

2023-24 Critical Shortage Compensation Adjustment (CSCA) Scale Qualification Factor 2

Transportation			
Position Title	Job Code	Grade	Factor
On-Call Bus Driver	5879	19	1.25
Bus Driver	5882	19	1.25
Dispatch Technician I	5280	21	1.15
Transportation Excursion Tech I	5875	21	1.15
BTW Instructor/Evaluator	5877	21	1.15
Transportation Opening Coordinator	5905	22	1.1
Transportation Training Coordinator	5910	22	1.1
Transportation Special Ed Technician	5907	23	1.05

Qualification Factor 2

Retroactively Effective 7/2023

CSCA - Schedule A-Qualification Factor 2 (Transportation)																			
Grade	% increase	Minimum								Midpoint								Maximum	
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
23	1.05	\$25.92	\$26.67	\$27.44	\$28.25	\$29.05	\$29.84	\$30.68	\$31.59	\$32.51	\$33.44	\$34.40	\$35.37	\$36.37	\$37.42	\$38.46	\$39.56	\$40.71	\$41.85
22	1.1	\$25.03	\$25.74	\$26.47	\$27.18	\$28.00	\$28.78	\$29.61	\$30.46	\$31.31	\$32.19	\$33.12	\$34.08	\$35.07	\$36.06	\$37.09	\$38.13	\$39.24	\$40.35
21	1.15	\$24.08	\$24.76	\$25.47	\$26.17	\$26.93	\$27.69	\$28.44	\$29.30	\$30.11	\$30.98	\$31.87	\$32.75	\$33.67	\$34.64	\$35.66	\$36.70	\$37.74	\$38.82
20	1.2	\$23.09	\$23.76	\$24.42	\$25.12	\$25.85	\$26.59	\$27.31	\$28.13	\$28.91	\$29.74	\$30.60	\$31.51	\$32.35	\$33.31	\$34.24	\$35.20	\$36.22	\$37.25
19	1.25	\$22.13	\$22.75	\$23.40	\$24.10	\$24.79	\$25.48	\$26.20	\$26.95	\$27.75	\$28.49	\$29.33	\$30.13	\$30.99	\$31.88	\$32.84	\$33.73	\$34.71	\$35.69
18	1.25	\$20.38	\$20.95	\$21.55	\$22.13	\$22.76	\$23.44	\$24.11	\$24.80	\$25.50	\$26.24	\$26.99	\$27.76	\$28.51	\$29.36	\$30.19	\$31.05	\$31.93	\$32.84
17	1.25	\$18.75	\$19.29	\$19.83	\$20.38	\$21.00	\$21.58	\$22.15	\$22.80	\$23.48	\$24.14	\$24.83	\$25.53	\$26.26	\$27.01	\$27.79	\$28.53	\$29.35	\$30.21
16	1.25	\$17.81	\$18.31	\$18.84	\$19.34	\$19.86	\$20.44	\$21.04	\$21.63	\$22.21	\$22.91	\$23.55	\$24.20	\$24.89	\$25.58	\$26.34	\$27.08	\$27.86	\$28.65
15	1.25	\$16.39	\$16.84	\$17.33	\$17.81	\$18.31	\$18.85	\$19.36	\$19.90	\$20.48	\$21.08	\$21.65	\$22.29	\$22.95	\$23.59	\$24.23	\$24.95	\$25.65	\$26.39
14	1.25	\$15.04	\$15.46	\$15.90	\$16.38	\$16.83	\$17.33	\$17.81	\$18.33	\$18.86	\$19.38	\$19.90	\$20.48	\$21.08	\$21.65	\$22.29	\$22.95	\$23.60	\$24.29
13	1.25	\$13.86	\$14.26	\$14.66	\$15.08	\$15.48	\$15.94	\$16.39	\$16.85	\$17.35	\$17.84	\$18.34	\$18.88	\$19.39	\$19.91	\$20.50	\$21.09	\$21.68	\$22.29

