



**Pflugherville ISD**  
**2026 - 2027 Organizational Leadership Compensation Plan**

| PAY GRADE   | JOB TITLE   | DAYS | MINIMUM         | MIDPOINT        | MAXIMUM         |                   |
|-------------|---|------|-----------------|-----------------|-----------------|-------------------|
| <b>OL2</b>  |   |      | <b>Daily</b>    | <b>\$256.70</b> | <b>\$302.00</b> | <b>\$347.30</b>   |
|             | Specialist - Bond Project   | 226  | <b>226 days</b> | \$58,014        | \$68,252        | \$78,490          |
|             | Specialist - Community Relations  | 226  | <b>237 days</b> | \$60,838        | \$71,574        | \$82,310          |
|             | Specialist - Early Learning   | 226  |                 |                 |                 |                   |
|             | Specialist - Foundation Development   | 226  |                 |                 |                 |                   |
|             | Specialist - Guest Educator or HR Auxiliary   | 226  |                 |                 |                 |                   |
|             | Supervisor - Custodial or Grounds   | 237  |                 |                 |                 |                   |
|             | Supervisor - Distribution Svcs  | 237  |                 |                 |                 |                   |
| <b>OL3</b>  |   |      | <b>Daily</b>    | <b>\$305.46</b> | <b>\$359.37</b> | <b>\$413.28</b>   |
|             | Accountant Bond Fixed Asset, Campus Support, Fed Programs, Financial or Staff       | 226  | <b>226 days</b> | \$69,034        | \$81,218        | \$93,401          |
|             | Specialist - Certification  | 226  | <b>227 days</b> | \$69,339        | \$81,577        | \$93,815          |
|             | Specialist - Communications   | 226  | <b>237 days</b> | \$72,394        | \$85,171        | \$97,947          |
|             | Specialist - Legal Services   | 226  |                 |                 |                 |                   |
|             | Specialist - PEIMS  | 226  |                 |                 |                 |                   |
|             | Supervisor - HVAC, Maintenance Evening, Master Electric, or Master Plumber          | 237  |                 |                 |                 |                   |
|             | Supervisor - Transportation Field   | 227  |                 |                 |                 |                   |
|             | Technician - Safety   | 226  |                 |                 |                 |                   |
| <b>OL4</b>  |   |      | <b>Daily</b>    | <b>\$354.34</b> | <b>\$416.87</b> | <b>\$479.40</b>   |
|             | Administrator - PEIMS   | 226  | <b>226 days</b> | \$80,081        | \$94,213        | \$108,344         |
|             | Coordinator - Marketing or Public News Media  | 226  | <b>227 days</b> | \$80,435        | \$94,629        | \$108,824         |
|             | Coordinator - Custodial, Facilities & Spec Project, Warehouse, or Energy Management | 226  | <b>237 days</b> | \$83,979        | \$98,798        | \$113,618         |
|             | Coordinator - Fire Safety Systems   | 237  |                 |                 |                 |                   |
|             | Coordinator - Human Resources & Payroll   | 226  |                 |                 |                 |                   |
|             | Coordinator - HVAC  | 226  |                 |                 |                 |                   |
|             | Coordinator - Instructional Materials   | 226  |                 |                 |                 |                   |
|             | Coordinator - Procurement   | 226  |                 |                 |                 |                   |
|             | Coordinator - Safety & Security   | 226  |                 |                 |                 |                   |
|             | Manager - Operation System  | 227  |                 |                 |                 |                   |
|             | Project Manager - Construction  | 226  |                 |                 |                 |                   |
| <b>OL5</b>  |   |      | <b>Daily</b>    | <b>\$411.03</b> | <b>\$483.57</b> | <b>\$556.11</b>   |
|             | Assistant Director - Budget, Account and Cash Mgmt or Facilities and Support Svcs   | 226  | <b>226 days</b> | \$92,893        | \$109,287       | \$125,681         |
|             | Assistant Director - Communications   | 226  |                 |                 |                 |                   |
|             | Assistant Director - Construction or Maintenance                                    | 226  |                 |                 |                 |                   |
|             | Assistant Director - Marketing  | 226  |                 |                 |                 |                   |
|             | Assistant Director - Safety Security & EM   | 226  |                 |                 |                 |                   |
|             | Project Manager - Safety and Security   | 226  |                 |                 |                 |                   |
|             | Student/Employee Relations Officer  | 226  |                 |                 |                 |                   |
| <b>OL6</b>  |   |      | <b>Daily</b>    | <b>\$464.47</b> | <b>\$546.43</b> | <b>\$628.39</b>   |
|             | Director - Construction, Fleet Services, or Procurement & Auxiliary Services        | 226  | <b>226 days</b> | \$104,970       | \$123,493       | \$142,016         |
|             | Director - Human Resources or Payroll   | 226  |                 |                 |                 |                   |
|             | Director - Leadership Development   | 226  |                 |                 |                 |                   |
|             | Director - Transportation Operations  | 226  |                 |                 |                 |                   |
|             | Director - School Improvement   | 226  |                 |                 |                 |                   |
|             | Director - Student Affairs  | 226  |                 |                 |                 |                   |
|             | Executive Director - Education Foundation   | 226  |                 |                 |                 |                   |
|             | Sr. Director - Transportation   | 226  |                 |                 |                 |                   |
| <b>OL7</b>  |   |      | <b>Daily</b>    | <b>\$527.69</b> | <b>\$606.54</b> | <b>\$685.39</b>   |
|             | Executive Director - Accountability and Compliance                                  | 226  | <b>226 days</b> | \$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  |                 |                 |                 |                   |
| <b>OL8</b>  |   |      | <b>Daily</b>    | <b>\$633.23</b> | <b>\$727.85</b> | <b>\$822.47</b>   |
|             | Asst Superintendent of Schools or Operations  | 226  | <b>226 days</b> | \$143,110       | \$164,494       | \$185,878         |
|             | Chief Communications Officer  | 226  |                 |                 |                 |                   |
| <b>OL9</b>  |   |      | <b>Daily</b>    | <b>\$710.09</b> | <b>\$800.64</b> | <b>\$891.19</b>   |
|             | Chief Human Resources Officer   | 226  | <b>226 days</b> | \$160,480       | \$180,945       | \$201,409         |
|             | Chief Operations Officer  | 226  |                 |                 |                 |                   |
|             | General Counsel   | 226  |                 |                 |                 |                   |
| <b>OL10</b> |   |      | <b>Daily</b>    | <b>\$816.60</b> | <b>\$920.74</b> | <b>\$1,024.88</b> |
|             | Chief of Staff  | 226  | <b>226 days</b> | \$184,552       | \$208,087       | \$231,623         |
|             | Chief Financial Officer   | 226  |                 |                 |                 |                   |
|             | Deputy Superintendent   | 226  |                 |                 |                 |                   |

Future salaries cannot be predicted from this schedule.