

**ADDENDUM**

This is an Addendum to the Agreement between the **Frisco ISD** (hereinafter referred to as “LEA” for Local Education Agency) and **ESS South Central, LLC** (the “Company”) for the services of Substitute Teachers and Staff:

The parties hereby agree to modify the Agreement as follows:

1. Effective July 1, 2024 the following positions and rates are added in Exhibit A:

SEE ATTACHED PRICING PAGE

2. All other provisions of the Agreement shall remain in full force and effect during the term of the Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth below.

**Frisco ISD**

By \_\_\_\_\_  
Signature

\_\_\_\_\_  
Name and Title

Date \_\_\_\_\_

**ESS South Central, LLC**

By \_\_\_\_\_  
Steve Gritzuk, COO

Date \_\_\_\_\_

**ADDENDUM A  
Pricing Plan**

Position	Pay Rate	Company Bill Rate	Rule
Full Day Substitute Teacher - Certified	\$110.00	\$136.40	Currently a Certified Teacher in the United States
Full Day Substitute Teacher - Degreed	\$100.00	\$124.00	Hold a Bachelor's, Masters or Doctorate Degree
Full Day Substitute Teacher - High School	\$85.00	\$105.40	GED, HS Diploma or some college hours
Half Day Substitute Teacher - Certified	\$55.00	\$68.20	Currently a Certified Teacher in the United States
Half Day Substitute Teacher - Degreed	\$50.00	\$62.00	Hold a Bachelor's, Masters or Doctorate Degree
Half Day Substitute Teacher - High School	\$42.50	\$52.70	GED, HS Diploma or some college hours
Full Day Substitute – Auxiliary Position/Clerical	\$80.00	\$99.20	HS
Full Day Substitute – Auxiliary Position/Clerical	\$100.00	\$124.00	Degreed/Certified

Long-Term Position Policy - Frisco ISD: It is the policy of Frisco ISD to use Certified substitutes for a Long-Term Assignment. If a Certified Teacher is not available then Frisco ISD may consider use of a degreed substitute. HS Graduates are not eligible for long-term assignments. See also Frisco ISD Board Policy DPB (LEGAL) for applicable parent notification requirements.

Long-Term Substitute Teacher or Librarian - Certified - Days 1-10	\$110.00	\$136.40	
Long-Term Substitute Teacher or Librarian - Degreed - Days 1-10	\$100.00	\$124.00	
Long-Term Substitute Teacher or Librarian - Certified/ Degreed - Days 11+	\$130.00	\$161.20	
Long-Term Substitute Teacher or Librarian - Certified - Days 11+	\$240.00	\$297.60	“Teacher of record may be designated in extenuating circumstances with written pre-approval by FISSD. Amounts and rules to be discretionary at district level.”

**FOR TRS-RETIREEES ONLY:**

Full Day Substitute Teacher - Certified, TRS Retiree	\$116.82	\$136.33
Half Day Substitute Teacher - Certified, TRS Retiree	\$58.44	\$68.20
Long-Term Substitute Teacher - Certified, TRS Retiree - Days 1-10	\$116.82	\$136.33
Long-Term Substitute Teacher - Certified, TRS Retiree - Days 11+	\$138.06	\$161.12

**Credit Memo.** The LEA shall earn a yearly administrative fee credit equal to 3% of the annual billings to the LEA. The credit shall be issued by Company to LEA by Company applying a credit memo to the last invoice of the respective school year.