

**2022-23 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 7/2022

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	\$23.34	\$24.01	\$24.70	\$25.42	\$26.16	\$26.87	\$27.62	\$28.44	\$29.26	\$30.11	\$30.96	\$31.85	\$32.74	\$33.68	\$34.63	\$35.63	\$36.65	\$37.67
22	1.1	\$22.53	\$23.18	\$23.83	\$24.48	\$25.20	\$25.91	\$26.65	\$27.42	\$28.18	\$28.97	\$29.82	\$30.68	\$31.57	\$32.46	\$33.40	\$34.33	\$35.32	\$36.32
21	1.15	\$21.68	\$22.29	\$22.93	\$23.56	\$24.25	\$24.93	\$25.61	\$26.38	\$27.11	\$27.89	\$28.69	\$29.49	\$30.31	\$31.19	\$32.10	\$33.04	\$33.97	\$34.95
20	1.2	\$20.78	\$21.38	\$21.98	\$22.61	\$23.27	\$23.94	\$24.59	\$25.33	\$26.03	\$26.77	\$27.55	\$28.37	\$29.14	\$29.99	\$30.82	\$31.68	\$32.60	\$33.53
19	1.25	\$19.93	\$20.49	\$21.08	\$21.70	\$22.31	\$22.93	\$23.59	\$24.26	\$24.98	\$25.64	\$26.40	\$27.13	\$27.90	\$28.70	\$29.56	\$30.36	\$31.25	\$32.13
18	1.25	\$18.35	\$18.86	\$19.40	\$19.93	\$20.50	\$21.10	\$21.71	\$22.33	\$22.95	\$23.61	\$24.29	\$24.99	\$25.66	\$26.44	\$27.18	\$27.95	\$28.74	\$29.56
17	1.25	\$16.88	\$17.36	\$17.85	\$18.35	\$18.90	\$19.43	\$19.94	\$20.53	\$21.14	\$21.74	\$22.35	\$22.98	\$23.64	\$24.31	\$25.03	\$25.69	\$26.43	\$27.20
16	1.25	\$16.04	\$16.49	\$16.95	\$17.41	\$17.89	\$18.40	\$18.94	\$19.46	\$20.00	\$20.63	\$21.20	\$21.79	\$22.41	\$23.03	\$23.71	\$24.38	\$25.09	\$25.80
15	1.25	\$14.75	\$15.16	\$15.59	\$16.04	\$16.49	\$16.96	\$17.43	\$17.91	\$18.44	\$18.96	\$19.49	\$20.06	\$20.66	\$21.24	\$21.81	\$22.46	\$23.10	\$23.76
14	1.25	\$13.54	\$13.93	\$14.31	\$14.74	\$15.15	\$15.59	\$16.04	\$16.50	\$16.98	\$17.44	\$17.91	\$18.44	\$18.96	\$19.49	\$20.06	\$20.66	\$21.25	\$21.86
13	1.25	\$12.49	\$12.84	\$13.20	\$13.56	\$13.94	\$14.35	\$14.75	\$15.18	\$15.61	\$16.06	\$16.51	\$16.99	\$17.45	\$17.93	\$18.46	\$18.98	\$19.51	\$20.06

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	\$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