



Pflugerville ISD  
2026 - 2027 Auxiliary Compensation Plan

PAY GRADE	JOB TITLE	DAYS	MINIMUM	MIDPOINT	MAXIMUM	
<b>AX2</b>			<b>Hourly</b>	<b>\$17.25</b>	<b>\$20.53</b>	<b>\$23.81</b>
	Bus Driver-In-Training (6 hours/day)	180	176 days	\$6,072	\$7,227	\$8,381
	Bus Monitor (6 hours/day)	180	180 days	\$18,630	\$22,172	\$25,715
	Crossing Guard (2 hours/day)	176	237 days	\$32,706	\$38,925	\$45,144
	Custodian Day	237				
<b>AX3</b>			<b>Hourly</b>	<b>\$18.25</b>	<b>\$21.72</b>	<b>\$25.19</b>
	Custodian Night	237	237 days	\$34,602	\$41,181	\$47,760
<b>AX4</b>			<b>Hourly</b>	<b>\$19.75</b>	<b>\$23.50</b>	<b>\$27.25</b>
	Custodian Lead - Elementary	237	226 days	\$35,708	\$42,488	\$49,268
	Maintenance - Grounds	237	237 days	\$37,446	\$44,556	\$51,666
	Technician - Copy Center	226				
<b>AX5</b>			<b>Hourly</b>	<b>\$21.25</b>	<b>\$25.30</b>	<b>\$29.35</b>
	Apprentice - Locksmith	237	180 days	\$30,600	\$36,432	\$42,264
	Bus Driver - Non CDL	180	237 days	\$40,290	\$47,969	\$55,648
	Custodian Lead - Middle School	237				
	Painter	237				
	Specialist - Inventory Control/Copy	237				
	Technician - Maintenance* or Preventative Maintenance	237				
	<i>*\$2.00 Differential for Evening Shift</i>					
<b>AX6</b>			<b>Hourly</b>	<b>\$23.25</b>	<b>\$27.68</b>	<b>\$32.11</b>
	Custodian Lead - High School	237	226 days	\$42,036	\$50,045	\$58,055
	Design and Pre-Press Operator	226	237 days	\$44,082	\$52,481	\$60,881
	Specialist - Inventory Control Lead	237				
	Technician - Irrigation	237				
<b>AX7</b>			<b>Hourly</b>	<b>\$26.25</b>	<b>\$31.24</b>	<b>\$36.23</b>
	Apprentice - Electrician or Plumber	237	226 days	\$47,460	\$56,482	\$65,504
	Driver - Lead Cover	227	227 days	\$47,670	\$56,732	\$65,794
	Journeyman Special Projects	237	237 days	\$49,770	\$59,231	\$68,692
	Mechanic - Small Engine	237				
	Specialist - Transportation Audio Video	227				
	Specialist - Transportation Routing	227				
	Technician - Copy Center Lead	226				
	Technician - Preventative Maintenance Sr.	237				
	Trainer/Lead - Transportation	227				
	Transportation Dispatcher	227				
<b>AX8</b>			<b>Hourly</b>	<b>\$28.45</b>	<b>\$33.87</b>	<b>\$39.29</b>
	Field Trip Coordinator	227	227 days	\$51,665	\$61,508	\$71,351
	Lead Trainer - Transportation	227	237 days	\$53,941	\$64,218	\$74,494
	Locksmith Backflow Tester	237				
	Specialist - Compliance	227				
	Specialist - Staffing Custodial	237				
	Specialist - Staffing Transportation	227				
	Technician - HVAC or Refrigeration	237				
	Technician - Special Systems	237				
<b>AX9</b>			<b>Hourly</b>	<b>\$30.95</b>	<b>\$36.84</b>	<b>\$42.73</b>
	Journeyman - Electrician or Plumber *	237	226 days	\$55,958	\$66,607	\$77,256
	Lead Transportation Dispatcher	227	227 days	\$56,205	\$66,901	\$77,598
	Mechanic - Transportation	227	237 days	\$58,681	\$69,849	\$81,016
	Specialist - Facilities & Utility Analyst	226				
	Specialist - Service Center	237				
	Sr. Technician - HVAC	237				
	Supervisor Maintenance Locksmith and Afterhours Emergency	237				
	Technician - Lead Special Systems	237				
	<i>*\$2.00 Differential for Evening Shift</i>					
<b>AX10</b>			<b>Hourly</b>	<b>\$35.75</b>	<b>\$42.55</b>	<b>\$49.35</b>
	Lead Mechanic	227	227 days	\$64,922	\$77,271	\$89,620
	Master - Electrician or Plumber	237	237 days	\$67,782	\$80,675	\$93,568
<b>BD</b>			<b>Hourly</b>	<b>\$23.75</b>	<b>\$28.28</b>	<b>\$32.81</b>
	Bus Driver (6 hour/day)	180	180 days	\$25,650	\$30,542	\$35,435

Future salaries cannot be predicted from this schedule.