

2025-26 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 7/2025

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	\$26.52	\$27.30	\$28.08	\$28.92	\$29.73	\$30.54	\$31.41	\$32.33	\$33.27	\$34.23	\$35.22	\$36.20	\$37.22	\$38.30	\$39.36	\$40.49	\$41.66	\$42.84		
22	1.1	\$25.62	\$26.35	\$27.08	\$27.81	\$28.66	\$29.45	\$30.31	\$31.16	\$32.04	\$32.96	\$33.89	\$34.88	\$35.89	\$36.92	\$37.96	\$39.02	\$40.16	\$41.29		
21	1.15	\$24.66	\$25.35	\$26.07	\$26.80	\$27.57	\$28.34	\$29.10	\$29.99	\$30.81	\$31.71	\$32.61	\$33.52	\$34.47	\$35.44	\$36.50	\$37.56	\$38.64	\$39.74		
20	1.2	\$23.62	\$24.32	\$25.01	\$25.72	\$26.46	\$27.22	\$27.96	\$28.79	\$29.58	\$30.44	\$31.32	\$32.27	\$33.11	\$34.10	\$35.04	\$36.02	\$37.07	\$38.12		
19	1.25	\$22.64	\$23.28	\$23.94	\$24.66	\$25.36	\$26.09	\$26.83	\$27.59	\$28.39	\$29.16	\$30.01	\$30.83	\$31.73	\$32.63	\$33.63	\$34.51	\$35.54	\$36.53		
18	1.25	\$20.85	\$21.45	\$22.05	\$22.64	\$23.29	\$23.99	\$24.68	\$25.38	\$26.11	\$26.86	\$27.63	\$28.40	\$29.19	\$30.05	\$30.89	\$31.79	\$32.68	\$33.63		
17	1.25	\$19.20	\$19.74	\$20.29	\$20.85	\$21.50	\$22.09	\$22.66	\$23.33	\$24.03	\$24.70	\$25.41	\$26.13	\$26.88	\$27.64	\$28.43	\$29.20	\$30.04	\$30.91		
16	1.25	\$18.24	\$18.74	\$19.29	\$19.80	\$20.33	\$20.91	\$21.54	\$22.14	\$22.74	\$23.45	\$24.10	\$24.78	\$25.48	\$26.18	\$26.95	\$27.70	\$28.51	\$29.33		
15	1.25	\$16.78	\$17.23	\$17.74	\$18.24	\$18.74	\$19.30	\$19.83	\$20.36	\$20.95	\$21.56	\$22.16	\$22.81	\$23.49	\$24.15	\$24.80	\$25.54	\$26.25	\$27.00		
14	1.25	\$15.40	\$15.83	\$16.28	\$16.76	\$17.21	\$17.74	\$18.24	\$18.75	\$19.30	\$19.84	\$20.36	\$20.95	\$21.56	\$22.16	\$22.81	\$23.49	\$24.16	\$24.86		
13	1.25			\$15.05	\$15.44	\$15.84	\$16.31	\$16.78	\$17.25	\$17.76	\$18.26	\$18.76	\$19.31	\$19.85	\$20.39	\$20.98	\$21.58	\$22.19	\$22.81		

Qualification Factor 2

CSCA - Schedule B - 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	\$31.97	\$32.87	\$33.81	\$34.77	\$35.78	\$36.78	\$37.83	\$38.90	\$40.04	\$41.19	\$42.37	\$43.55	\$44.85	\$46.08	\$47.42	\$48.78	\$50.19	\$51.60
22	1.1	\$30.83	\$31.70	\$32.60	\$33.55	\$34.45	\$35.44	\$36.45	\$37.55	\$38.56	\$39.67	\$40.80	\$41.99	\$43.18	\$44.41	\$45.67	\$47.01	\$48.36	\$49.73
21	1.15	\$29.65	\$30.48	\$31.35	\$32.26	\$33.17	\$34.12	\$35.09	\$36.10	\$37.12	\$38.16	\$39.27	\$40.35	\$41.49	\$42.71	\$43.93	\$45.20	\$46.48	\$47.82
20	1.2	\$28.48	\$29.29	\$30.10	\$30.97	\$31.81	\$32.72	\$33.68	\$34.66	\$35.63	\$36.65	\$37.69	\$38.76	\$39.89	\$41.03	\$42.22	\$43.39	\$44.62	\$45.91
19	1.25	\$27.29	\$28.06	\$28.85	\$29.69	\$30.53	\$31.40	\$32.28	\$33.20	\$34.16	\$35.13	\$36.13	\$37.13	\$38.19	\$39.29	\$40.39	\$41.58	\$42.79	\$43.99
18	1.25	\$25.08	\$25.78	\$26.53	\$27.26	\$28.09	\$28.86	\$29.70	\$30.55	\$31.43	\$32.31	\$33.21	\$34.20	\$35.15	\$36.15	\$37.20	\$38.26	\$39.33	\$40.44
17	1.25	\$23.09	\$23.74	\$24.40	\$25.11	\$25.85	\$26.56	\$27.30	\$28.10	\$28.90	\$29.74	\$30.58	\$31.45	\$32.35	\$33.26	\$34.21	\$35.20	\$36.19	\$37.23
16	1.25	\$21.93	\$22.54	\$23.19	\$23.84	\$24.46	\$25.19	\$25.90	\$26.64	\$27.41	\$28.20	\$29.03	\$29.80	\$30.65	\$31.54	\$32.45	\$33.35	\$34.31	\$35.28
15	1.25	\$20.16	\$20.74	\$21.31	\$21.94	\$22.55	\$23.20	\$23.85	\$24.49	\$25.23	\$25.95	\$26.68	\$27.45	\$28.25	\$29.05	\$29.89	\$30.74	\$31.60	\$32.50
14	1.25	\$18.51	\$19.05	\$19.59	\$20.15	\$20.74	\$21.31	\$21.94	\$22.55	\$23.20	\$23.86	\$24.55	\$25.23	\$25.95	\$26.68	\$27.45	\$28.25	\$29.09	\$29.90
13	1.25			\$18.08	\$18.56	\$19.08	\$19.63	\$20.19	\$20.76	\$21.40	\$21.96	\$22.58	\$23.21	\$23.88	\$24.56	\$25.24	\$25.96	\$26.68	\$27.44

****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****