

## 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 The School Board of Clay County ("Kelly Agreement"), dated October 15, 2013. The pricing in Exhibit A is confidential and proprietary to Kelly and is effective as of September 30, 2025.

#### 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)	\$14.00	Hourly	1.2697	<b>\$17.78</b>
ECE Teacher - HS Diploma	\$14.00	Hourly	1.2697	<b>\$17.78</b>
Substitute Teacher - AA Degree	\$14.50	Hourly	1.2697	<b>\$18.41</b>
ECE Teacher - AA Degree	\$14.50	Hourly	1.2697	<b>\$18.41</b>
Substitute Teacher - BA Degree	\$15.00	Hourly	1.2697	<b>\$19.05</b>
ECE Teacher - BA Degree	\$15.00	Hourly	1.2697	<b>\$19.05</b>
Substitute Teacher - Master's Degree or Higher	\$16.75	Hourly	1.2697	<b>\$21.27</b>
ECE Teacher - Master's Degree	\$16.75	Hourly	1.2697	<b>\$21.27</b>
Substitute Teacher Assistant	\$14.00	Hourly	1.2697	<b>\$17.78</b>
Long Term Sub Teacher Pay - (11+ Days, Retro back to Day 1)	\$21.00	Hourly	1.2697	<b>\$26.66</b>
Long Term Sub Teacher Assistant Pay- District Approved Positions Only - (11+ Days, Retro back to Day 1)	\$15.00	Hourly	1.2697	<b>\$19.05</b>
Long Term- Self Contained ESE Teacher- (11+ Days, Retro back to Day 1)	\$22.00	Hourly	1.2697	<b>\$27.93</b>
Long Term- Self Contained ESE Teacher Assistant- (11+ Days, Retro back to Day 1)	\$16.00	Hourly	1.2697	<b>\$20.32</b>
Building Sub Teacher	\$17.25	Hourly	1.2697	<b>\$21.90</b>
Custodian Substitute	\$14.00	Hourly	1.2697	<b>\$17.78</b>
Cafeteria Assistant Substitute	\$14.00	Hourly	1.2697	<b>\$17.78</b>
Self-Contained ESE Teacher Assistant	\$14.50	Hourly	1.2697	<b>\$18.41</b>
Self- Contained ESE AA Teacher	\$15.50	Hourly	1.2697	<b>\$19.68</b>
Self- Contained ESE BA Teacher	\$16.00	Hourly	1.2697	<b>\$20.32</b>
Self- Contained ESE Master's Teacher	\$17.50	Hourly	1.2697	<b>\$22.22</b>

A signed Job Description is required for each position listed.

#### 2. Pricing for Hiring a Kelly Assigned Employee

Customer agrees to pay a placement fee upon hiring the Kelly Assigned Employee to work in full- or part-time position of employment with the Customer. The placement fee is based on days worked. The fee schedule is set forth below.

1 – 90 days worked	Fee Waived
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Kelly will not charge Customer a placement fee for transition of Customer recruited or transitioned employees.

**3. 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.

**KELLY SERVICES, INC.**

**The School Board of Clay County**

By: \_\_\_\_\_

By: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_