

## Pay Differential for Education Staff Professionals Serving in Self-contained Exceptional Student Education Classrooms

Rationale: Prior to 2022-2023 the Education Staff Professional (ESP) serving in self-contained exceptional student education (ESE) classrooms were paid a differential for being committed to working with students who have specific needs and challenges. When the legislatures mandated that all school personnel benefit from a wage increase of a minimum of \$15 an hour this differential was lost to our ESPs who served in these positions throughout Osceola County. Since that time, we have seen an increase in vacancies, longer periods of time before filling these vacancies, and individuals who choose to work in other ESP positions because the money remains stagnant and base salary. By providing a differential the district will be ensuring that the most needed ESP positions remain filled to meet the needs of the student population served in these classrooms.

Proposal: The Osceola County Education Association proposes to add a pay differential of \$2.00 per hour to all educational staff professionals who are working within self-contained exceptional student education classrooms. Additionally, individuals who are serving as long term substitutes in self-contained classrooms would see differential of \$3.00 in their positions as a long-term substitute in addition to the agreed upon supplement for a full day substitute.

Employees would see this amount added to pay within two pay periods of an agreement and be retro-active to July 1, 2023.

The Osceola County Education Association would like to add language to the contract to affirm the commitment to protect individuals against discrimination and harassment.

#### Non-Discrimination Notice

The School District of Osceola County, Florida, does not discriminate on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, political beliefs, sexual orientation, gender, gender identification, social and family background, linguistic preference, pregnancy, or any other basis prohibited by law in its educational programs, services, or activities or in its hiring or employment practices. Retaliation against an employee for engaging in a protected activity is prohibited.

The School District also provides access to its facilities to the Boy Scouts and other patriotic youth groups, as required by the Boy Scouts of America Equal Access Act.

Applicants/individuals with disabilities requesting accommodations under the Americans with Disabilities Act (ADA) may call the District's ADA Office at 407-870-4800 for assistance.

Questions, complaints, or requests for additional information regarding discrimination or harassment may be sent to:

Karyle Green, Chief Human Resources Officer  
The School District of Osceola County  
Department of Human Resources Administrative Services  
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Kissimmee, FL 34741  
Phone: 407-870-4800  
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