



COVER PAGE
FY2026 HIGH-PERFORMING ESC APPLICATION

ESC: Mid-Ohio Educational Service Center
IRN: 123521
COUNTY: Richland
PRINCIPAL CONTACT: Kevin D. Kimmel TITLE: Superintendent
ADDRESS: 890 West Fourth Street Mansfield, Ohio 44906
PHONE: 419-774-5520
EMAIL: kimmel.kevin@moesc.net
LIST OF PRIMARY SERVICES & CLIENTS:
Primary Service 1: School Psychology Services.
Bucyrus City Schools, Hillsdale Local Schools, Lexington Local Schools, Lucas Local Schools, Madison Local Schools, Mansfield City Schools, Northmor Local Schools, Plymouth-Shiloh Local Schools
Primary Service 2: Speech & Language Pathology Services.
Bucyrus City Schools, Clear Fork Valley Local Schools, Crestview Local Schools, Galion City Schools, Highland Local Schools, Lexington Local Schools, Lucas Local Schools, Madison Local Schools, Mansfield City Schools, Northmor Local Schools, Plymouth-Shiloh Local Schools
Primary Service 3: Occupational Therapy Services.
Bucyrus City Schools, Galion City Schools, Highland Local Schools, Lexington Local Schools, Mansfield City Schools, Northmor Local Schools, Plymouth-Shiloh Local Schools
Primary Service 4: Occupational Therapy Assistant Services.
Bucyrus City Schools, Galion City Schools, Highland Local Schools, Lexington Local Schools, Mansfield City Schools
Primary Service 5: Physical Therapy Services.
Galion City Schools, Highland Local Schools, Lexington Local Schools, Northmor Local Schools
Primary Service 6: Physical Therapy Assistant Services.
Galion City Schools, Highland Local Schools, Lexington Local Schools, Northmor Local Schools
Primary Service 7: Registered Behavior Technician Services.
Bucyrus City Schools, Clear Fork Valley Local Schools, Crestline Exempted Village Schools, Lexington Local Schools, Lucas Local Schools, Mount Gilead Exempted Village Schools
ESC Approval: Kevin D. Kimmel, Superintendent
Designated Official

Electronic submission of proposals should be sent to HPESC@education.ohio.gov no later than 4:30 pm on August 29, 2025. Late applications will not be considered.

## **PRIMARY SERVICES**

### **#1. School Psychology Services**

School Psychology Services include conducting requested initial evaluations and re-evaluations, attending ETR and IEP meetings, and participation in Response to Intervention activities, in accordance with caseload limits allowed by rule of the Ohio Department of Education. Additional services provided may include conducting functional behavior assessments, developing intervention plans, counseling of students, and consulting with district teams to support effective practices to serve students with learning differences. Licensed School Psychologists may also supervise the activities of an Associate to the Psychologist, which allows districts to benefit from additional cost savings.

### **#2. Speech and Language Pathology Services**

Speech and Language Pathology Services include conducting requested initial evaluations and re-evaluations, developing treatment goals and monitoring/reporting progress, attending ETR and IEP meetings, and direct treatment of students in accordance with caseload limits allowed by rules of the Ohio Department of Education. Clinical Fellowship Year Supervision is also provided on an as-needed basis by a qualified member of the Speech and Language Pathology team.

### **#3 & #4. Occupational Therapy & Occupational Assistant Services**

Occupational Therapy & Occupational Assistant Services include conducting requested initial evaluations and re-evaluations, developing treatment goals and monitoring/reporting progress, attending ETR and IEP meetings, and direct treatment of students, all in accordance with caseload limits allowed by rule of the Ohio Department of Education. Licensed Occupational Therapists may also supervise the activities of a Certified Occupational Therapy Assistant, which allows districts to benefit from additional cost savings as a result of the assistants providing the direct therapies thereby allowing the occupational therapist to maximize their time in evaluations, treatment plan development and monitoring, and consultative activities.

### **#5 & #6. Physical Therapy & Physical Therapy Assistant Services**

Physical Therapy & Physical Therapy Assistant Services include conducting requested initial evaluations and re-evaluations, developing treatment goals and monitoring/reporting progress, attending ETR and IEP meetings, and direct treatment of students, all in accordance with caseload limits allowed by rules of the Ohio Department of Education. Licensed Physical Therapists may also supervise the activities of a Physical Therapy Assistant, which allows districts to benefit from additional cost savings as a result of the assistants providing the direct therapies thereby allowing the physical therapist to maximize their time in evaluations, treatment plan development and monitoring, and consultative activities.

