

EXHIBIT A PRICING FOR KELLY EDUCATION

This Pricing Exhibit A is incorporated and made part of the Agreement for Educational Staffing between Kelly Services, Inc. and Clay County District Schools, dated August 1, 2026. The pricing in Exhibit A is confidential and proprietary to Kelly and is effective as of August 1, 2026.

1. Types of Assignments; Pricing

The Assigned Employees will be assigned to the following positions and at the following rates:

Position	Pay Rate	Pay Type	Markup	Bill Rate
Substitute Teacher (Transitional Emergency Sub)	\$15.00	Hourly	1.2697	\$19.05
Substitute Teacher - AA Degree	\$15.25	Hourly	1.2697	\$19.36
ECE Teacher - AA Degree	\$15.25	Hourly	1.2697	\$19.36
Substitute Teacher - BA Degree	\$15.50	Hourly	1.2697	\$19.68
ECE Teacher - BA Degree	\$15.50	Hourly	1.2697	\$19.68
Substitute Teacher - Master's Degree or Higher	\$16.75	Hourly	1.2697	\$21.27
ECE Teacher - Master's Degree	\$16.75	Hourly	1.2697	\$21.27
Substitute Teacher Assistant	\$15.00	Hourly	1.2697	\$19.05
Long Term Sub Teacher Pay - (11+ Days, Retro back to Day 1)	\$21.00	Hourly	1.2697	\$26.66
Long Term Sub Teacher Assistant Pay- District Approved Positions Only - (11+ Days, Retro back to Day 1)	\$15.00	Hourly	1.2697	\$19.05
Long Term- Self Contained ESE Teacher- (11+ Days, Retro back to Day 1)	\$22.00	Hourly	1.2697	\$27.93
Long Term- Self Contained ESE Teacher Assistant- District Approved Positions Only (11+ Days, Retro back to Day 1)	\$16.00	Hourly	1.2697	\$20.32
Building Sub Teacher	\$17.25	Hourly	1.2697	\$21.90
Custodian Substitute	\$15.00	Hourly	1.2697	\$19.05
Cafeteria Assistant Substitute	\$15.00	Hourly	1.2697	\$19.05
Self-Contained ESE Teacher Assistant	\$15.00	Hourly	1.2697	\$19.05
Self- Contained ESE AA Teacher	\$15.50	Hourly	1.2697	\$19.68
Self- Contained ESE BA Teacher	\$16.00	Hourly	1.2697	\$20.32
Self- Contained ESE Master's Teacher	\$17.50	Hourly	1.2697	\$22.22

A signed Job Description is required for each position listed.

2. Short Notice Cancellation.

If a Kelly Assigned Employee has shown up for a Customer assignment on time, and Customer cancels the assignment without timely notice, due to reasons not related to the employee's performance, if Kelly is required to pay such Assigned Employee "show up time", Kelly will invoice Customer for such time up to four (4) hours.

3. Changes to Absence Management Provider.

In the event that Customer changes its absence management provider during the term of this Agreement, Kelly will invoice Customer a conversion fee of ten thousand dollars (\$10,000) to account for associated administrative and implementation costs.

KELLY SERVICES, INC.

By: 
Name: CHERYL COURIER
Title: VP + COO
Date: 6/25/2026

Clay County District Schools

By: 
Name: Erin Skipper
Title: Board Chair
Date: 6-25-26