

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 Harrisburg School District, dated August 26th, 2020. The pricing in Exhibit A is confidential and proprietary to Kelly and is effective as of September 1, 2026.

Position	Pay Rate	Pay Type	Markup	Bill Rate
Teacher - Day to Day Transition	\$200.00	Daily	1.290	\$ 258.00
Teacher - Building Sub Transition	\$225.00	Daily	1.290	\$ 290.25
Teacher - Long Term Substitute Transition	\$250.00	Daily	1.290	\$ 322.50
Teacher - Day to Day Sub	\$200.00	Daily	1.310	\$ 262.00
Teacher - Day to Day Special Education with Training	\$205.00	Daily	1.310	\$ 268.55
Teacher - Building Sub	\$225.00	Daily	1.310	\$ 294.75
Teacher - Building Sub Special Ed with Training	\$230.00	Daily	1.310	\$ 301.30
Teacher - Long Term Substitute	\$250.00	Daily	1.310	\$ 327.50
Teacher - Long-Term Special Ed with Training	\$255.00	Daily	1.310	\$ 334.05
Retired Teacher Day to Day	\$275.00	Daily	1.290	\$ 354.75
Retired Teacher Special Education Daily with training	\$280.00	Daily	1.290	\$ 361.20
Retired Teacher - Long Term Substitute	\$300.00	Daily	1.290	\$ 387.00
Retired Teacher - LTS Special Education with training	\$305.00	Daily	1.290	\$ 393.45
Retired Principal Mentor	\$62.50	Hourly	1.290	\$ 80.63
Certified/RN School Nurse	\$50.00	Hourly	1.500	\$ 75.00
LPN School Nurse	\$37.00	Hourly	1.500	\$ 55.50
Paraprofessional - MPP Comprehensive	\$19.00 - \$23.00	Hourly	1.340	\$25.46 - \$30.82
Summer School/ESY/Pre-Work	\$36.00	Hourly	1.290	\$ 46.44
Additional Duties - Substitute	\$36.00	Hourly	1.290	\$ 46.44
CASA Substitute Teacher	\$120.00	Daily	1.290	\$ 154.80
PIMS IT Analyst	\$30.00	Hourly	1.450	\$ 43.50

1. Types of Assignments; Pricing

The Assigned Employees will be assigned to the following positions and at the following rates:

A signed Job Description is required for each position listed.

Long Term Substitute rates are effective on day 1 of assignment.

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 – 30 days worked	\$9,000
31– 60 days worked	\$5,000
61 – 90 days worked	\$3,500
90+ days worked	\$1,000

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 \$9,000. 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.

5. 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.

Harrisburg School District

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____