

Pflugerville ISD
2025 - 2026 Organizational Leadership Compensation Plan

PAY GRADE	JOB TITLE	DAYS	MINIMUM	MIDPOINT	MAXIMUM	
OL2			Daily	\$256.70	\$302.00	\$347.30
	Liaison - Special Programs	227	226 days	\$58,014	\$68,252	\$78,490
	Specialist - Bond Project	226	227 days	\$58,271	\$68,554	\$78,837
	Specialist - Community Relations	226	237 days	\$60,838	\$71,574	\$82,310
	Specialist - Foundation Development	226				
	Specialist - Guest Educator or HR Auxiliary	226				
	Supervisor - Custodial or Grounds	237				
	Supervisor - Distribution Svcs	237				
	Supervisor - Transportation Field or Field/License Tester	227				
OL3			Daily	\$305.46	\$359.37	\$413.28
	Accountant Bond Fixed Asset, Campus Support, Fed Programs, Financial or Staff	226	226 days	\$69,034	\$81,218	\$93,401
	Specialist - Certification	226	237 days	\$72,394	\$85,171	\$97,947
	Specialist - Communications	226				
	Specialist - Legal Services	226				
	Specialist - PEIMS	226				
	Supervisor - HVAC, Maintenance Evening, Master Electric, or Master Plumber	237				
	Technician - Safety	226				
OL4			Daily	\$354.34	\$416.87	\$479.40
	Administrator - PEIMS	226	226 days	\$80,081	\$94,213	\$108,344
	Coordinator - Communications, Marketing or Public News Media	226	227 days	\$80,435	\$94,629	\$108,824
	Coordinator - Custodial, Facilities & Spec Project, or Warehouse	226	237 days	\$83,979	\$98,798	\$113,618
	Coordinator - Fire Safety Systems	237				
	Coordinator - Human Resources	226				
	Coordinator - HVAC	226				
	Coordinator - Instructional Materials	226				
	Coordinator - Procurement	226				
	Coordinator - Safety & Security	226				
	Manager - Operation System	227				
	Project Manager - Construction	226				
OL5			Daily	\$411.03	\$483.57	\$556.11
	Assistant Director - Budget, Account and Cash Mgmt or Facilities and Support Svcs	226	226 days	\$92,893	\$109,287	\$125,681
	Assistant Director - Construction or Maintenance	226				
	Assistant Director - Safety Security & EM	226				
	Project Manager - Safety and Security	226				
	Student/Employee Relations Officer	226				
OL6			Daily	\$464.47	\$546.43	\$628.39
	Director - Compliance or Operations	226	226 days	\$104,970	\$123,493	\$142,016
	Director - Construction, Fleet Services, or Procurement & Auxiliary Services	226				
	Director - Human Resources or Payroll	226				
	Director - Leadership Development	226				
	Director - School Improvement	226				
	Director - Student Affairs	226				
	Executive Director - Education Foundation	226				
OL7			Daily	\$527.69	\$606.54	\$685.39
	Executive Director - Accountability and Compliance	226	226 days	\$119,258	\$137,078	\$154,898
	Executive Director - CCMR	226				
	Executive Director - Curriculum & Instruction	226				
	Executive Director - Facilities and Support Services	226				
	Executive Director - Finance	226				
	Executive Director - Health and Safety	226				
	Executive Director - Human Resources	226				
	Executive Director - Special Education	226				
	Executive Director - Student Services	226				
OL8			Daily	\$633.23	\$727.85	\$822.47
	Asst Superintendent of Schools	226	226 days	\$143,110	\$164,494	\$185,878
	Chief Communications Officer	226				
OL9			Daily	\$710.09	\$800.64	\$891.19
	Chief Academic and Innovations Officer	226	226 days	\$160,480	\$180,945	\$201,409
	Chief Human Resources Officer or Chief Operations Officer	226				
	General Counsel	226				
OL10			Daily	\$816.60	\$920.74	\$1,024.88
	Chief of Staff or Chief Financial Officer	226	226 days	\$184,552	\$208,087	\$231,623