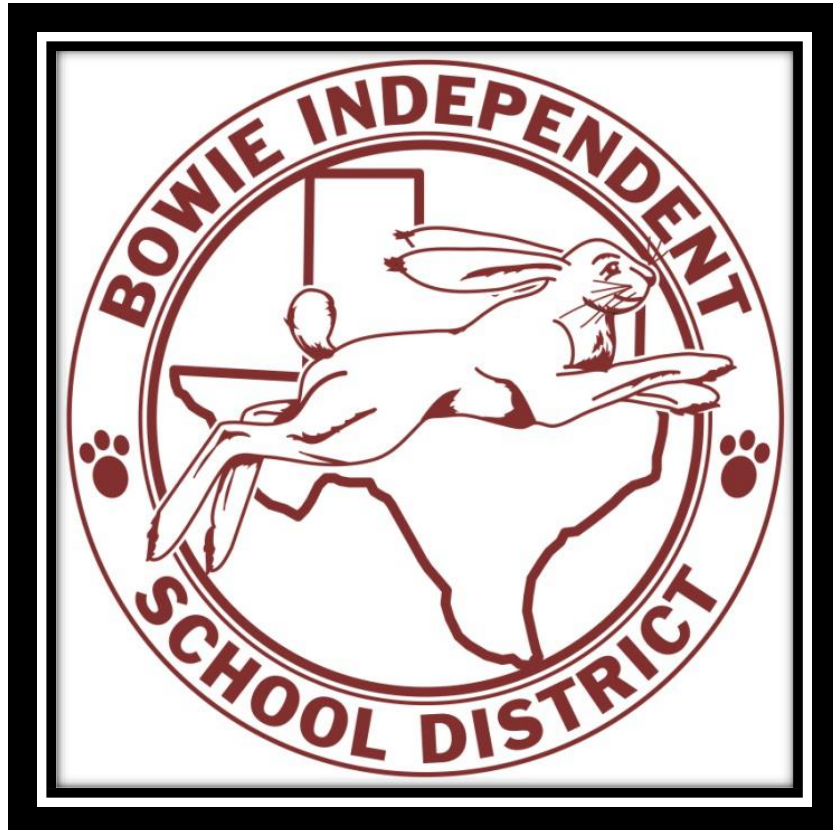


BOWIE ISD SALARY SCHEDULES

2022-2023





Bowie Independent School District

STATE MINIMUM SALARY SCHEDULE		BOWIE ISD 10-MONTH SCALE TEACHER SALARY SCHEDULE	
TEACHES-LIBRARIANS-COUNSELORS-REGISTERED NURSES		TEACHERS ONLY	
STEP	2022-2023 ANNUAL STATE MANDATED SALARY BASED ON 10-MONTH CONTRACT	BACHELORS DEGREE	MASTERS DEGREE PLUS \$1,000
0	\$ 33,660	\$ 40,110	\$ 41,110
1	\$ 34,390	\$ 40,840	\$ 41,840
2	\$ 35,100	\$ 41,550	\$ 42,550
3	\$ 35,830	\$ 42,280	\$ 43,280
4	\$ 37,350	\$ 43,300	\$ 44,300
5	\$ 38,880	\$ 45,080	\$ 46,080
6	\$ 40,410	\$ 46,610	\$ 47,610
7	\$ 41,830	\$ 48,030	\$ 49,030
8	\$ 43,170	\$ 49,370	\$ 50,370
9	\$ 44,440	\$ 50,640	\$ 51,640
10	\$ 45,630	\$ 51,830	\$ 52,830
11	\$ 46,770	\$ 52,720	\$ 53,720
12	\$ 47,850	\$ 53,800	\$ 54,800
13	\$ 48,850	\$ 54,800	\$ 55,800
14	\$ 49,810	\$ 55,760	\$ 56,760
15	\$ 50,710	\$ 56,660	\$ 57,660
16	\$ 51,570	\$ 57,020	\$ 58,020
17	\$ 52,370	\$ 57,820	\$ 58,820
18	\$ 53,140	\$ 58,590	\$ 59,590
19	\$ 53,860	\$ 59,310	\$ 60,310
20	\$ 54,540	\$ 59,990	\$ 60,990
21	N O S T A T E S T E P	\$ 60,090	\$ 61,090
22		\$ 60,340	\$ 61,340
23		\$ 60,590	\$ 61,590
24		\$ 60,840	\$ 61,840
25		\$ 61,090	\$ 62,090
26		\$ 61,340	\$ 62,340
27		\$ 61,590	\$ 62,590
28		\$ 61,840	\$ 62,840



