

**2025-26 Critical Shortage Compensation Adjustment (CSCA) Scale
Qualification Factor 1**

Housekeeping			
Position Title	Job Code	Grade	Factor
Custodian	5561	16	1.15
Utility Crew Custodian II	5571	18	1.09

Nutrition Services			
Position Title	Job Code	Grade	Factor
Nutrition Worker I	5124	15	1.2
Nutrition Dishwasher/Worker I	5111	15	1.2
NS Elementary Roving Manager	5110	16	1.15
Nutrition Services Cook	5115	16	1.15
Nutrition Services Elementary Manager	5123	16	1.15
Nutrition Services Asst Mgt II	5138	17	1.14
Lead Cook	5114	18	1.09
Lead Nutrition Worker	5126	18	1.09
Nutrition Manager I	5127	19	1.05

Qualification Factor 1

Retroactively Effective 7/2025

CSCA - Schedule A - Qualification Factor 1 (Housekeeping, Nutrition Services)																			
Grade	% increase	Midpoint																Maximum	Step 18
		Minimum 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	
19	1.05	\$19.02	\$19.55	\$20.11	\$20.72	\$21.30	\$21.91	\$22.53	\$23.17	\$23.85	\$24.50	\$25.21	\$25.89	\$26.65	\$27.41	\$28.25	\$28.99	\$29.85	\$30.68
18	1.09	\$18.18	\$18.70	\$19.23	\$19.74	\$20.31	\$20.92	\$21.52	\$22.13	\$22.77	\$23.42	\$24.09	\$24.76	\$25.45	\$26.20	\$26.93	\$27.72	\$28.49	\$29.32
17	1.14	\$17.51	\$18.00	\$18.50	\$19.02	\$19.61	\$20.14	\$20.67	\$21.27	\$21.91	\$22.53	\$23.18	\$23.83	\$24.51	\$25.21	\$25.92	\$26.63	\$27.39	\$28.19
16	1.15	\$16.78	\$17.24	\$17.74	\$18.22	\$18.70	\$19.24	\$19.81	\$20.37	\$20.92	\$21.57	\$22.17	\$22.79	\$23.44	\$24.08	\$24.79	\$25.48	\$26.23	\$26.98
15	1.2	\$16.10	\$16.54	\$17.03	\$17.51	\$17.99	\$18.53	\$19.03	\$19.55	\$20.11	\$20.70	\$21.28	\$21.90	\$22.55	\$23.18	\$23.81	\$24.52	\$25.20	\$25.92
14	1.2	\$14.78	\$15.19	\$15.62	\$16.09	\$16.52	\$17.03	\$17.51	\$18.00	\$18.53	\$19.04	\$19.55	\$20.11	\$20.70	\$21.28	\$21.90	\$22.55	\$23.20	\$23.87
13	1.2			\$14.45	\$14.82	\$15.20	\$15.66	\$16.10	\$16.56	\$17.05	\$17.53	\$18.01	\$18.54	\$19.06	\$19.57	\$20.14	\$20.71	\$21.30	\$21.90

Qualification Factor 1

CSCA - Schedule B - Qualification Factor 1 (Housekeeping, Nutrition Services)																			
Grade	% increase	Midpoint																Maximum	Step 18
		Minimum Step 1	Step 2	Minimum 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	
19	1.05	\$22.92	\$23.57	\$24.23	\$24.94	\$25.64	\$26.38	\$27.11	\$27.89	\$28.70	\$29.51	\$30.35	\$31.19	\$32.08	\$33.00	\$33.93	\$34.92	\$35.94	\$36.95
18	1.09	\$21.87	\$22.48	\$23.13	\$23.77	\$24.49	\$25.17	\$25.90	\$26.64	\$27.40	\$28.18	\$28.96	\$29.82	\$30.65	\$31.52	\$32.44	\$33.36	\$34.29	\$35.26
17	1.14	\$21.06	\$21.65	\$22.25	\$22.90	\$23.58	\$24.23	\$24.90	\$25.63	\$26.36	\$27.12	\$27.88	\$28.68	\$29.50	\$30.34	\$31.20	\$32.10	\$33.00	\$33.95
16	1.15	\$20.17	\$20.73	\$21.33	\$21.93	\$22.51	\$23.17	\$23.83	\$24.51	\$25.22	\$25.94	\$26.70	\$27.42	\$28.20	\$29.01	\$29.85	\$30.68	\$31.57	\$32.45
15	1.2	\$19.36	\$19.91	\$20.46	\$21.06	\$21.65	\$22.27	\$22.90	\$23.51	\$24.22	\$24.91	\$25.61	\$26.35	\$27.12	\$27.89	\$28.69	\$29.51	\$30.34	\$31.20
14	1.2	\$17.77	\$18.29	\$18.80	\$19.34	\$19.91	\$20.46	\$21.06	\$21.65	\$22.27	\$22.91	\$23.57	\$24.22	\$24.91	\$25.61	\$26.35	\$27.12	\$27.92	\$28.70
13	1.2			\$17.35	\$17.82	\$18.31	\$18.84	\$19.38	\$19.93	\$20.54	\$21.08	\$21.67	\$22.28	\$22.92	\$23.58	\$24.23	\$24.92	\$25.61	\$26.34

****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****