

2026-27 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 7/2026

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	\$26.66	\$27.44	\$28.21	\$29.06	\$29.87	\$30.70	\$31.56	\$32.49	\$33.44	\$34.40	\$35.40	\$36.38	\$37.41	\$38.49	\$39.56	\$40.69	\$41.87	\$43.05
22	1.1	\$25.75	\$26.48	\$27.21	\$27.95	\$28.80	\$29.59	\$30.46	\$31.32	\$32.21	\$33.12	\$34.06	\$35.06	\$36.07	\$37.10	\$38.15	\$39.22	\$40.36	\$41.50
21	1.15	\$24.78	\$25.47	\$26.20	\$26.93	\$27.70	\$28.47	\$29.24	\$30.14	\$30.96	\$31.87	\$32.78	\$33.70	\$34.64	\$35.62	\$36.69	\$37.74	\$38.84	\$39.94
20	1.2	\$23.74	\$24.44	\$25.13	\$25.85	\$26.59	\$27.35	\$28.10	\$28.93	\$29.72	\$30.60	\$31.48	\$32.42	\$33.28	\$34.27	\$35.22	\$36.20	\$37.25	\$38.32
19	1.25	\$22.75	\$23.39	\$24.06	\$24.79	\$25.49	\$26.21	\$26.96	\$27.73	\$28.53	\$29.31	\$30.16	\$30.98	\$31.89	\$32.79	\$33.79	\$34.69	\$35.71	\$36.71
18	1.25	\$20.95	\$21.56	\$22.16	\$22.75	\$23.40	\$24.11	\$24.80	\$25.50	\$26.24	\$27.00	\$27.76	\$28.54	\$29.34	\$30.20	\$31.04	\$31.95	\$32.84	\$33.79
17	1.25	\$19.30	\$19.84	\$20.39	\$20.95	\$21.61	\$22.20	\$22.78	\$23.44	\$24.15	\$24.83	\$25.54	\$26.25	\$27.01	\$27.78	\$28.56	\$29.35	\$30.19	\$31.06
16	1.25	\$18.33	\$18.83	\$19.39	\$19.90	\$20.43	\$21.01	\$21.65	\$22.25	\$22.85	\$23.56	\$24.23	\$24.90	\$25.60	\$26.30	\$27.09	\$27.84	\$28.65	\$29.48
15	1.25	\$16.86	\$17.31	\$17.83	\$18.33	\$18.83	\$19.40	\$19.93	\$20.46	\$21.05	\$21.68	\$22.28	\$22.93	\$23.60	\$24.28	\$24.93	\$25.66	\$26.39	\$27.14
14	1.25	\$15.48	\$15.90	\$16.36	\$16.85	\$17.30	\$17.83	\$18.33	\$18.85	\$19.40	\$19.94	\$20.46	\$21.05	\$21.68	\$22.28	\$22.93	\$23.60	\$24.29	\$24.99
13	1.25			\$15.13	\$15.51	\$15.91	\$16.40	\$16.86	\$17.34	\$17.85	\$18.35	\$18.86	\$19.41	\$19.95	\$20.49	\$21.08	\$21.69	\$22.30	\$22.93

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	\$32.13	\$33.03	\$33.98	\$34.94	\$35.96	\$36.97	\$38.02	\$39.10	\$40.24	\$41.40	\$42.58	\$43.77	\$45.07	\$46.32	\$47.66	\$49.02	\$50.44	\$51.86
22	1.1	\$30.99	\$31.86	\$32.77	\$33.72	\$34.63	\$35.62	\$36.64	\$37.74	\$38.75	\$39.86	\$41.01	\$42.20	\$43.40	\$44.63	\$45.90	\$47.25	\$48.60	\$49.98
21	1.15	\$29.80	\$30.62	\$31.51	\$32.42	\$33.33	\$34.29	\$35.26	\$36.28	\$37.31	\$38.35	\$39.47	\$40.56	\$41.70	\$42.93	\$44.15	\$45.43	\$46.71	\$48.06
20	1.2	\$28.62	\$29.44	\$30.25	\$31.13	\$31.97	\$32.89	\$33.85	\$34.82	\$35.81	\$36.83	\$37.88	\$38.95	\$40.09	\$41.23	\$42.43	\$43.61	\$44.84	\$46.14
19	1.25	\$27.43	\$28.20	\$29.00	\$29.84	\$30.68	\$31.56	\$32.44	\$33.36	\$34.34	\$35.30	\$36.30	\$37.31	\$38.38	\$39.49	\$40.59	\$41.79	\$43.00	\$44.21
18	1.25	\$25.20	\$25.90	\$26.66	\$27.40	\$28.23	\$29.01	\$29.85	\$30.70	\$31.59	\$32.48	\$33.38	\$34.38	\$35.33	\$36.33	\$37.39	\$38.45	\$39.53	\$40.64
17	1.25	\$23.20	\$23.85	\$24.53	\$25.24	\$25.98	\$26.70	\$27.44	\$28.24	\$29.05	\$29.89	\$30.73	\$31.61	\$32.51	\$33.43	\$34.39	\$35.38	\$36.36	\$37.41
16	1.25	\$22.04	\$22.65	\$23.30	\$23.96	\$24.59	\$25.31	\$26.03	\$26.78	\$27.55	\$28.34	\$29.18	\$29.95	\$30.80	\$31.70	\$32.61	\$33.51	\$34.49	\$35.45
15	1.25	\$20.26	\$20.84	\$21.43	\$22.05	\$22.66	\$23.31	\$23.98	\$24.61	\$25.35	\$26.08	\$26.81	\$27.59	\$28.39	\$29.20	\$30.04	\$30.89	\$31.76	\$32.66
14	1.25	\$18.60	\$19.15	\$19.69	\$20.25	\$20.84	\$21.43	\$22.05	\$22.66	\$23.31	\$23.99	\$24.68	\$25.35	\$26.08	\$26.81	\$27.59	\$28.39	\$29.24	\$30.05
13	1.25	\$0.00	\$0.00	\$18.16	\$18.65	\$19.18	\$19.73	\$20.29	\$20.86	\$21.51	\$22.08	\$22.69	\$23.33	\$24.00	\$24.69	\$25.36	\$26.09	\$26.81	\$27.58

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