

Youth Development Coach (Coach) Career Ladder: Pay Levels and Service Substitutions	Effective Date: 6/7/19
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	Replaces: Appendix D, 10/1/16

COACH I – V Career Ladder					
Title	Salary Group	Pay Level	Monthly Pay	ERS Retiree Monthly Pay ⁷	Months of Coach Service ¹
Coach I	A09	1	\$2,626.02	\$2,561.98	0 – 2 Months
Coach II	A11	2	\$2,779.86	\$2,712.06	3 – 8 Months
Coach III	A13	3	\$2,941.96	\$2,870.21	9 – 14 Months
Coach III	A13	4	\$3,109.55	\$3,033.71	15 – 29 Months
Coach IV	A14	5	\$3,199.57	\$3,121.54	30 – 41 Months
Coach IV	A14	6	\$3,291.74	\$3,211.46	42 – 53 Months
Coach IV	A14	7	\$3,391.02	\$3,308.32	54 – 89 Months
Coach IV	A14	8	\$3,494.95	\$3,409.71	90-102 Months
Coach V	A16	9	\$3,587.45	\$3,497.76	103+ Months

Service Substitutions for Coach Career Ladder (Applicable upon Hire or Rehire)		
Substitution Description	Coach I – IV Pay Level at Hire	Months of Service Substitution
Associate's Degree or 60 College Hours ²	Coach II, Pay Level 2	2 Months
TCOLE Jailer License – Current or Prior ⁴	Coach II, Pay Level 2	2 Months
Bachelor's Degree ²	Coach III, Pay Level 4	15 Months
Military Service – Two Years ³	Coach III, Pay Level 4	15 Months
TCOLE Peace Officer License – Current or Prior ⁴	Coach III, Pay Level 4	15 Months
Juvenile Justice Experience ^{5 & 6}		
<ul style="list-style-type: none"> 12 – 36 months within past three years (separated 36 months or less) 	Coach III, Pay Level 3 through Coach IV, Pay Level 5	12 – 36 Months
<ul style="list-style-type: none"> 24 – 29 months within past five years (separated more than 36 months but less than 60 months) 	Coach III, Pay Level 4 through Coach IV, Pay Level 5	24 – 29 Months
<ul style="list-style-type: none"> 48 months minimum in lifetime career (separated 60+ months) 	Coach III, Pay Level 4	15 Months
Correctional Officer Experience at Adult Correctional Facility ⁶		
<ul style="list-style-type: none"> 48 months minimum in lifetime career 	Coach III, Pay Level 4	15 Months

¹ For newly-hired coaches with no career ladder placement substitutions. Part-time coaches will receive credit for coach tenure on a proportional basis (e.g. two months of part-time service will equal one month of full-time service).

² From an institution of higher education accredited by the Council for Higher Education Accreditation (CHEA).

³ Must have been released under honorable conditions or be a current member of a reserve component of the Uniformed Services but not on active duty unless on terminal leave.

⁴ Must never have been required to surrender license or had license suspended or revoked by TCOLE.

⁵ Includes coach, juvenile detention officer or equivalent, youth care worker at juvenile residential treatment center, or direct supervisor for any of these positions.

⁶ All months of experience substituting for current coach service months must have been continuous months of active service with one employer. Only the most recent period of employment in the applicable position(s) with the applicable employer is considered. Only full months of employment are considered.

⁷ This column applies only to ERS retirees who have returned to work and to employees who are not contributing members to ERS.