

## 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

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	\$22.90	\$23.56	\$24.23	\$24.95	\$25.66	\$26.37	\$27.10	\$27.91	\$28.72	\$29.55	\$30.39	\$31.25	\$32.13	\$33.05	\$33.98	\$34.95	\$35.96	\$36.97
22	1.1	\$22.11	\$22.74	\$23.38	\$24.01	\$24.73	\$25.42	\$26.16	\$26.91	\$27.65	\$28.44	\$29.26	\$30.11	\$30.98	\$31.86	\$32.77	\$33.68	\$34.66	\$35.64
21	1.15	\$21.28	\$21.87	\$22.51	\$23.13	\$23.79	\$24.46	\$25.13	\$25.89	\$26.60	\$27.37	\$28.15	\$28.93	\$29.75	\$30.60	\$31.50	\$32.42	\$33.34	\$34.29
20	1.2	\$20.40	\$20.99	\$21.58	\$22.19	\$22.84	\$23.50	\$24.13	\$24.85	\$25.54	\$26.27	\$27.04	\$27.84	\$28.58	\$29.42	\$30.24	\$31.09	\$31.99	\$32.90
19	1.25	\$19.55	\$20.10	\$20.68	\$21.29	\$21.90	\$22.50	\$23.15	\$23.81	\$24.51	\$25.16	\$25.90	\$26.61	\$27.38	\$28.16	\$29.01	\$29.79	\$30.66	\$31.53
18	1.25	\$18.00	\$18.51	\$19.04	\$19.55	\$20.11	\$20.70	\$21.30	\$21.91	\$22.53	\$23.18	\$23.84	\$24.53	\$25.19	\$25.94	\$26.66	\$27.43	\$28.20	\$29.01
17	1.25	\$16.56	\$17.04	\$17.51	\$18.00	\$18.55	\$19.06	\$19.56	\$20.14	\$20.74	\$21.33	\$21.93	\$22.55	\$23.20	\$23.86	\$24.55	\$25.20	\$25.93	\$26.69
16	1.25	\$15.74	\$16.18	\$16.64	\$17.09	\$17.55	\$18.05	\$18.59	\$19.10	\$19.63	\$20.24	\$20.80	\$21.38	\$21.99	\$22.59	\$23.26	\$23.91	\$24.61	\$25.31
15	1.25	\$14.48	\$14.88	\$15.30	\$15.74	\$16.18	\$16.65	\$17.10	\$17.58	\$18.09	\$18.61	\$19.13	\$19.69	\$20.28	\$20.84	\$21.40	\$22.04	\$22.66	\$23.31
14	1.25	\$13.29	\$13.66	\$14.05	\$14.46	\$14.86	\$15.30	\$15.74	\$16.19	\$16.66	\$17.11	\$17.58	\$18.09	\$18.61	\$19.13	\$19.69	\$20.28	\$20.85	\$21.45
13	1.25	\$12.25	\$12.60	\$12.95	\$13.31	\$13.68	\$14.08	\$14.48	\$14.89	\$15.33	\$15.76	\$16.20	\$16.68	\$17.13	\$17.59	\$18.11	\$18.63	\$19.15	\$19.69

### Qualification Factor 2

CSCA - Schedule B - Qualification Factor 2 (Transportation)																			
Grade	% increase	Minimum		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	\$27.14	\$27.91	\$28.71	\$29.52	\$30.38	\$31.23	\$32.12	\$33.03	\$34.00	\$34.98	\$35.97	\$36.98	\$38.07	\$39.13	\$40.26	\$41.42	\$42.61	\$43.82
22	1.1	\$26.18	\$26.92	\$27.69	\$28.48	\$29.26	\$30.10	\$30.95	\$31.88	\$32.74	\$33.68	\$34.64	\$35.65	\$36.66	\$37.71	\$38.79	\$39.92	\$41.05	\$42.22
21	1.15	\$25.16	\$25.88	\$26.62	\$27.39	\$28.16	\$28.97	\$29.79	\$30.65	\$31.52	\$32.40	\$33.34	\$34.27	\$35.24	\$36.27	\$37.31	\$38.38	\$39.47	\$40.60
20	1.2	\$24.17	\$24.86	\$25.56	\$26.29	\$27.01	\$27.79	\$28.60	\$29.41	\$30.25	\$31.12	\$32.00	\$32.92	\$33.86	\$34.84	\$35.84	\$36.84	\$37.88	\$38.98
19	1.25	\$23.16	\$23.83	\$24.50	\$25.20	\$25.91	\$26.66	\$27.40	\$28.19	\$29.00	\$29.83	\$30.66	\$31.53	\$32.43	\$33.36	\$34.30	\$35.30	\$36.33	\$37.35
18	1.25	\$21.29	\$21.89	\$22.51	\$23.15	\$23.85	\$24.51	\$25.21	\$25.94	\$26.69	\$27.43	\$28.20	\$29.03	\$29.85	\$30.69	\$31.59	\$32.49	\$33.39	\$34.34
17	1.25	\$19.60	\$20.15	\$20.71	\$21.33	\$21.94	\$22.55	\$23.18	\$23.86	\$24.55	\$25.24	\$25.96	\$26.71	\$27.46	\$28.25	\$29.04	\$29.89	\$30.73	\$31.61
16	1.25	\$18.61	\$19.14	\$19.69	\$20.24	\$20.78	\$21.38	\$21.99	\$22.61	\$23.28	\$23.95	\$24.64	\$25.30	\$26.03	\$26.78	\$27.55	\$28.33	\$29.13	\$29.96
15	1.25	\$17.11	\$17.60	\$18.10	\$18.63	\$19.15	\$19.70	\$20.25	\$20.79	\$21.41	\$22.03	\$22.65	\$23.31	\$24.00	\$24.66	\$25.38	\$26.10	\$26.83	\$27.60
14	1.25	\$15.73	\$16.18	\$16.63	\$17.10	\$17.60	\$18.10	\$18.63	\$19.15	\$19.70	\$20.26	\$20.84	\$21.41	\$22.03	\$22.65	\$23.31	\$24.00	\$24.69	\$25.39
13	1.25	\$14.46	\$14.89	\$15.31	\$15.76	\$16.20	\$16.66	\$17.14	\$17.63	\$18.16	\$18.65	\$19.18	\$19.71	\$20.28	\$20.85	\$21.43	\$22.04	\$22.65	\$23.30

\*\*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\*\*