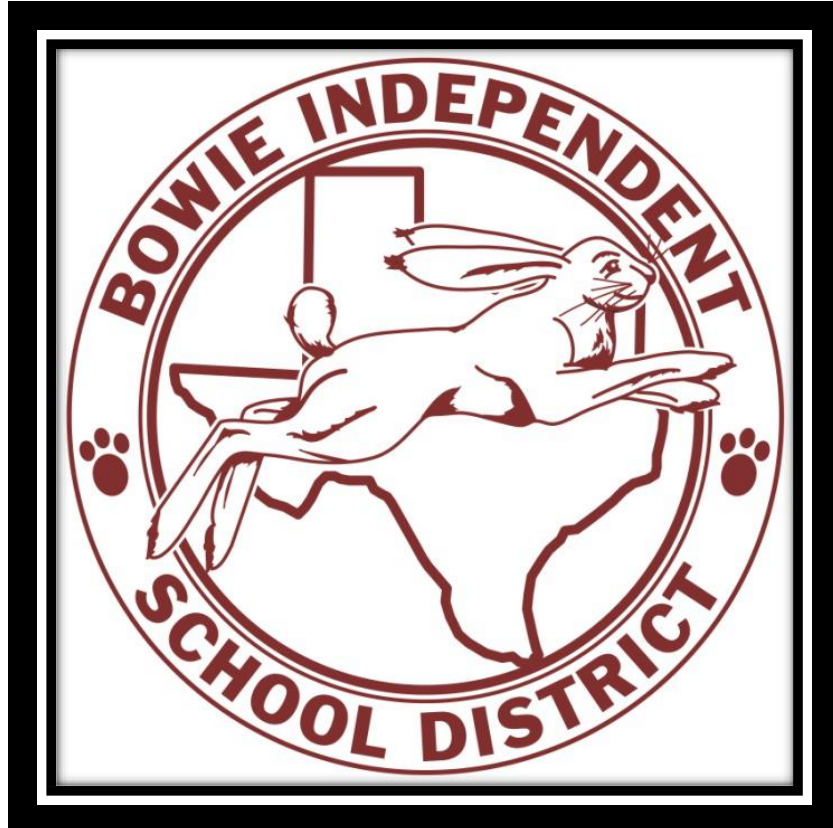


BOWIE ISD SALARY SCHEDULES

2021-2022





Bowie Independent School District

STATE MINIMUM SALARY SCHEDULE		BOWIE ISD 10-MONTH SCALE TEACHER SALARY SCHEDULE	
TEACHES-LIBRARIANS-COUNSELORS-REGISTERED NURSES		TEACHERS ONLY	
STEP	2021-2022 ANNUAL STATE MANDATED SALARY BASED ON 10-MONTH CONTRACT	BACHELORS DEGREE	MASTERS DEGREE PLUS \$1,000
0	\$ 33,660	\$ 36,610	\$ 37,610
1	\$ 34,390	\$ 37,340	\$ 38,340
2	\$ 35,100	\$ 38,050	\$ 39,050
3	\$ 35,830	\$ 38,780	\$ 39,780
4	\$ 37,350	\$ 40,300	\$ 41,300
5	\$ 38,880	\$ 42,080	\$ 43,080
6	\$ 40,410	\$ 43,610	\$ 44,610
7	\$ 41,830	\$ 45,030	\$ 46,030
8	\$ 43,170	\$ 46,370	\$ 47,370
9	\$ 44,440	\$ 47,640	\$ 48,640
10	\$ 45,630	\$ 48,830	\$ 49,830
11	\$ 46,770	\$ 50,220	\$ 51,220
12	\$ 47,850	\$ 51,300	\$ 52,300
13	\$ 48,850	\$ 52,300	\$ 53,300
14	\$ 49,810	\$ 53,260	\$ 54,260
15	\$ 50,710	\$ 54,160	\$ 55,160
16	\$ 51,570	\$ 55,020	\$ 56,020
17	\$ 52,370	\$ 55,820	\$ 56,820
18	\$ 53,140	\$ 56,590	\$ 57,590
19	\$ 53,860	\$ 57,310	\$ 58,310
20	\$ 54,540	\$ 57,990	\$ 58,990
21	N O S T A T E S T E P	\$ 58,240	\$ 59,240
22		\$ 58,490	\$ 59,490
23		\$ 58,740	\$ 59,740
24		\$ 58,990	\$ 59,990
25		\$ 59,240	\$ 60,240
26		\$ 59,490	\$ 60,490
27		\$ 59,740	\$ 60,740
28		\$ 59,990	\$ 60,990



