



**EXHIBIT A
NEW MEDISCAN II, LLC DBA CROSS COUNTRY EDUCATION
RATES AND TERMS**

A. PLACEMENT FEES Client recognizes and acknowledges that Agency spends considerable time and effort and incurs substantial expense in recruiting, employing, training and retaining any individual introduced by Agency. Client shall not hire, nor attempt to hire, directly or indirectly, personally or through an agent or agency, contract with or hire directly any staff after the latest date of verbal and/or written introduction, referral, or date of work for a period of six (6) months without payment of the Placement Fee. Should Client wish to enter into a permanent placement agreement, independent contract agreement, and/or refer Personnel to a third party for employment, Client agrees to pay the amount listed below.

Client shall be required to immediately pay to Agency the Placement Fee for each Personnel, in the event that (a) Client hires, directly or indirectly (e.g., through another staffing company or through an affiliated medical Client), while employed by Agency and/or within six (6) months of the termination of such employee’s employment with Agency or (b) Client causes, the Staff member directly or indirectly, to leave the employment of Agency.

B. REPORTING PAY. For Special Education visits, a one-hour minimum visit will be assessed if we are not advised 24 hours in advance of a schedule change.

C. MINIMUM BILLING. All services have minimum billing requirements, which are listed in the rate tables below.

D. RATE CHANGES. The regular rates are subject to additional increase mid-year in the event that FICA, FUTA, SUTA or other applicable taxes are increased by the governing body. In the event of such increase, Agency will increase the regular rates by the exact amount such tax is increased without additional markup or profit to Agency. The rates and terms in this exhibit may be increased or decreased yearly. Clients will receive these updates at least 30 days prior to the effective date.

E. RATES. The following rates shall be effective for all working Personnel, new starts, extensions and renewals as first dated below.

EFFECTIVE DATE: 08/04/2024

FEES FOR SPECIAL EDUCATION PROVIDERS, ASSESSORS AND CONSULTANTS

Special Education Provider Rates (Minimum Visit Rates are for on-site visits. Off-site time is billed in 15 min. increments)	Hourly Rate	Minimum Billing Increments
Academic Assessor	\$116.39	1 hour for IEPs, virtual services, and consultation
Adapted Physical Education Teacher (APE)	\$101.97	1 hour for IEPs, virtual services and consultation; 3 hours for direct services
Assistive Technology (AT)	\$118.45	1 hour for IEPs, virtual services and consultation; 3 hours for direct services

Augmentative and Alternative Communication (AAC)	\$130.81	1 hour for IEPs, virtual services and consultation; 3 hours for direct services
Behavior Intervention Development (BID)	\$119.48	1 hour for IEPs, virtual services and consultation; 2 hours for direct services
Case Manager	\$119.48	4 hours weekly
CF	\$97.85	
Credentialed School Nurse w/ Audiometrist Certificate (SN)	\$123.60	1 hour per day
Deaf and Hard of Hearing (DHH)	\$129.78	1 hour for IEPs, virtual services and consultation; 3 hours for direct services
DIS Counselor	\$91.67	1 hour for IEPs, virtual services and consultation; 3 hours for direct services
Educational Audiologist	\$175.10	1 hour for IEP's and consultation
Educationally Related Intensive Counseling Services or Educationally Related Mental Health Services (ERICs or ERMHS)	\$116.39	1 hour for IEPs, virtual services and consultation; 3 hours for direct services
Expert Consult	\$195.70	2 hours per day
Expert Program Oversight	\$174.00	1 hour per day
Occupational Therapist (OT)	\$122.06	1 hour for IEPs, virtual services and consultation; 3 hours for direct services
Certified Occupational Therapist Assistant (COTA) Supervisor provided by CCE and Client is not charged for supervision separately.	\$83.95	1 hour for virtual services; 3 hours for direct services
Program Administrator	\$162.74	4 hours weekly
Resource Teacher (RST)	\$88.58	8 hours daily
School Psychologist	\$123.60	1 hour for IEPs, virtual services, consultation and on-site services
Speech and Language Pathologist (SLP)	\$130.81	1 hour for IEPs, virtual services and consultation; 3 hours for direct services
Speech and Language Pathology Assistant (SLPA) Supervisor provided by CCE and Client is not charged for supervision separately.	\$83.95	1 hour for virtual services; 3 hours for direct services
Translation	\$100.00	1 hour per request
Other Providers not listed in the agreement		Contact for quote
Permanent Placement Fees for Special Education Providers and Assessors		
All modalities	\$35,000 flat fee	

