

### Pay Parity Testimony

Hello my name is Kate Beall and I have been working at the Ivymount school, a school for children with disabilities, for six years. When I first started, I was in a group of four trainees, and within a year-and-a-half I was the only one left. This job is hard, there is no denying that, however one thing that makes this job harder than it already is is the inequality of pay between non-public schools and public schools.

We do everything that they do in public schools, and we do it while working to manage behaviors that were deemed unmanageable for a public school. In addition we complete non-stop training to make sure that we are giving our students the best possible education, and we work 11 months out of the year in order to make sure that our students keep the gains they worked so hard for.

The fact that our salary is lower is causing more people to leave a field that is already struggling to begin with, and to leave it in droves. Many of my colleagues work multiple jobs in order to make sure that they can continue to afford to work with these kids. Also due to the high price of living, many of us live outside of the district that we work in. And with the rising cost of gas and inflation some employees are having to make the choice between what they can eat and putting gas in their tanks.

Over the course of the pandemic the Maryland government made it very clear that it cares for its students, and one part of caring for these students is caring for the teachers that they love and have built relationships with. In order to best support our students we also need to support the teachers. And in order to do that, we need pay parity.