Bowie Independent School District

EMPLOYMENT GROUP	BEGINNING	MAXIMUM
ADMINISTRATIVE/ PROFESSIONALS:		
COUNSELOR - HIGH SCHOOL (11-MONTH)	\$56,103	\$72,664
COUNSELOR - ELEM, INTER, JH (11-MONTH)	\$51,522	\$70,544
LIBRARIANS (10.5 MONTH)	\$49,757	\$67,683
DISTRICT COORDINATOR of CTE, ASSESSMENT, and DUAL CREDIT (11-MONTH)	\$46,728	\$58,138
CAMPUS ADMINISTRATION		
PRINCIPAL - HIGH SCHOOL (12-MONTH)	\$81,376	\$96,507
PRINCIPAL - JUNIOR HIGH (12 MONTH)	\$71,368	\$87,276
PRINCIPAL - INTERMEDIATE (12-MONTH)	\$69,484	\$85,125
PRINCIPAL - ELEMENTARY (12-MONTH)	\$69,484	\$85,125
PRINCIPAL - ALTERNATIVE LEARNING (11-MONTH)	\$69,484	\$85,125
ASSISTANT PRINCIPAL - HIGH SCHOOL (11 MONTH)	\$60,880	\$74,239
ASSISTANT PRINCIPAL - JUNIOR HIGH (11 MONTH)	\$59,218	\$70,097
ASSISTANT PRINCIPAL - INTERMEDIATE (11 MONTH)	\$56,434	\$67,298
ASSISTANT PRINCIPAL - ELEMENTARY (11 MONTH)	\$56,434	\$68,578
CENTRAL INSTRUCTION-BUSINESS-TECHNOLOGY		
ASSISTANT SUPERINTENDENT	\$96,820	\$107,120
DIRECTOR OF CURRICULUM AND INSTRUCTION	\$81,358	\$94,776
STUDENT ACCOUNTING/PEIM'S (12-MONTH)	\$59,218	\$70,097
CHIEF FINANCIAL OFFICER (12-MONTH)	\$78,981	\$93,997
DIRECTOR OF SUPPORT SERVICES (12-MONTH)	\$73,873	\$90,364
DIRECTOR OF TECHNOLOGY SERVICES (12-MONTH)	\$69,047	\$88,570
LEAD NETWORK ADMINISTRATOR (12-MONTH)	\$70,000	\$84,500
INSTRUCTIONAL TECHNOLOGY COORDINATOR (11-MONTH)	\$59,218	\$70,097



Bowie Independent School District

2021-2022

INSTRUCTIONAL AIDE		
STEP (NOT YEARS EXPERIENCE)	ANNUAL	PROFESSIONAL ED ASST
0	15,796	16,296
1	16,109	16,609
2	16,414	16,914
3	16,740	17,240
4	17,074	17,574
5	17,415	17,915
6	17,763	18,263
7	18,087	18,587
8	18,417	18,917
9	18,787	19,287
10	19,097	19,597
11	19,412	19,912
12	19,733	20,233
13	19,987	20,487
14	20,202	20,702
15	20,389	20,889
16	20,595	21,095
17	20,805	21,305
18	21,016	21,516
19	21,123	21,623
20	21,276	21,776
21	21,430	21,930
22	21,583	22,083
23	21,736	22,236
24	21,890	22,390
25	22,043	22,543
26	22,197	22,697
27	22,350	22,850



Bowie Independent School District

EMPLOYMENT GROUP	BEGINNING	MAXIMUM
PARAPROFESSIONALS	ANNUAL	
PAYROLL / HR / ACCOUNTING (226 DAYS)	\$ 45,000	\$ 57,550
SECRETARY HIGH SCHOOL (226 DAYS)	\$ 27,513	\$ 38,990
PEIMS/SECRETARY JUNIOR HIGH (226 DAYS)	\$ 27,513	\$ 38,990
SUPPORT SERVICES SECRETARY (226 DAYS)	\$ 25,200	\$ 36,990
PEIMS HIGH SCHOOL (207 DAYS)	\$ 25,200	\$ 36,990
PEIMS/SECRETARY ELEMENTARY & INTERMEDIATE (207 DAYS)	\$ 25,200	\$ 36,990
CAMPUS RECEPTIONIST (197 DAYS)	\$ 21,140	\$ 31,043
LVN'S (184 DAYS)	\$ 25,200	\$ 36,990
NETWORK MANAGER (226 DAYS)	\$ 59,218	\$ 70,097
TECH SUPPORT (226 DAYS)	\$ 50,107	\$ 64,300