Qualification Factor 2

CSCA - Schedule B - Qualification Factor 2 (Transportation)																			
Grade	% increase	Minimum		Minimum		Step 5	Step 6	Step 7	Step 8	Midpoint				Step 12	Step 13	Step 14	Step 15	Step 16	Maximum
		Step 1	Step 2	Step 3	Step 4					Step 9	Step 10	Step 11	Step 12						Step 18
23	1.05	\$30.72	\$31.59	\$32.50	\$33.41	\$34.39	\$35.35	\$36.36	\$37.39	\$38.48	\$39.60	\$40.72	\$41.86	\$43.10	\$44.30	\$45.57	\$46.89	\$48.24	\$49.60
22	1.1	\$29.63	\$30.47	\$31.34	\$32.24	\$33.12	\$34.07	\$35.04	\$36.09	\$37.06	\$38.13	\$39.22	\$40.36	\$41.50	\$42.68	\$43.90	\$45.19	\$46.48	\$47.80
21	1.15	\$28.49	\$29.29	\$30.14	\$31.00	\$31.88	\$32.80	\$33.72	\$34.70	\$35.68	\$36.67	\$37.74	\$38.79	\$39.88	\$41.06	\$42.23	\$43.44	\$44.68	\$45.95
20	1.2	\$27.36	\$28.15	\$28.93	\$29.76	\$30.58	\$31.46	\$32.38	\$33.30	\$34.25	\$35.22	\$36.23	\$37.26	\$38.34	\$39.43	\$40.57	\$41.70	\$42.89	\$44.12
19	1.25	\$26.23	\$26.98	\$27.74	\$28.53	\$29.34	\$30.19	\$31.01	\$31.91	\$32.83	\$33.76	\$34.71	\$35.69	\$36.70	\$37.76	\$38.83	\$39.96	\$41.13	\$42.28
18	1.25	\$24.10	\$24.78	\$25.49	\$26.20	\$27.00	\$27.75	\$28.54	\$29.36	\$30.21	\$31.05	\$31.93	\$32.86	\$33.79	\$34.74	\$35.76	\$36.78	\$37.80	\$38.88
17	1.25	\$22.19	\$22.81	\$23.45	\$24.14	\$24.84	\$25.53	\$26.24	\$27.01	\$27.79	\$28.58	\$29.39	\$30.24	\$31.09	\$31.98	\$32.88	\$33.84	\$34.78	\$35.79
16	1.25	\$21.08	\$21.66	\$22.29	\$22.91	\$23.51	\$24.20	\$24.89	\$25.60	\$26.35	\$27.11	\$27.89	\$28.64	\$29.46	\$30.31	\$31.19	\$32.06	\$32.98	\$33.91
15	1.25	\$19.38	\$19.93	\$20.49	\$21.09	\$21.68	\$22.30	\$22.93	\$23.54	\$24.24	\$24.94	\$25.64	\$26.39	\$27.16	\$27.91	\$28.73	\$29.55	\$30.36	\$31.24
14	1.25	\$17.80	\$18.31	\$18.83	\$19.36	\$19.93	\$20.49	\$21.09	\$21.68	\$22.30	\$22.94	\$23.59	\$24.24	\$24.94	\$25.64	\$26.39	\$27.16	\$27.95	\$28.74
13	1.25	\$16.38	\$16.85	\$17.34	\$17.84	\$18.34	\$18.86	\$19.40	\$19.95	\$20.56	\$21.11	\$21.70	\$22.31	\$22.95	\$23.60	\$24.25	\$24.95	\$25.64	\$26.38

PLEASE NOTE, IF YOU ARE A CURRENT ESP EMPLOYEE IN A CRITICAL SHORTAGE COMPENSATION ADJUSTMENT (CSCA) POSITION IN ONE OF THE FOLLOWING DEPARTMENTS 1) TRANSPORTATION 2) HOUSEKEEPING OR 3) NUTRITION SERVICES AND ARE APPLYING TO A POSITION THAT IS A NON-CSCA POSITION, YOUR SALARY PLACEMENT WILL BE DETERMINED FROM THE BASE SALARY SCHEDULE FOR ESP EMPLOYEES