Bowie Independent School District

EMPLOYMENT GROUP	BEGINNING	MAXIMUM
ADMINISTRATIVE/ PROFESSIONALS:		
COUNSELOR - HIGH SCHOOL (11-MONTH)	\$58,908	\$76,297
COUNSELOR - ELEM, INTER, JH (11-MONTH)	\$56,000	\$79,297
LIBRARIANS (10.5 MONTH)	\$52,244	\$71,067
DISTRICT COORDINATOR of CTE/DUAL CREDIT/CCMR (11-MONTH)	\$51,064	\$74,045
CAMPUS COORDINATOR OF STUDENT SERVICES	\$51,000	\$74,371
ATHLETIC DIRECTOR/HEAD FOOTBALL COACH	\$83,390	\$99,985
BAND DIRECTOR/FINE ARTS COORDINATOR	\$83,390	\$99,985
CAMPUS ADMINISTRATION		
PRINCIPAL - HIGH SCHOOL (12-MONTH)	\$87,072	\$101,332
PRINCIPAL - JUNIOR HIGH (12 MONTH)	\$74,936	\$91,639
PRINCIPAL - INTERMEDIATE (12-MONTH)	\$72,958	\$89,381
PRINCIPAL - ELEMENTARY (12-MONTH)	\$72,958	\$89,381
PRINCIPAL - ALTERNATIVE LEARNING (11-MONTH)	\$72,958	\$89,381
ASSISTANT PRINCIPAL - HIGH SCHOOL (11 MONTH)	\$63,924	\$77,950
ASSISTANT PRINCIPAL - JUNIOR HIGH (11 MONTH)	\$62,179	\$73,601
ASSISTANT PRINCIPAL - INTERMEDIATE (11 MONTH)	\$59,255	\$70,662
ASSISTANT PRINCIPAL - ELEMENTARY (11 MONTH)	\$59,255	\$70,662
CENTRAL INSTRUCTION-BUSINESS-TECHNOLOGY		
ASSISTANT SUPERINTENDENT	\$98,240	\$110,333
DIRECTOR OF CURRICULUM AND INSTRUCTION	\$83,390	\$99,985
STUDENT ACCOUNTING/PEIM'S (12-MONTH)	\$62,178	\$73,601
CHIEF FINANCIAL OFFICER (12-MONTH)	\$82,930	\$98,696
DIRECTOR OF SUPPORT SERVICES (12-MONTH)	\$77,566	\$99,496
DIRECTOR OF TECHNOLOGY SERVICES (12-MONTH)	\$72,499	\$88,570
LEAD NETWORK ADMINISTRATOR (12-MONTH)	\$72,499	\$88,570
INSTRUCTIONAL TECHNOLOGY COORDINATOR (11-MONTH)	\$62,178	\$73,601



Bowie Independent School District

2022-2023

INSTRUCTIONAL AIDE		
STEP (NOT YEARS EXPERIENCE)	ANNUAL	PROFESSIONAL ED ASST
0	16,744	17,244
1	17,076	17,576
2	17,399	17,899
3	17,744	18,244
4	18,098	18,598
5	18,460	18,960
6	18,829	19,329
7	19,172	19,672
8	19,522	20,022
9	19,914	20,414
10	20,243	20,743
11	20,577	21,077
12	20,917	21,417
13	21,186	21,686
14	21,414	21,914
15	21,612	22,112
16	21,831	22,331
17	22,053	22,553
18	22,277	22,777
19	22,390	22,890
20	22,553	23,053
21	22,716	23,216
22	22,878	23,378
23	23,040	23,540
24	23,203	23,703
25	23,366	23,866
26	23,529	24,029
27	23,691	24,191