Bowie Independent School District

EMPLOYMENT GROUP	BEGINNING MRLT	MAXIMUM MRLT
AUXILIARY		
CHILD NUTRITION		
CAFETERIA SUPERVISOR (176 DAYS)	\$ 15.98	\$ 21.93
CAFETERIA MANAGER (176 DAYS)	\$ 12.75	\$ 18.77
FOOD SERVICE WORKER (176 DAYS)	\$ 10.00	\$ 14.64
CUSTODIAL		
CUSTODIAN SUPERVISOR (FULL TIME-252 DAYS)	\$ 14.65	\$ 21.47
CUSTODIAN MANAGER (FULL TIME-252-DAYS & PART TIME)	\$ 11.52	\$ 18.53
CUSTODIAN (FULL TIME-252-DAYS & PART TIME)	\$ 9.67	\$ 16.56
MAINTENANCE		
SUPERVISOR (EXEMPT)(260-DAYS ANNUAL RATE)	\$ 55,000	\$ 68,300
TRADE CERTIFIED (260-DAYS)	\$ 14.50	\$ 26.50
SKILLED WORKER (260 DAYS)	\$ 12.30	\$ 20.45
GENERAL MAINTENANCE (260 DAYS)	\$ 10.38	\$ 16.36
TRANSPORTATION		
SUPERVISOR (EXEMPT) (260-DAYS)	\$ 35,555	\$ 52,477
MECHANIC (260 DAYS)	\$ 17.01	\$ 24.20
ROUTE DRIVERS (175 DAYS)	\$ 15.79	\$ 18.22
HANDICAP DRIVER (175 DAYS)	\$ 19.04	\$ 21.95
EXTRA-CURRICULAR TRIPS / OTHERS	\$ 10.76	\$ 11.04



Bowie Independent School District

CO / EX-CURRICULAR / MISCELLANEOUS DUTIES STIPENDS	STIPEND Annual unless otherwise noted.
Athletic Director	10,000
HIGH School Head Coach: Football	7,500
HIGH School Head Coach: Volleyball, Basketball, Baseball, Softball	5,000
Asst High School: Football, Volleyball, Basketball, Baseball, Softball	3,000
FB Coordinator: Offense, Defense, Special Teams	1,500
High School Head Coach: Cross Country, Powerlifting, Track, Tennis, Golf	3,500
Asst High School: Powerlifting, Track	2,000
Athletic Academic Coordinator	3,000
Junior High (All Sports)	2,000
Two-A-Days	2,000
Campus Program Coordinators	750
H.S. Cheerleader Sponsor/Assistant	3,000/1,500
J.H. Cheerleader Sponsor	1,000
H.S. Band Director	15,000
J.H. Band Director	7,500
H.S./J.H. Choir & Asst. Band	5,000
H.S. Flag Corp	500
H.S. Yearbook Sponsor	2,000
J.H. Yearbook Sponsor	750
H.S. UIL Coordinator	700
H.S. UIL Sponsor (except One Act Play)	300 per event
J.H. UIL Sponsor (except One Act Play)	100 per event
Elementary / Intermediate UIL Sponsor	100 per event
H.S. One Act Play	1,500
J.H. One Act Play	1,000
Prom Sponsors	900
Homebound Instruction	20 per hour



Bowie Independent School District

CO / EX-CURRICULAR / MISCELLANEOUS DUTIES STIPENDS	STIPEND Annual unless otherwise noted.
Head Start Teachers - Home Visits, Local Meetings, Out of District Meetings	1,000
Head Start Aides - CDA Certification	500
Ag Teacher Stipend	18,000
Ag Zero Hour Stipend	3,000
Junior High AG Stipend	2,000
Teacher Substitute - Non-degreed / Degreed /Degreed Certified/ Long-Term	65/75/85/100 per day
Paraprofessional Substitute	65 / day
Saturday School, STAAR Saturday, Summer School, Tutor - Teacher	35.00 / per hour
Summer School - Aide	15.00 per hour or daily rate if higher
Police Security	10.00 per hour - 4 hour minimum guaranteed
Bus Monitors (paid per A.M. or P.M. route)	20.00 A.M/ 20.00 P.M.
Substitute Drivers (paid per A.M. or P.M. route)	30.00 A.M/ 30.00 P.M.
Campus Tech Stipend	750
Campus New Teacher Mentor	250
ESSER/HB4545 Tutorial Stipend	3,000/2 hr a week 1,500/1 hr a week