



Pflugerville ISD
2026 - 2027 Clerical/Paraprofessional Compensation Plan

PAY GRADE	JOB TITLE	DAYS	MINIMUM	MIDPOINT	MAXIMUM	
CP2			Hourly	\$17.25	\$20.53	\$23.81
	Educational Associate - Clerical, Non-Specified, PE, or PreK	187	187 Days	\$25,806	\$30,713	\$35,620
	Educational Associate - Intervention	187				
CP3			Hourly	\$18.25	\$21.73	\$25.21
	Administrative Assistant - Elementary or Campus Support/Special Education	197	187 days	\$27,302	\$32,508	\$37,714
	Administrative Assistant - High School	217	197 days	\$28,762	\$34,246	\$39,731
	Administrative Assistant - Middle School or Receptionist	197	202 days	\$29,492	\$35,116	\$40,739
	Administrative Assistant - Student Services	202	217 days	\$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				
CP4			Hourly	\$19.25	\$22.93	\$26.61
	Educational Associate - Early Childhood Special Education (ECSE)/Pegasus/Phoenix	187	187 days	\$28,798	\$34,303	\$39,809
	Educational Associate - In-School Suspension (ISS)	187	197 days	\$30,338	\$36,138	\$41,937
	Educational Associate - Special Education Inclusion	187				
	Educational Associate - Speech	187				
	School Safety Monitor	187				
	Lead Childcare Associate	197				
	Specialist - Middle School Student Records	197				
CP5			Hourly	\$20.25	\$24.11	\$27.97
	Accounting Associate - Athletics	202	191 days	\$30,942	\$36,840	\$42,738
	Accounting Associate - Fine Arts	207	197 days	\$31,914	\$37,997	\$44,081
	Educational Associate - Librarian	191	202 Days	\$32,724	\$38,962	\$45,200
	Registrar - Middle School	207	207 days	\$33,534	\$39,926	\$46,318
	Registrar/Attendance - Elementary	207	217 days	\$35,154	\$41,855	\$48,556
	Specialist - Food Services Records	226	221 days	\$35,802	\$42,626	\$49,451
	Specialist - Project Hope Attendance	226	226 days	\$36,612	\$43,591	\$50,570
	Specialist - High School Student Records	197				
	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				
CP6			Hourly	\$22.00	\$26.19	\$30.38
	Accounting Associate - High School	226	187 days	\$32,912	\$39,180	\$45,448
	Accounting Specialist - Athletics	226	217 days	\$38,192	\$45,466	\$52,740
	Administrative Associate - Accounts Payable	226	226 days	\$39,776	\$47,352	\$54,927
	Educational Associate - Autism Communications	187				
	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, DAEP, or PACE	217				
	Specialist - Accounting Athletics	226				
	Sr. Administrative Associate - DAEP	226				
	Sr. Administrative Associate - Department	226				
	Sr. Administrative Associate - Middle School	226				
CP7			Hourly	\$24.75	\$29.47	\$34.19
	Accounting Specialist - Career and Technical Education (CTE)	226	226 days	\$44,748	\$53,282	\$61,816
	Accounts Payable Lead	226	227 days	\$44,946	\$53,518	\$62,089
	Buyer	226				
	Executive Administrative Associate - Department	226				
	Executive Administrative Associate - Transportation	227				
	Specialist - Benefits/Leave, Human Resources, or Payroll	226				
	Specialist - Facilities Rent	226				
	Specialist - Federal and State Programs or SPED Accounting	226				
CP8			Hourly	\$28.50	\$33.93	\$39.36
	Accountant Assistant	226	187 days	\$42,636	\$50,759	\$58,883
	Certified Occupational Therapy Assistant	187	189 days	\$43,092	\$51,302	\$59,512
	Executive Administrative Associate - Cabinet/Chief	226	197 days	\$44,916	\$53,474	\$62,031
	Licensed Vocational Nurse	189	226 days	\$51,528	\$61,345	\$71,163
	Physical Therapy Assistant	187				
	Senior Buyer	226				
	Specialist - Instructional Materials	226				
	Specialist - Lead Human Resources or Lead Payroll	226				
	Specialist - Safety	197				
	Supervisor - Facilities Rental	226				
CP9			Hourly	\$33.75	\$40.17	\$46.59
	Executive Assistant - Board of Trustees or Superintendent	226	226 days	\$61,020	\$72,627	\$84,235

Future salaries cannot be predicted from this schedule.