

2024-25 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 7/2024

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	\$26.44	\$27.20	\$27.99	\$28.81	\$29.63	\$30.44	\$31.29	\$32.23	\$33.16	\$34.11	\$35.09	\$36.08	\$37.10	\$38.17	\$39.23	\$40.36	\$41.52	\$42.69	
22	1.1	\$25.53	\$26.25	\$27.00	\$27.72	\$28.55	\$29.35	\$30.20	\$31.07	\$31.93	\$32.83	\$33.78	\$34.76	\$35.77	\$36.78	\$37.83	\$38.89	\$40.02	\$41.15	
21	1.15	\$24.56	\$25.25	\$25.98	\$26.70	\$27.47	\$28.25	\$29.01	\$29.89	\$30.71	\$31.60	\$32.50	\$33.41	\$34.35	\$35.33	\$36.37	\$37.43	\$38.50	\$39.60	
20	1.2	\$23.55	\$24.24	\$24.91	\$25.62	\$26.36	\$27.12	\$27.86	\$28.69	\$29.49	\$30.33	\$31.21	\$32.14	\$33.00	\$33.98	\$34.92	\$35.90	\$36.94	\$37.99	
19	1.25	\$22.57	\$23.21	\$23.87	\$24.58	\$25.28	\$25.98	\$26.72	\$27.49	\$28.31	\$29.06	\$29.91	\$30.73	\$31.61	\$32.51	\$33.49	\$34.40	\$35.41	\$36.40	
18	1.25	\$20.78	\$21.37	\$21.98	\$22.57	\$23.22	\$23.91	\$24.59	\$25.30	\$26.01	\$26.76	\$27.53	\$28.32	\$29.08	\$29.95	\$30.79	\$31.67	\$32.56	\$33.49	
17	1.25	\$19.13	\$19.67	\$20.22	\$20.78	\$21.42	\$22.01	\$22.59	\$23.26	\$23.94	\$24.62	\$25.32	\$26.04	\$26.79	\$27.55	\$28.34	\$29.10	\$29.94	\$30.82	
16	1.25	\$18.17	\$18.68	\$19.21	\$19.72	\$20.26	\$20.85	\$21.46	\$22.06	\$22.66	\$23.37	\$24.02	\$24.68	\$25.39	\$26.09	\$26.86	\$27.62	\$28.42	\$29.22	
15	1.25	\$16.72	\$17.17	\$17.67	\$18.17	\$18.68	\$19.23	\$19.75	\$20.30	\$20.88	\$21.50	\$22.08	\$22.73	\$23.41	\$24.06	\$24.71	\$25.45	\$26.16	\$26.92	
14	1.25	\$15.34	\$15.77	\$16.22	\$16.70	\$17.16	\$17.67	\$18.17	\$18.69	\$19.24	\$19.76	\$20.30	\$20.88	\$21.50	\$22.08	\$22.73	\$23.41	\$24.07	\$24.77	
13	1.25	\$14.14	\$14.55	\$14.96	\$15.38	\$15.78	\$16.26	\$16.72	\$17.19	\$17.70	\$18.19	\$18.70	\$19.25	\$19.78	\$20.31	\$20.91	\$21.51	\$22.11	\$22.73	

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	\$31.34	\$32.22	\$33.15	\$34.08	\$35.08	\$36.06	\$37.09	\$38.14	\$39.25	\$40.38	\$41.54	\$42.70	\$43.96	\$45.18	\$46.48	\$47.83	\$49.20	\$50.59
22	1.1	\$30.23	\$31.08	\$31.97	\$32.89	\$33.78	\$34.75	\$35.74	\$36.82	\$37.80	\$38.89	\$40.00	\$41.16	\$42.33	\$43.54	\$44.78	\$46.09	\$47.41	\$48.75
21	1.15	\$29.06	\$29.88	\$30.74	\$31.63	\$32.51	\$33.45	\$34.40	\$35.39	\$36.40	\$37.41	\$38.50	\$39.56	\$40.68	\$41.87	\$43.07	\$44.31	\$45.57	\$46.87
20	1.2	\$27.91	\$28.72	\$29.51	\$30.36	\$31.19	\$32.09	\$33.02	\$33.97	\$34.93	\$35.93	\$36.95	\$38.00	\$39.11	\$40.22	\$41.39	\$42.54	\$43.74	\$45.01
19	1.25	\$26.75	\$27.51	\$28.29	\$29.10	\$29.93	\$30.79	\$31.64	\$32.55	\$33.49	\$34.44	\$35.41	\$36.40	\$37.44	\$38.51	\$39.60	\$40.76	\$41.95	\$43.13
18	1.25	\$24.59	\$25.28	\$26.00	\$26.73	\$27.54	\$28.30	\$29.11	\$29.95	\$30.81	\$31.68	\$32.56	\$33.53	\$34.46	\$35.44	\$36.48	\$37.51	\$38.55	\$39.65
17	1.25	\$22.64	\$23.28	\$23.93	\$24.63	\$25.34	\$26.04	\$26.76	\$27.55	\$28.34	\$29.15	\$29.98	\$30.84	\$31.71	\$32.61	\$33.54	\$34.51	\$35.48	\$36.50
16	1.25	\$21.50	\$22.10	\$22.74	\$23.38	\$23.99	\$24.69	\$25.39	\$26.11	\$26.88	\$27.65	\$28.45	\$29.21	\$30.05	\$30.93	\$31.81	\$32.70	\$33.64	\$34.59
15	1.25	\$19.76	\$20.33	\$20.90	\$21.51	\$22.11	\$22.75	\$23.39	\$24.01	\$24.73	\$25.44	\$26.15	\$26.91	\$27.70	\$28.48	\$29.30	\$30.14	\$30.98	\$31.86
14	1.25	\$18.15	\$18.68	\$19.20	\$19.75	\$20.33	\$20.90	\$21.51	\$22.11	\$22.75	\$23.40	\$24.06	\$24.73	\$25.44	\$26.15	\$26.91	\$27.70	\$28.51	\$29.31
13	1.25	\$16.70	\$17.19	\$17.69	\$18.20	\$18.70	\$19.24	\$19.79	\$20.35	\$20.98	\$21.54	\$22.14	\$22.76	\$23.41	\$24.08	\$24.74	\$25.45	\$26.15	\$26.90

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