### **#7. Registered Behavior Technician**

Registered Behavior Technician Services includes support for student social, emotional, and behavioral health needs. In addition, the team incorporates training methods, and consultation of practical applications for use by educators, to collaboratively create a safe environment and a high-quality education for all. The Behavior Supports Team provides a multitude of services: Applied Behavior Analysis and Registered Behavior Technician (RBT) Training, Crisis Management De-escalation (CPI), Mental Health First Aid, PBIS (Tire I, II, III), Restorative Practices, Social Emotional Learning Standards, and Trauma Care.

## SUPPORTING EVIDENCE

<b>Comparison of 2024-2025 1.0 Full-Time Equivalent (FTE) Total Employment Costs</b>		
<i>Discipline</i>	<i>Mid-Ohio ESC Actual Average Cost*</i>	<i>Third Party Projected Cost</i>
<b>School Psychology</b>	\$122,247	\$170,780
<b>Speech &amp; Language</b>	\$110,600	\$146,940
<b>Occupational Therapy</b>	\$109,700	\$137,595
<b>Occupational Therapy Assistant</b>	\$73,500	\$105,984
<b>Physical Therapy</b>	\$126,900	\$144,613
<b>Physical Therapy Assistant</b>	\$87,800	\$116,011
<b>Registered Behavior Technician</b>	\$49,526	\$121,430

\*Does not include districts who elect to set salary for their assigned staff

### Supporting Evidence – See attached exhibit

- A. Provider Rate Sheet referencing regional average hourly costs for Occupational Therapy, Physical Therapy, Speech Therapy, School Psychologists, Registered Behavior Technician (Exhibit A)

### Assumptions:

#### **Related Services (#1) School Psychology Services, (#2) Speech and Language Services (#3 & #4) Occupational Therapy & Occupational Therapy Assistant Services, (#5 & #6) Physical Therapy & Physical Therapy Assistant Services, (#7) Registered Behavior Technician**

Typical full-time related services providers in the areas of Occupational Therapy, Physical Therapy, and Speech and Language Pathology are contracted through Mid-Ohio ESC for 194 (7.5 hour) workdays per school year, and School Psychologists are contracted for 204 (7.5 hour) work days per school year. In addition, Mid-Ohio ESC offers a competitive wage and comprehensive benefits package, including membership in STRS/SERS and medical/dental/vision/life insurance. Mid-Ohio ESC also provides its employees with professional development funds, tuition reimbursement options and mileage reimbursement at the current IRS rate, as well as technology equipment and assistance.

Mid-Ohio ESC uses a step salary schedule based upon employee qualifications. The wages and benefits of employees who are assigned to the Mid-Ohio ESC salary schedule are aggregated, and an annual average is determined for billing purposes. Client districts also have the option to request a particular salary figure for employees assigned to their district, in which case the billing to that district represents total employment costs, including the district-requested wages.

As part of the \$6.50 benefit to our client districts, therapists and psychologists contracted through Mid-Ohio ESC are invited to participate in four, discipline-specific Network Meetings during each school year, where they have the opportunity to access high-quality, school-based professional learning opportunities and to collaborate and network with other therapists to enhance their individual practices.

In the areas of Occupational Therapy, Physical Therapy, and School Psychology, qualified assistants are employed to support the caseloads of the licensed therapists/psychologists. The

salaries and employment costs for these assistants are aggregated with those of the licensed therapists to create a blended average for billing purposes. This allows additional cost savings to our client districts.

To obtain comparison costs, we contacted Sunbelt, ProCare Therapy, EPIC Special Education Staffing & AMN Healthcare, which has provided contracted staff for Mid-Ohio ESC on an as-needed basis in the past. The hourly costs for Occupational Therapy, Physical Therapy, Speech Therapy, School Psychologists, and Registered Behavior Technician for our region as of August 2024. To obtain a figure to compare with the full-time equivalent average/district set costs of employing staff from Mid-Ohio ESC, the hourly rate was multiplied by 7.5 hours to establish a daily rate, which was then multiplied by the standard number of days in a school year contract for each discipline. The bill rates listed in the table below include wages, benefits as eligible, and related employment costs such as travel and accommodations allowances.