TRAINING FEES

Description of Fees	Fee
Training Services CCE provides an array of training options. Call us and we will create a customized plan to address your needs.	Contact for quote

**EXHIBIT A – SUBSTITUTE SERVICES
NEW MEDISCAN II, LLC DBA CROSS COUNTRY EDUCATION
RATES AND TERMS**

- A. PLACEMENT FEES.** Client recognizes and acknowledges that Agency spends considerable time and effort and incurs substantial expense in recruiting, employing, training and retaining any individual introduced by Agency. Client shall not hire, nor attempt to hire, directly or indirectly, personally or through an agent or agency, contract with or hire directly any staff after the latest date of verbal and/or written introduction, referral, or date of work for a period of six (6) months without payment of the Placement Fee. Should Client wish to enter into a permanent placement agreement, independent contract agreement, and/or refer Personnel to a third party for employment, Client agrees to pay the amount listed below.

Client shall be required to immediately pay to Agency the Placement Fee for each individual, in the event that (a) Client hires, directly or indirectly (e.g., through another staffing company or through an affiliated medical Client), while employed by Agency and/or within six (6) months of the termination of such individual's employment with Agency or (b) Client causes, the Staff member directly or indirectly, to leave the employment of Agency.

- B. SUBSTITUTE TEACHER DAILY CALCULATIONS.** The hours billed are inclusive of an additional 15 minutes at the start and 15 minutes at the end time of the Client's bell schedule. An additional 15 minutes may be added to the start of the workday, if a morning break is not included in the Client's bell schedule. As lunch is unpaid, the duration of the lunch shall be deducted from the above calculation.
- C. LESSON PLANNING AND GRADING CALCULATIONS.** Lesson planning rates shall be included for any and all assignments requiring lesson planning or grading. Client will be billed retroactively, if applicable. Pupil Free Days and Professional Development Days will be billed at the lesson planning rate if Personnel is required to report to work on those days. If transition days are requested, they will be billed as an assignment not requiring lesson planning. If a lesson planning substitute teacher is absent, the Client will be charged the lesson planning rate of that teacher when Personnel cover the assignment. When Personnel have a credential/certificate, the higher lesson planning rate applies when the class covered is that of the Personnel's certificate/credential. A Client administrator or administrative designee must approve all additional duties on the Personnel's timecard. Daily rate encompasses 8 hours a day. All additional time past the 8th hour is considered overtime and the overtime rate will apply. CCE Personnel are entitled to one prep period per lesson planning assignment. Should a prep period not be available to the Personnel during the 8-hour day, a surcharge of one hour will be assessed. If the full day plus the prep period adjustment exceeds 8 hours in a day or 40 hours in the week, the overtime rate will apply. Personnel must also be provided with legally required breaks and a duty-free 30-minute lunch. If neither of these are provided, additional fees will apply.
- D. BREAKS AND REST PERIODS.** Client agrees to schedule and supervise all Personnel while on assignment with Client and provide all Personnel with all meal periods and rest breaks required by law. Client shall reimburse Agency for any costs, including penalties, incurred by Agency should Client fail to comply with this requirement.
- E. CONFIRMED ASSIGNMENT CHANGES.** Once an Personnel is in route to the confirmed assignment, Client may not reduce the confirmed hours or materially change the type or location of the assignment confirmed. If the Client extends the assignment end time, the rate will change accordingly. If the assignment hours are shortened, the full rate of the confirmed assignment will be charged. Client shall immediately notify Agency within 1 business day if Personnel does not show up for a confirmed assignment. Client will be charged all confirmed amounts unless Agency is notified of the Personnel "No Show".
- F. REPORTING PAY/BILL FOR ASSIGNMENT CANCELLATION.** For Substitute Services, reporting pay may be billed at the regular bill rate in accordance with current state and federal laws. Client may be charged if a confirmed assignment is cancelled once the employee is in route or has arrived at the assignment. For bus rider assignments, the assignment begins at the student's residence.

