

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 ("Kelly Agreement"), dated Kelly Agreement Effective Date May 20, 2014. The pricing in Exhibit A is confidential and proprietary to Kelly and is effective as of Pricing Exhibit A Effective Date 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
Sub Teacher w/ HS Diploma	\$15.00	Hourly	1.280	\$ 19.20
Sub Teacher w/ Associates or 60+ Semester Hours	\$15.50	Hourly	1.280	\$ 19.84
Substitute Teacher with Bachelors	\$17.00	Hourly	1.280	\$ 21.76
Substitute Teacher with Masters	\$17.50	Hourly	1.280	\$ 22.40
Substitute Teacher with Specialist or Doctorate	\$18.00	Hourly	1.280	\$ 23.04
Level I or Level II Paraprofessional	\$15.00	Hourly	1.280	\$ 19.20

Position	Pay Rate	Pay Type	Markup	Bill Rate
LT Sub Teacher w/ Associates or 60+ Semester Hours	\$17.50	Hourly	1.280	\$ 22.40
LT Substitute Teacher with Bachelors	\$19.00	Hourly	1.280	\$ 24.32
LT Substitute Teacher with Masters	\$19.50	Hourly	1.280	\$ 24.96
LT Substitute Teacher with Specialist or Doctorate	\$20.00	Hourly	1.280	\$ 25.60
LT Certified Substitute Teacher	\$32.00	Hourly	1.280	\$ 40.96
LT Retired Certified Substitute Teacher	\$32.00	Hourly	1.280	\$ 40.96

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.

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.

4. 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: C. Hounis
Name: CHERYL COURIER
Title: VP + CDO
Date: 6/2/2026

Hernando County School Board

By: _____
Name: _____
Title: _____
Date: _____

Kelly A. Pogue
Approved as to Form
by WSH Attorney
06/24/2026 06:55 am