

## **Proposed ESP Contract Language, 2024-25**

### **Bargaining Leadership Team (BLT) – Education Support Professionals (Professional Support Staff Employees)**

#### **1. Pay Differential for Education Staff Professionals Employees Serving in Self-Contained Exceptional Student Education (ESE) Classrooms**

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#### **OCEA Proposal: *Pay Differential for Education Staff Professionals Serving in Self-Contained Exceptional Student Education (ESE) Classrooms***

**Date: October 19, 2023**

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.

#### **SDOC Counter-Proposal**

**Date: November 16, 2023**

#### **Article XIII: Hours of Work**

#### **Section N. Pay Differential for Education Staff Professionals Employees Serving in Self-Contained Exceptional Student Education (ESE) Classrooms as a Long-Term Substitute**

Both parties agree to a pay differential for an Educational Staff Professional employee whom the school principal assigns in writing (e.g., e-mail) to work within a self-contained Exceptional Student Education classroom as a long-term substitute. This pay differential shall be equal to \$3.00 per hour above the employee's hourly rate of pay and shall not be in addition to the Substitute Stipend in *Article XIII., Section J.* of this *Contract*. Payment shall be retroactive to the date of the signature of this tentative agreement.

**[Tentative Approval Date: November 16, 2023]**

**Initials:** \_\_\_\_\_