- G. TIME AND ATTENDANCE.** A Client representative and the assigned Personnel shall each provide the hours worked by Personnel. For per diem Personnel, the electronic timekeeping software shall be provided by Agency to Client and updated daily so that Client can review. For long term Personnel, a Client representative shall promptly approve the hours worked by Personnel by responding weekly to an email provided by Agency to Client with hours worked at their school site, indicating exact time in and time out, including records of all breaks and meal periods. Time entries not formally approved on such a basis shall be deemed accepted and approved by Client and processed for invoicing. Client's approval shall constitute Client's acceptance and waiver of objections to the work performed by Personnel, the number of hours so listed, the shift and unit worked by Personnel and other additional charges listed thereof.
- H. RATE CHANGES.** The regular rates are subject to additional increase mid-year in the event that FICA, FUTA, SUTA or other applicable taxes are increased by the governing body. In the event of such increase, Agency will increase the regular rates by the exact amount such tax is increased without additional markup or profit to Agency. The rates and terms in this exhibit may be increased or decreased yearly. Clients will receive these updates at least 30 days prior to the effective date.
- I. MINIMUM BILLING.** Some services have minimum billing requirements, which are listed in the rate tables.
- J. RATES.** The following rates shall be effective for all working Personnel, new starts, extensions and renewals as first dated below.

EFFECTIVE DATE: 08/04/2024

FEES FOR SUBSTITUTE TEACHERS & SCHOOL SUPPORT STAFF

Rates and Fees for Substitute Teacher Assignments	Rates
Per Diem – no lesson planning or grading - Full Day – 0.00 – 8.00 hours	\$395.50 per day
Long-Term – Lesson Planning and Grading - Teacher with a 30-day Substitute Permit	\$430.50 per day
Long-Term - Lesson Planning and Grading - Credentialed Teacher (not including Special Education Credential)	\$465.50 per day
Long-Term - Lesson Planning and Grading - Special Education Credentialed Teacher	\$600.00 per day
Overtime, Failure to Provide Lunch Break or Failure to provide Rest Break	1.5x the hourly rate for the affected assignment
Missed Prep Fee for lesson planning or grading assignments	1.5x the hourly rate for the affected assignment
No Notice Cancellation Fee	4 hours at the hourly rate for the affected assignment
Rates and Fees for School Support Staff	Hourly Rate
Campus Aide – no classroom support – high school diploma	\$30.00 per hour
Paraprofessional – classroom support – high school diploma + Parapro certification	\$36.50 per hour
Office Assistant – no classroom support – high school diploma	\$36.00 per hour
Special Education Aide or Teacher Assistant – classroom support – 48 units	\$36.50 per hour
Certified Nursing Assistant (CNA) – licensed – 6 hour minimum	\$40.50 per hour
Licensed Vocational Nurse (LVN) – licensed – 6 hour minimum	\$57.50 per hour

Special Education Aide – Non-Crisis Intervention (NCI) Certified or QBS Trained – classroom support – 48 units - licensed	\$38.50 per hour
Behavior Intervention Aide (BII) – classroom support – 48 units	\$40.50 per hour
Behavior Intervention - NCI Certified or QBS Trained – classroom support – 48 units - licensed	\$42.50 per hour
Overtime, Failure to Provide Lunch Break, Failure to provide Rest Break and After-School Assignment (2pm or later) Hourly rate	1.5x the hourly rate for the affected assignment
No Notice Cancellation Fee	½ scheduled shift but no less than 2 hours
Placement Fees for Teachers and School Support Staff	
Credentialed Teachers	\$10,000 flat rate fee
1-90 assigned days at client site	\$5,000 flat rate fee
>90 assigned days at client site	\$3,500 flat rate fee

**EXHIBIT A – STAFFING
NEW MEDISCAN II, LLC DBA CROSS COUNTRY EDUCATION
RATES AND TERMS**

A. CONVERSION. Client recognizes and acknowledges that Agency spends considerable time and effort and incurs substantial expense in recruiting, employing, training, and retaining any individual introduced by Agency. Client shall not hire, nor attempt to hire, directly or indirectly, personally or through an agent or agency, contract with or hire directly any staff after the latest date of verbal and/or written introduction, referral, or date of work for a period of six (6) months without payment of the conversion fee. Should Client wish to enter into a permanent placement agreement, independent contract agreement, and/or refer Personnel to a third party for employment, Client agrees to pay the amount listed in the Rates section.

All amounts required to be paid to Agency are due upon candidate’s first day of service at Client to which Personnel member is referred. Client’s obligation to pay Agency under this provision shall not be subject to offset. Late fees will be assessed for late payments.

B. ORIENTATION. Client shall provide Personnel with instructions regarding Client and facility policies. In the event Client requires Personnel to report to work prior to the first day of Personnel scheduled assignment in order to fulfill any pre-employment requirements, Client will pay Agency the applicable Personnel rate described below for each hour spent by such Personnel fulfilling those requirements. Such fees will be billed on and paid by the Client in accordance with the first invoice delivered to the Client.

