

ESP Bargaining Platform

2026-2027



Fair Pay. Safe Staffing. Strong Schools.

What 600 Education Support Professionals Told Us...

73%

say pay does
NOT match
workload

94%

say employee
safety is a top
priority

20%

only plan to
stay long-term
working for
HCPS

80%

are unsure they
will stay or will
leave within 5
years

Our Priorities

**SAFE SCHOOLS MUST HAVE ENOUGH STAFF
ENOUGH STAFF REQUIRES COMPETITIVE PAY**

✓ **COMPETITIVE PAY TO RETAIN STAFF**

- Pay that reflects the work being done
- Reducing turnover by making jobs sustainable
- Keeping experienced staff in schools

✓ **STAFFING = SAFETY**

- Chronic turnover and vacancies create unsafe conditions
- Retention reduces crisis/emergency situations
- Enough trained staff = safer environments

✓ **SUPPORT AND RESPECT ON THE JOB**

- Administrative support in student behavior situations
- Fair treatment for all work roles
- Clear protections and professional development opportunities

✓ **RIGHT NOW TOO MANY ESPS ARE:**

- Covering gaps caused by staffing shortages and turnover
- Considering leaving due to non-livable pay



THIS CONTRACT IS ABOUT MAKING ESP JOBS SUSTAINABLE ENOUGH TO STAY IN HCPS

Our voices drive this platform. Stay Engaged. Stay informed. Stay United.

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