Bowie Independent School District

EMPLOYMENT GROUP	BEGINNING	MAXIMUM
PARAPROFESSIONALS	ANNUAL	
PAYROLL / HR / ACCOUNTING (226 DAYS)	\$ 46,125	\$ 61,578
SECRETARY HIGH SCHOOL (226 DAYS)	\$ 28,888	\$ 41,329
PEIMS/SECRETARY JUNIOR HIGH (207 DAYS)	\$ 27,488	\$ 41,329
SUPPORT SERVICES SECRETARY (226 DAYS)	\$ 27,216	\$ 39,209
PEIMS HIGH SCHOOL (207 DAYS)	\$ 27,216	\$ 39,209
PEIMS/SECRETARY ELEMENTARY & INTERMEDIATE (207 DAYS)	\$ 27,216	\$ 39,209
CAMPUS RECEPTIONIST (197 DAYS)	\$ 22,197	\$ 32,905
LVN'S (184 DAYS)	\$ 27,216	\$ 39,209
NETWORK MANAGER (226 DAYS)	\$ 60,994	\$ 74,302
TECH SUPPORT (226 DAYS)	\$ 50,107	\$ 67,515



Bowie Independent School District

EMPLOYMENT GROUP	BEGINNING MRLY	MAXIMUM MRLY
AUXILIARY		
CHILD NUTRITION		
CAFETERIA SUPERVISOR (176 DAYS)	\$ 15.98	\$ 23.24
CAFETERIA MANAGER (176 DAYS)	\$ 12.75	\$ 19.89
FOOD SERVICE WORKER (176 DAYS)	\$ 10.00	\$ 15.51
CUSTODIAL		
CUSTODIAN SUPERVISOR (FULL TIME-252 DAYS)	\$ 14.65	\$ 22.75
CUSTODIAN MANAGER (FULL TIME-252-DAYS & PART TIME)	\$ 11.43	\$ 19.64
CUSTODIAN (FULL TIME-252-DAYS & PART TIME)	\$ 9.67	\$ 17.55
MAINTENANCE		
SUPERVISOR (EXEMPT)(260-DAYS ANNUAL RATE)	\$ 55,000	\$ 70,398
TRADE CERTIFIED (260-DAYS)	\$ 14.50	\$ 28.09
SKILLED WORKER (260 DAYS)	\$ 12.30	\$ 21.67
GENERAL MAINTENANCE (260 DAYS)	\$ 10.38	\$ 17.34
TRANSPORTATION		
SUPERVISOR (EXEMPT) (260-DAYS)	\$ 35,555	\$ 54,625
MECHANIC (260 DAYS)	\$ 17.01	\$ 25.65
ROUTE DRIVERS (175 DAYS)	\$ 15.79	\$ 19.84
HANDICAP DRIVER (175 DAYS)	\$ 19.04	\$ 23.26
EXTRA-CURRICULAR TRIPS / OTHERS	\$ 10.76	\$ 11.70



Bowie Independent School District

CO / EX-CURRICULAR / MISCELLANEOUS DUTIES STIPENDS	STIPEND Annual unless otherwise noted.
Girls Athletic Coordinator	5,000
Junior High Athletic Coordinator	3,000
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	2,250
High School Head Coach: Cross Country, Powerlifting, Track, Tennis, Golf	3,500
Asst High School: Cross Country, Powerlifting, Track, Tennis, Golf	2,000
Athletic Academic Coordinator	2,000
Junior High (All Sports)	3,000
Two-A-Days	2,000
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
Asst. Band Flags	3,500
H.S. Yearbook Sponsor	3,000
J.H. Yearbook Sponsor	1,000
H.S. UIL Coordinator	700
J. H. 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 Sponsor	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	3,000
Teacher Substitute - Non-degreed / Degreed /Degreed Certified/ Long-Term	70/80/100/110 per 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	25.00 per hour
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	400
National Junior Honor Society	375
National Honor Society	750
Campus Organization Stipend	750
ESSER/HB4545 Tutorial Stipend	3,000/2 hr a week 1,500/1 hr a week