

# Kelly Education

## 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 Hernando County School Board, dated April 8th, 2025. The pricing in Exhibit A is confidential and proprietary to Kelly.

### 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 |
|-------------------------------------------------|----------|----------|--------|-----------|
| Sub Teacher w/ HS Diploma                       | \$15.00  | Hourly   | 1.300  | \$ 19.50  |
| Sub Teacher w/ Associates or 60+ Semester Hours | \$15.50  | Hourly   | 1.300  | \$ 20.15  |
| Substitute Teacher with Bachelors               | \$17.00  | Hourly   | 1.300  | \$ 22.10  |
| Substitute Teacher with Masters                 | \$17.50  | Hourly   | 1.300  | \$ 22.75  |
| Substitute Teacher with Specialist or Doctorate | \$18.00  | Hourly   | 1.300  | \$ 23.40  |
| Level I or Level II Paraprofessional            | \$15.00  | Hourly   | 1.300  | \$ 19.50  |

| Position                                           | Pay Rate | Pay Type | Markup | Bill Rate |
|----------------------------------------------------|----------|----------|--------|-----------|
| LT Sub Teacher w/ Associates or 60+ Semester Hours | \$17.50  | Hourly   | 1.300  | \$ 22.75  |
| LT Substitute Teacher with Bachelors               | \$19.00  | Hourly   | 1.300  | \$ 24.70  |
| LT Substitute Teacher with Masters                 | \$19.50  | Hourly   | 1.300  | \$ 25.35  |
| LT Substitute Teacher with Specialist or Doctorate | \$20.00  | Hourly   | 1.300  | \$ 26.00  |
| LT Certified Substitute Teacher                    | \$32.00  | Hourly   | 1.300  | \$ 41.60  |
| LT Retired Certified Substitute Teacher            | \$32.00  | Hourly   | 1.300  | \$ 41.60  |

A signed Job Description is required for each position listed.

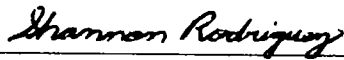
### 2. Pricing for Hiring a Direct Hire Candidate

If the Customer hires a candidate referred to it by Kelly for direct hire by Customer, the Customer agrees to pay a direct placement fee of 10% of the Candidates Annualized Salary. A Direct Hire is defined as a person who has not been in the employ of Kelly or the school/district prior to being hired by the school/district to fill a targeted open position.

#### KELLY SERVICES, INC.

By:   
Name: Tina Mosley  
Title: FLVP operations  
Date: 4/10/25

#### Hernando County School Board

By:   
Name: Shannon Rodriguez  
Title: Board Chair  
Date: 4/8/25