<b>Projected Annual Full-Time Equivalent Costs to Districts Contracting via third party</b>			
<b>Discipline/Contracted Days</b>	<b>Hourly Bill Rate</b>	<b>Daily Rate (Hourly rate X 7.5 hours)</b>	<b>Annual Full-Time Equivalent Costs (Daily rate X Contracted Days) plus Employer STRS</b>
School Psychology - 204	\$80	\$837	\$170,780
Speech & Language – 194	\$76	\$757	\$146,940
Occupational Therapy - 194	\$75	\$709	\$137,595
Occupational Therapy Assistant - 194	\$51	\$546	\$105,984
Physical Therapy – 194	\$87	\$745	\$144,613
Physical Therapy Assistant - 194	\$60	\$598	\$116,011
Registered Behavior Technician - 194	\$34	\$626	\$121,430

**FY26 High Performing ESC Cost Savings Table  
(Based on FY25 Data)**

<b>PRIMARY SERVICE #1:</b>		<b>School Psychology Services</b>		
<b>Clients</b>	<b>Price Charged to Client by ESC</b>	<b>Cost of providing Primary Services by another Vendor</b>	<b>Calculated Cost Savings</b>	
Bucyrus (1.4 FTE)	\$190,810.00	\$239,090.00		\$48,280.00
Hillsdale (1 FTE)	\$122,400.00	\$170,780.00		\$48,380.00
Lexington (2.00 FTE)	\$244,800.00	\$341,560.00		\$96,760.00
Lucas (40 FTE)	\$48,960.00	\$68,310.00		\$19,350.00
Madison (1.90 FTE)	\$232,560.00	\$324,480.00		\$91,920.00
Mansfield City (2 FTE)	\$223,900.00	\$341,560.00		\$117,660.00
Northmor (.60 FTE)	\$73,440.00	\$102,470.00		\$29,030.00
Plymouth- Shiloh (.20 FTE)	\$24,480.00	\$34,160.00		\$9,680.00
<b>TOTALS</b>	<b>\$1,161,350.00</b>	<b>\$1,622,410.00</b>		<b>\$461,060.00</b>

<b>PRIMARY SERVICE #2:</b>		<b>Speech and Language Pathology</b>		
<b>Clients</b>	<b>Price Charged to Client by ESC</b>	<b>Cost of providing Primary Services by another Vendor</b>	<b>Calculated Cost Savings</b>	
Bucyrus (2 FTE)	\$221,200.00	\$293,880.00		\$72,680.00
Clear Fork (.50 FTE)	\$55,300.00	\$73,470.00		\$18,170.00
Crestview (1.00 FTE)	\$110,600.00	\$146,940.00		\$36,340.00
Galion (1.00 FTE)	\$110,600.00	\$146,940.00		\$36,340.00
Highland (2.60 FTE)	\$287,560.00	\$382,050.00		\$94,490.00
Lexington (3.00 FTE)	\$331,800.00	\$440,820.00		\$109,020.00
Lucas (.60 FTE)	\$66,360.00	\$88,160.00		\$21,800.00
Madison (4.0 FTE)	\$442,400.00	\$587,760.00		\$145,360.00
Mansfield City (4.30 FTE)	\$475,580.00	\$631,840.00		\$156,260.00
Northmor (1.80 FTE)	\$199,080.00	\$264,490.00		\$65,410.00
Plymouth-Shiloh (1.00 FTE)	\$110,600.00	\$146,940.00		\$36,340.00
<b>TOTALS</b>	<b>\$2,411,080.00</b>	<b>\$3,203,290.00</b>		<b>\$792,210.00</b>

<b>PRIMARY SERVICE #3:</b>		<b>Occupational Therapy</b>		
<b>Clients</b>	<b>Price Charged to Client by ESC</b>	<b>Cost of providing Primary Services by another Vendor</b>	<b>Calculated Cost Savings</b>	
Bucyrus (.8 FTE)	\$87,760.00	\$104,760.00		\$17,000.00
Galion (1.05 FTE)	\$115,185.00	\$146,160.00		\$30,975.00
Highland (.40 FTE)	\$43,880.00	\$55,680.00		\$11,800.00
Lexington (.6 FTE)	\$65,820.00	\$83,520.00		\$17,700.00
Mansfield City (4.60 FTE)	\$504,620.00	\$640,320.00		\$135,700.00
Northmor (1.00 FTE)	\$109,700.00	\$130,950.00		\$21,250.00
Plymouth-Shiloh (.80 FTE)	\$87,760.00	\$111,360.00		\$23,600.00
<b>TOTALS</b>	<b>\$1,014,725.00</b>	<b>\$1,272,750.00</b>		<b>\$258,025.00</b>

