

**ADDENDUM ELEVEN**

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

WHEREAS, the LEA and the Company initially entered into the Agreement whereby Company is to provide substitute staffing to fill positions at the request of the District on January 21, 2020;

WHEREAS, the Agreement provides for automatic renewals on a yearly basis; and

WHEREAS, LEA and Company are desirous of extending the term of the Agreement through June 30, 2025; and

WHEREAS, Section 11.1 of the Agreement provides that the Agreement may be amended as agreed between the parties and in writing and signed by the party against whom the operation of such amendment is sought to be enforced; and

Now, therefore, based upon the exchange of good and valuable consideration between the parties, the receipt and sufficiency of which is hereby acknowledged, the parties hereby agree to modify the Agreement as follows:

1. The Term of the Agreement, as reflected in Paragraph 7, is hereby extended from July 1, 2024 through June 30, 2025;
2. Effective July 1, 2024 the following positions and rates are added in Exhibit A:

<b>Position</b>	<b>Pay Rate</b>	<b>Bill Rate</b>	<b>Rule</b>
Full Day Substitute Teachers	\$95.00	\$120.65	
Half Day Substitute Teachers	\$47.50	\$60.33	
Full Day Retiree Substitute Teachers	\$120.00	\$152.40	
Half Day Retiree Substitute Teacher	\$60.00	\$76.20	
Full Day Substitute Long Term Teacher	\$230.00	\$292.10	Day 1
Half Day Substitute Long Term Teacher	\$115.00	\$146.05	Day 1
Full Day Substitute Teacher - Certified	\$95.00	\$120.65	
Half Day Substitute Teacher - Certified	\$47.50	\$60.33	
Full Day Substitute Teacher - Non-Certified	\$95.00	\$120.65	
Half Day Substitute Teacher - Non-Certified	\$47.50	\$60.33	
Full Day Building Based Substitute Teacher Certified	\$95.00	\$120.65	
Half Day Building Based Substitute Teacher - Certified	\$47.50	\$60.33	
Full Day Building Based Substitute Teacher Non-Certified	\$95.00	\$120.65	
Half Day Building Based Substitute Teacher - Non-Certified	\$47.50	\$60.33	
Full Day Building Based Substitute Teacher -Retiree	\$120.00	\$152.40	
Half Day Building Based Substitute Teacher - Retiree	\$60.00	\$76.20	

Full Day Paraprofessional - Certified	\$95.00	\$120.65	
Half Day Paraprofessional - Certified	\$47.50	\$60.33	
Full Day Paraprofessional - Non-Certified	\$95.00	\$120.65	
Half Day Paraprofessional -Non- Certified	\$47.50	\$60.33	
Full Day Paraprofessional - Retiree	\$120.00	\$152.40	
Half Day Paraprofessional - Retiree	\$60.00	\$76.20	
ECLC (Early Childhood) Teacher - Full Day	\$95.00	\$120.65	
ECLC (Early Childhood) Assistant - Full Day	\$95.00	\$120.65	
ECLC (Early Childhood) Teacher - Half Day	\$47.50	\$60.33	
ECLC (Early Childhood) Assistant - Half Day	\$47.50	\$60.33	
ECLC (Early Childhood) Teacher positions 6 hr shift	\$75.00	\$95.25	
ECLC (Early Childhood) Assistant positions 6 hr shift	\$75.00	\$95.25	
Secretary/Admin	\$16.00	\$20.32	per hour
Book Keeper	\$22.00	\$27.94	per hour
Office Assistant/Administrative	\$12.00	\$15.24	per hour

3. 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.

ATTEST:

**Kingsport City Schools**

\_\_\_\_\_  
Angela Marshall, Deputy City Recorder

By \_\_\_\_\_  
Patrick W. Shull, Mayor

APPROVED AS TO FORM:

Date \_\_\_\_\_

\_\_\_\_\_  
Rodney B. Rowlett, III, City Attorney

**ESS South Central, LLC**

By \_\_\_\_\_  
Steve Gritzuk, Chief Operating Officer

Date \_\_\_\_\_