

2026-27 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

Warehouse			
Position Title	Job Code	Grade	Factor
Material Handler/Driver I	5328	19	1.05
Material Handler/Driver II	5331	20	1.05

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

Effective 7/2026

CSCA - Schedule A - Qualification Factor 1 (Housekeeping, Nutrition Services)																			
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
20	1.05	\$20.77	\$21.39	\$21.99	\$22.62	\$23.27	\$23.93	\$24.59	\$25.32	\$26.01	\$26.78	\$27.54	\$28.37	\$29.12	\$29.99	\$30.82	\$31.68	\$32.59	\$33.53
19	1.05	\$19.11	\$19.65	\$20.21	\$20.82	\$21.41	\$22.02	\$22.65	\$23.29	\$23.96	\$24.62	\$25.34	\$26.02	\$26.79	\$27.54	\$28.38	\$29.14	\$30.00	\$30.84
18	1.09	\$18.27	\$18.80	\$19.33	\$19.84	\$20.40	\$21.03	\$21.63	\$22.24	\$22.88	\$23.54	\$24.21	\$24.88	\$25.58	\$26.33	\$27.06	\$27.86	\$28.63	\$29.46
17	1.14	\$17.60	\$18.09	\$18.59	\$19.11	\$19.71	\$20.25	\$20.77	\$21.38	\$22.02	\$22.64	\$23.29	\$23.94	\$24.64	\$25.33	\$26.05	\$26.77	\$27.53	\$28.33
16	1.15	\$16.86	\$17.32	\$17.84	\$18.31	\$18.79	\$19.33	\$19.92	\$20.47	\$21.02	\$21.68	\$22.29	\$22.91	\$23.55	\$24.20	\$24.92	\$25.61	\$26.36	\$27.12
15	1.2	\$16.19	\$16.62	\$17.11	\$17.59	\$18.07	\$18.62	\$19.13	\$19.64	\$20.21	\$20.81	\$21.38	\$22.01	\$22.66	\$23.30	\$23.93	\$24.64	\$25.33	\$26.05
14	1.2	\$14.86	\$15.26	\$15.71	\$16.18	\$16.61	\$17.11	\$17.59	\$18.10	\$18.62	\$19.14	\$19.64	\$20.21	\$20.81	\$21.38	\$22.01	\$22.66	\$23.32	\$23.99
13	1.2			\$14.52	\$14.89	\$15.28	\$15.74	\$16.19	\$16.64	\$17.14	\$17.62	\$18.11	\$18.64	\$19.15	\$19.67	\$20.23	\$20.82	\$21.41	\$22.01

Qualification Factor 1

CSCA - Schedule B - Qualification Factor 1 (Housekeeping, Nutrition Services)																			
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
20	1.05	\$25.04	\$25.76	\$26.47	\$27.24	\$27.97	\$28.78	\$29.62	\$30.47	\$31.33	\$32.22	\$33.15	\$34.08	\$35.08	\$36.08	\$37.13	\$38.16	\$39.24	\$40.37
19	1.05	\$23.04	\$23.69	\$24.36	\$25.06	\$25.77	\$26.51	\$27.25	\$28.02	\$28.84	\$29.65	\$30.49	\$31.34	\$32.24	\$33.17	\$34.09	\$35.10	\$36.12	\$37.14
18	1.09	\$21.97	\$22.58	\$23.25	\$23.89	\$24.61	\$25.30	\$26.03	\$26.77	\$27.54	\$28.32	\$29.10	\$29.98	\$30.80	\$31.68	\$32.60	\$33.53	\$34.47	\$35.44
17	1.14	\$21.16	\$21.75	\$22.37	\$23.02	\$23.69	\$24.35	\$25.02	\$25.75	\$26.49	\$27.26	\$28.02	\$28.83	\$29.65	\$30.48	\$31.36	\$32.26	\$33.16	\$34.12
16	1.15	\$20.27	\$20.84	\$21.44	\$22.05	\$22.62	\$23.29	\$23.94	\$24.63	\$25.35	\$26.07	\$26.84	\$27.55	\$28.34	\$29.16	\$30.00	\$30.83	\$31.73	\$32.61
15	1.2	\$19.45	\$20.00	\$20.57	\$21.17	\$21.76	\$22.38	\$23.02	\$23.63	\$24.34	\$25.03	\$25.74	\$26.48	\$27.25	\$28.03	\$28.84	\$29.65	\$30.49	\$31.36
14	1.2	\$17.86	\$18.38	\$18.90	\$19.44	\$20.00	\$20.57	\$21.17	\$21.76	\$22.38	\$23.03	\$23.69	\$24.34	\$25.03	\$25.74	\$26.48	\$27.25	\$28.07	\$28.85
13	1.2			\$17.44	\$17.90	\$18.41	\$18.94	\$19.48	\$20.03	\$20.65	\$21.19	\$21.78	\$22.39	\$23.04	\$23.70	\$24.35	\$25.04	\$25.74	\$26.47

****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****