

Proposed Communications Pay Scale 2019-2020

TITLE	Communications Specialist											
LEVEL	TRAINEE	CS-1/PT-1	CS-2	CS-3/PT-2	CS-4	CS-5	CS-6	CS-7	CS-8	CS-9	CS-10	CS-M
Hourly	\$17.00	\$17.20	\$17.90	\$18.60	\$19.30	\$20.00	\$20.75	\$21.55	\$22.35	\$23.15	\$23.95	CS-10 Plus Merit
Monthly	\$2,947	\$2,981	\$3,103	\$3,224	\$3,345	\$3,467	\$3,597	\$3,735	\$3,874	\$4,013	\$4,151	
Annually	\$35,360	\$35,776	\$37,232	\$38,688	\$40,144	\$41,600	\$43,160	\$44,824	\$46,488	\$48,152	\$49,816	

Requirements for Advancement*	Successful Completion of Hiring Process	Successful Completion of Training Program	Minimum 12 months of experience at the CS-1 level & Basic TCOLE License	Minimum 12 months of experience at the CS-2 level	Minimum 12 months of experience at the CS-3 level & Intermediate TCOLE License	Minimum 12 months of experience at the CS-4 level	Minimum 12 months of experience at the CS-5 level & Advanced TCOLE License	Minimum 12 months of experience at the CS-6 level	Minimum 12 months of experience at the CS-7 level	Minimum 12 months of experience at the CS-8 level	Minimum 12 months of experience at the CS-9 level & Master TCOLE License	Minimum 12 months of experience at the CS-10
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TITLE	Communications Supervisor			
LEVEL	SUP-1	SUP-2	SUP-3	SUP-M
Hourly	\$24.70	\$26.20	\$27.70	SUP-3 Plus Merit
Monthly	\$4,281	\$4,541	\$4,801	
Annually	\$51,376	\$54,496	\$57,616	

Requirements for Advancement*	Intermediate TCOLE License & Appointment by Executive Director	Minimum 18 months of experience at the SUP-1 level & Advanced TCOLE License	Minimum 18 months of experience at the SUP-2 level	Minimum 18 months of experience at the SUP-3 level & Master TCOLE License
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* In addition to meeting the minimum months of service requirements, all advancements require a positive performance evaluation from the employee's Supervisor who will make a recommendation to the Executive Director. Part time employees with a Basic TCOLE License will be paid at the CS-1 level (or CS-3 level with an Intermediate License or higher). An employee may be denied advancement and may be reduced to a lower pay level upon sufficient grounds to indicate a failure to maintain a proper level of performance, attendance, or any other violation of established policies and procedures. Final approval for advancement rests with the Executive Director.

Additional stipends are paid to individuals that act as Trainers, work evening or night shift, serve as Team Leaders, or speak a second language. The District will also provide an annual longevity incentive for each year of service worked as well as an opportunity for an additional incentive payment based on good attendance.



Proposed Effective Date: 10/01/19