

**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 DeKalb County School District, dated _____, 2025. The pricing in Exhibit A is confidential and proprietary to Kelly and is effective as of _____, 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 - Non-Certified	\$ 22.00	Hourly	1.270	\$ 27.94
Substitute Teacher - Certified	\$ 25.00	Hourly	1.270	\$ 31.75
Substitute Teacher - Long-Term - Certified	\$ 28.13	Hourly	1.270	\$ 35.73
Substitute Paraprofessional	\$ 16.00	Hourly	1.270	\$ 20.32
Substitute Paraprofessional - Special Education	\$ 16.00	Hourly	1.285	\$ 20.56
Substitute Non-Instructional - Clerical	\$ 16.00	Hourly	1.270	\$ 20.32
Substitute Non-Instructional - Custodian	\$ 16.00	Hourly	1.285	\$ 20.56
Substitute Non-Instructional - Food Service	\$ 15.00	Hourly	1.285	\$ 19.28
Substitute Non-Instructional - Bus Monitor	\$ 15.00	Hourly	1.270	\$ 19.05

*Hourly pay rates as approved by the DeKalb County Board of Education for the 2025-2026 School Year. The same hourly pay rates will be paid to all Kelly Education substitute employees. Full workday = 7.5 hours.

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.

After 30 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. 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 \$5,850. 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.

4. 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.

DEKALB COUNTY SCHOOL DISTRICT

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____