<b>PRIMARY SERVICE #4:</b>		<b>Occupational Therapy Assistant</b>		
<b>Clients</b>	<b>Price Charged to Client by ESC</b>	<b>Cost of providing Primary Services by another Vendor</b>	<b>Calculated Cost Savings</b>	
Bucyrus (.6 FTE)	\$44,100.00	\$64,960.00		\$20,860.00
Galion (.80 FTE)	\$58,800.00	\$81,480.00		\$22,680.00
Highland (.80 FTE)	\$58,800.00	\$81,480.00		\$22,680.00
Lexington (2.0 FTE)	\$147,000.00	\$216,530.00		\$69,530.00
Mansfield City (.30 FTE)	\$22,050.00	\$32,480.00		\$10,430.00
<b>TOTALS</b>	<b>\$330,750.00</b>	<b>\$476,930.00</b>		<b>\$146,180.00</b>

<b>PRIMARY SERVICE #5:</b>		<b>Physical Therapy</b>		
<b>Clients</b>	<b>Price Charged to Client by ESC</b>	<b>Cost of providing Primary Services by another Vendor</b>	<b>Calculated Cost Savings</b>	
Galion (.30 FTE)	\$38,070.00	\$43,380.00		\$5,310.00
Highland (.50 FTE)	\$63,450.00	\$72,310.00		\$8,860.00
Lexington (.20 FTE)	\$25,380.00	\$28,920.00		\$3,540.00
Northmor (.50 FTE)	\$63,450.00	\$72,310.00		\$8,860.00
<b>TOTALS</b>	<b>\$190,350.00</b>	<b>\$216,920.00</b>		<b>\$26,570.00</b>

<b>PRIMARY SERVICE #6:</b>		<b>Physical Therapy Assistant</b>		
<b>Clients</b>	<b>Price Charged to Client by ESC</b>	<b>Cost of providing Primary Services by another Vendor</b>	<b>Calculated Cost Savings</b>	
Galion (.80 FTE)	\$70,240.00	\$92,810.00		\$22,570.00
Highland (1.20 FTE)	\$105,360.00	\$139,210.00		\$33,850.00
Lexington (1.0 FTE)	\$87,800.00	\$116,010.00		\$28,210.00
Northmor (.80 FTE)	\$70,240.00	\$92,810.00		\$22,570.00
<b>TOTALS</b>	<b>\$333,640.00</b>	<b>\$440,840.00</b>		<b>\$107,200.00</b>

<b>PRIMARY SERVICE #7:</b>		<b>Registered Behavior Technician</b>		
<b>Clients</b>	<b>Price Charged to Client by ESC</b>	<b>Cost of providing Primary Services by another Vendor</b>	<b>Calculated Cost Savings</b>	
Bucyrus (1.0 FTE)	\$48,000.00	\$121,430.00		\$73,430.00
Clear Fork (.60 FTE)	\$28,800.00	\$72,860.00		\$44,060.00
Crestline (.10 FTE)	\$4,800.00	\$12,140.00		\$7,340.00
Lexington (3.0 FTE)	\$153,309.00	\$364,290.00		\$210,981.00
Lucas (1.0 FTE)	\$48,000.00	\$121,430.00		\$73,430.00
Mt Gilead (.40 FTE)	\$19,200.00	\$48,570.00		\$29,370.00
<b>TOTALS</b>	<b>\$302,109.00</b>	<b>\$740,720.00</b>		<b>\$438,611.00</b>

TOTAL COST OF PROVIDING SERVICES TO THE CLIENT BY VENDOR	\$7,973,860.00
TOTAL PRICE CHARGED TO CLIENT BY ESC	\$5,744,004.00
<b>TOTAL COST SAVINGS</b>	<b>\$2,229,856.00</b>
<b>TOTAL COST SAVINGS %</b>	<b>27.96%</b>

# Pricing

## Direct Hire

Our direct hire fee structure is based on a percentage of the candidate's salary. For this opportunity, ProCare' fee is equal to \$22,500, or 35% of the employee's first year salary, including any additional guaranteed compensation.

