

## **TPG CULTURAL EXCHANGE SERVICES**

The District partners with TPG Cultural Exchange program as an avenue of filling vacant positions with teachers from other countries. Attached is a copy of the agreement from February 2022.

Matthew Goldrick brings the renewal to the Board each year.

Exhibit A of the agreement states that the District will pay to TPG a flat fee of \$13,500 per Educator. If it is a mid-year employment term, the fee is \$8,500 per Educator.

As an employee, the teachers are to be paid according to our Instructional salary schedule with the following terms:

- No TPG teacher qualifies to be part of the Florida Retirement System
- No TPG teacher qualifies to be a part of our Health Insurance Plans
- In Year 1, the TPG employee pays Federal Taxes, however, neither the employee nor the District has to pay any FICA/Medicare benefits.
- In Year 2, their contract period starts in August, however, nor does the District have to pay any FICA/Medicare benefits through December 31<sup>st</sup> of that school year. Starting in January of that school year, both the employee and District start having to pay FICA/Medicare benefits.
- The District is responsible for the Workers Compensation benefits on the Employees earnings in all years.

The Budget Department budgets for ALL Vacant positions including FRS, FICA/Medicare, Health Insurance and Workers Compensation. The budgeted FICA/Medicare Taxes and Health Insurance that the TPG employees do not require is used to offset the TPG fee. In addition, the money budgeted for FRS for TPG employees that is not required can further offset costs or yield a savings.