

Pflugerville ISD  
2025 - 2026 Clerical/Paraprofessional Compensation Plan

PAY GRADE	JOB TITLE	DAYS	MINIMUM	MIDPOINT	MAXIMUM	
<b>CP2</b>			<b>Hourly</b>	<b>\$17.25</b>	<b>\$20.53</b>	<b>\$23.81</b>
	Educational Associate - Clerical, Non-Specified, PE, or PreK	187	<b>187 days</b>	\$25,806	\$30,713	\$35,620
	Educational Associate - Intervention	187				
<b>CP3</b>			<b>Hourly</b>	<b>\$18.25</b>	<b>\$21.73</b>	<b>\$25.21</b>
	Administrative Assistant - Elementary or Campus Support/Special Education	197	<b>187 days</b>	\$27,302	\$32,508	\$37,714
	Administrative Assistant - High School	217	<b>197 days</b>	\$28,762	\$34,246	\$39,731
	Administrative Assistant - Middle School or Receptionist	197	<b>202 days</b>	\$29,492	\$35,116	\$40,739
	Administrative Assistant - Student Services	202	<b>217 days</b>	\$31,682	\$37,723	\$43,765
	Educational Associate - 504	187				
	Educational Associate - Career & College	197				
	Educational Associate - High School Credit Recovery	187				
	Parent Liaison	187				
	Special Education Brailist	187				
Specialist At Risk	187					
<b>CP4</b>			<b>Hourly</b>	<b>\$19.25</b>	<b>\$22.93</b>	<b>\$26.61</b>
	Educational Associate - Early Childhood Special Education (ECSE)/Pegasus/Phoenix	187	<b>187 days</b>	\$28,798	\$34,303	\$39,809
	Educational Associate - In-School Suspension (ISS)	187	<b>197 days</b>	\$30,338	\$36,138	\$41,937
	Educational Associate - Special Education Inclusion	187				
	Educational Associate - Speech	187				
	Security Officer	187				
Specialist - Middle School Student Records	197					
<b>CP5</b>			<b>Hourly</b>	<b>\$20.25</b>	<b>\$24.11</b>	<b>\$27.97</b>
	Accounting Associate - Athletics	202	<b>187 days</b>	\$30,294	\$36,069	\$41,843
	Accounting Associate - Fine Arts	207	<b>191 days</b>	\$30,942	\$36,840	\$42,738
	Accounting Specialist - Athletics	226	<b>197 days</b>	\$31,914	\$37,997	\$44,081
	Educational Associate - Librarian	191	<b>202 Days</b>	\$32,724	\$38,962	\$45,200
	Registrar - Middle School	207	<b>207 days</b>	\$33,534	\$39,926	\$46,318
	Registrar/Attendance - Elementary	207	<b>217 days</b>	\$35,154	\$41,855	\$48,556
	Specialist - Food Services Records	226	<b>221 days</b>	\$35,802	\$42,626	\$49,451
	Specialist - High School Student Records	197	<b>226 days</b>	\$36,612	\$43,591	\$50,570
	Sr. Administrative Associate - Community Relations	226				
	Sr. Administrative Associate - Elementary	221				
	Sr. Administrative Associate - PACE	217				
	Sr. Administrative Associate - Support Services	226				
Sr. Administrative Associate - Technology	207					
<b>CP6</b>			<b>Hourly</b>	<b>\$22.00</b>	<b>\$26.19</b>	<b>\$30.38</b>
	Accounting Associate - High School	226	<b>187 days</b>	\$32,912	\$39,180	\$45,448
	Administrative Associate - Accounts Payable	226	<b>217 days</b>	\$38,192	\$45,466	\$52,740
	Educational Associate - Autism Communications	187	<b>226 days</b>	\$39,776	\$47,352	\$54,927
	Educational Associate - Job Coach	187				
	Educational Associate - Functional Academics or Life Skills	187				
	Educational Associate - Spec Ed Social Communication Support (SCS)	187				
	Educational Associate - Spec Ed Behav or Visual Impaired	187				
	Executive Administrative Associate - High School	226				
	Registrar - High School or DAEP	217				
	Sr. Administrative Associate - DAEP	226				
	Sr. Administrative Associate - Department	226				
	Sr. Administrative Associate - Middle School	226				
<b>CP7</b>			<b>Hourly</b>	<b>\$24.75</b>	<b>\$29.47</b>	<b>\$34.19</b>
	Accounting Specialist - Career and Technical Education (CTE)	226	<b>197 days</b>	\$39,006	\$46,445	\$53,883
	Accounting Specialist - Transportation	227	<b>226 days</b>	\$44,748	\$53,282	\$61,816
	Accounts Payable Lead	226	<b>227 days</b>	\$44,946	\$53,518	\$62,089
	Buyer	226				
	Executive Administrative Associate - Department	226				
	Executive Administrative Associate - Transportation	227				
	Security Officer Lead	197				
	Specialist - Benefits/Leave, Human Resources, or Payroll	226				
	Specialist - Facilities Rent	226				
	Specialist - Federal and State Programs or SPED Accounting	226				
<b>CP8</b>			<b>Hourly</b>	<b>\$28.50</b>	<b>\$33.93</b>	<b>\$39.36</b>
	Accountant Assistant	226	<b>187 days</b>	\$42,636	\$50,759	\$58,883
	Certified Occupational Therapy Assistant	187	<b>189 days</b>	\$43,092	\$51,302	\$59,512
	Executive Administrative Associate - Cabinet	226	<b>226 days</b>	\$51,528	\$61,345	\$71,163
	Licensed Vocational Nurse	189				
	Physical Therapy Assistant	187				
	Senior Buyer	226				
	Specialist - Instructional Materials	226				
Specialist - Lead Human Resources or Lead Payroll	226					
Supervisor - Facilities Rental	226					
<b>CP9</b>			<b>Hourly</b>	<b>\$33.75</b>	<b>\$40.17</b>	<b>\$46.59</b>
	Executive Assistant - Board of Trustees or Superintendent	226	<b>226 days</b>	\$61,020	\$72,627	\$84,235

Future salaries cannot be predicted from this schedule.