## Temporary Services

Please see below for a table noting our all-inclusive hourly rate for the services requested. This one low rate covers everything from administrative costs to payroll taxes and unemployment compensation insurance. Our goal is a straightforward program that will align with your budget and never present any surprises or hidden charges.

Service Offering	Inclusive Bill Rate
Speech Language Pathologists	\$80 -100
Speech Language Pathologists Assistant	\$68-75
Social Workers / Case Managers	\$75-88
Occupational Therapists	\$ 80 - 100
Occupational Therapists Assistant	\$68-75
Behavior Specialists / RBT	\$60-68
Physical Therapists	\$85-100
Physical Therapists Assistant	\$75-82
Sign Language Interpreters	\$75-82
Registered Nurses	\$78-85
School Psychologists	\$90-110
Licensed Practical Nurses	\$65-72
Teachers of the Visually Impaired	\$87-92
Special Education Teachers	\$80-88
Paraprofessionals	\$50-60
Counselors	\$78-85
Adaptive Physical Education Teachers	\$87-92
General Education Teachers / Substitutes	\$78-82
Certified Nursing / Health Assistants (CNAs)	\$50-60
Deaf and Hard of Hearing (DHH)	\$87-92
Board Certified Behavior Analyst (BCBA)	\$85-95

\*Case Managers Available for Most Disciplines Upon Request\*





**Rate Sheet for 2025-2026 SY**  
**Mid-Ohio Educational Service Center**

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Thank you for your partnership. We proudly and exclusively support school districts across the country with our Special Education talent solutions.

<b>Discipline</b>	<b>Hourly Bill Rate</b>
SLP	\$85.00 - \$95.00
SLPA	\$65.00 - \$75.00
School Psychologist	\$95.00 - \$105.00
BCBA	\$90.00 - \$100.00
Social Worker	\$75.00 - \$85.00
OT	\$80.00 - \$90.00
COTA	\$65.00 - \$75.00
PT	\$80.00 - \$90.00
PTA	\$65.00 - \$75.00
Intervention Specialist	\$70.00 - \$80.00
Special Education Teacher	\$75.00 - \$85.00

Note: Mileage is billed at the current IRS rate.

Hourly bill rates may vary based on the scope, location, duration, and complexity of the contract, as well as on the availability of talent. We are happy to discuss them on a case-by-case basis.

Our talent solutions include both staffing and retention efforts to bring continuity to your classroom. Our "shared staff" extends your districts reach and capabilities so that together, we can serve more students. Our support to our team members serving your district includes: a dedicated Relationship Manager for ongoing support, access to our in-house, licensed Clinical Manager team, training, mentorship, and availability of "best in class" wellness and benefit packages.

We look forward to supporting you in the 2025-2026 school year!

AMN Healthcare

**From:** Jeff Klott <Jeff.Klott@amnhealthcare.com>  
**Sent:** Tuesday, June 10, 2025 3:58 PM  
**To:** Jennifer L. Crum <crum.jennifer@moesc.net>  
**Subject:** RE: Low Unemployment Rates Impacting Hiring - Let Me Help

Hi Jennifer,

We offer in-person services as well as virtual. Per my email, let's focus on in-person roles at this time. Our SLP rate is \$85-\$90-hr. depending on experience with a School Psych being \$95-\$100/hr. based on experience. This is an all-inclusive rate for a clinical traveler with the only other cost potentially being mileage reimbursement if someone drives between campuses during the school day. Reimbursement would be at the prevailing IRS rate. If you would like me to start a no cost candidate search, please reply with the missing information below and we will get to work.

I noticed you have a BCBA and COTA on your website so I've included them in the table below. I've quoted our current national average bill rates below. The rates will ensure your order is competitive with others our candidates are seeing.

Discipline	SLP	School Psychologist	BCBA	COTA
Number of openings:				
In-person - virtual or both options	In-person	In-person	In-person	In-person
Will you accept a SLPA or CF:		N/A	N/A	N/A
Can you provide supervision?:		N/A	N/A	N/A
Market competitive bill rate/hr. based on experience	SLP: \$85-\$90/hr. SLPA: \$67-\$72/hr. CF: \$77-\$82/hr.	\$95-\$100/hr.	\$100-\$105/hr.	\$67-\$72/hr.
Bilingual: if yes, what language: (add \$5/hr.)				
Preferred years of experience:				
Will you accept a new grad:				