



JUL 22 2025

APPROVED BY
THE SCHOOL BOARD**AMENDMENT FOUR**

This Amendment Four ("Amendment"), is made and incorporated into the Agreement between Teachers On Call, a Kelly® company ("TOC"), with its principal offices located at 3001 Metro Drive, Suite 200, Bloomington, MN 55425, and Duluth Public Schools ("Customer"), for the purpose of amending the services and markup of their Agreement.

RECITALS

- A. Whereas TOC and Customer entered into an Agreement beginning July 20, 2022 and
- B. Whereas TOC and Customer entered into an Agreement Renewal ("Agreement"), dated June 30, 2024, and
- C. Now, therefore, TOC and Customer wish to modify the Agreement to include Clerical and Custodial as additional service lines as set forth below:

AGREEMENT TERMS

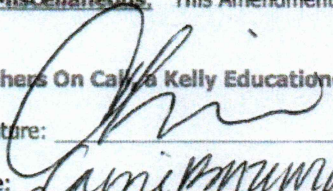
TOC and Customer therefore agree as follows:

- 1) **Clerical:** Clerical substitute staffing will be provided to the district and TOC will pay clerical substitute staff at a rate of \$18.02 per hour for daily substitutes, and \$21.02 for long-term clerical substitutes (over two weeks).
- 2) **Clerical Markup Increase.** Customer agrees to an hourly bill rate of 1.31 mark-up on straight time hourly pay.

Example: \$18.02 (hourly pay rate) x 1.31 (mark-up) = \$23.61 (hourly bill rate)
- 3) **Custodial:** Custodial substitute staffing will be provided to the district, and TOC will pay custodial substitute staff at a rate of \$18.05 per hour.
- 4) **Custodial Markup Increase.** Customer agrees to an hourly bill rate of 1.34 mark-up on straight time hourly pay.

Example: \$18.05 (hourly pay rate) x 1.34 (mark-up) = \$24.19 (hourly bill rate)
- 5) **Miscellaneous.** This Amendment will become effective when both parties have signed below.

Teachers On Call, a Kelly Education® company

Signature: Name: Carrie MunichTitle: Director Client ServicesDate: 7/8/25

Duluth Public Schools

Signature: Name: Theresa SeveranceTitle: Ex. Director HR & OperationsDate: 6/30/2025