C. TIME AND ATTENDANCE. A Client representative and the assigned Personnel shall each provide the hours worked by Personnel. A Client representative shall promptly approve the hours worked by Personnel by completing and executing such information on a form provided by Agency, indicating Personnel exact time in and time out, including records of all breaks and meal periods. Such timesheets shall be submitted weekly to Agency. Time entries not formally approved on such a basis shall be deemed accepted and approved by Client and processed for invoicing. Client’s execution of a timesheet shall constitute Client’s acceptance and waiver of objections to the work performed by Personnel, the number of hours so listed, the shift and unit worked by Personnel and other additional charges listed thereon

D. OVERTIME. Client will be billed for all overtime hours in accordance with the current state and federal laws, rules and regulations where such services are being provided. Calculations of overtime will be 1.5 times the Personnel rate or two (2) times the Personnel rate listed below as required by law.

E. PERMANENT PLACEMENT. Upon Client's request Agency will identify, qualify and interview individuals pursuant to Client-specified job description for Client's direct hire opportunities. If Client hires such individual, Client will be billed in the next billing cycle a fee equal to the greater of USD \$18,750 or 35% of such individual's annual base salary calculated on a 40-hour work week. Such fee shall be due and payable under the terms and conditions of this Agreement.

F. RATE CHANGES. The regular rates are subject to additional increase in the event that FICA, FUTA, SUTA or other applicable taxes are increased by the governing body. In the event of such increase, Agency will increase the regular rates by the exact amount such tax is increased without additional markup or profit to Agency. The rates and terms in this exhibit may be increased or decreased yearly. Clients will receive these updates at least 30 days prior to the effective date.

G. BREAKS AND REST PERIODS. Client agrees to schedule and supervise all Personnel while on assignment with Client and provide all Personnel with all meal periods and rest breaks required by law. Client shall reimburse Agency for any costs, including penalties, incurred by Agency should Client fail to comply with this requirement.

H. TRAVEL ASSIGNMENTS - ASSIGNMENT DURATION; MINIMUM GUARANTEE; CANCELLATION OF SHIFT OR ASSIGNMENT For all travel assignments, Client will provide Personnel with shifts of 8 hours a day for a total of 40 hours per week for a minimum of an eight (8) week assignment. In the event a travel assignment is cancelled without cause, Client shall pay out all fees, including the guaranteed hours of such Personnel, associated with such assignment.

I. TRAVEL ASSIGNMENTS - ALLOCATION AND DEDUCTION OF TRAVEL EXPENSES. Agency's hourly billing rates and Client's payment of those hourly rates necessarily incorporate and contemplate that a portion of those rates is to reimburse Agency for all lodging, meals and incidental expenses incurred by Personnel ("travel expenses"). Client acknowledges and agrees that a portion of its payment for the hourly billing rates shall reimburse Agency for all travel expenses paid by Agency to any of its Personnel providing services to Client hereunder. Client or Agency may deduct such allocable portion of the payment as travel expenses subject to any applicable federal limitations.

Agency shall provide Client with information detailing all such per diem allowances paid for travel expenses on a report referenced and included as a part of each invoice. Each such report shall be deemed to be incorporated by reference into the applicable invoice and read as a part thereof. Such report shall contain the names of each Personnel providing services to Client who received per diem allowances during the period referenced on the invoice, as well as the aggregate amount of those allowances during the billing period. Copies of such expense reports are maintained by Agency and are available upon request if needed to further substantiate Client's tax deductions for travel expenses. Agency is providing Client with an aggregate hourly rate for billing purposes which is inclusive of both (i) amounts for healthcare services provided by Personnel hereunder; and (ii) reimbursements for per diem allowances paid by Agency to Personnel (at the current rate, with 0% markup). The aforementioned hourly rate is being given solely at Client's request to allow Client to compare the total cost of Agency's services to its competitors' and it shall in no way reflect treatment of how Agency is paying wages to its Personnel. This allocation and deduction of travel expenses shall apply to Approved Vendors and their Personnel based on the terms and conditions set forth above as well.

J. MILEAGE. Client will reimburse Agency for all mileage while traveling between Client's facilities in accordance with IRS Standards.

K. INCENTIVISED RATES. Agency and Client may designate certain specialties as requiring an incentivized rate at the time of order to meet Client needs. Such incentivized rates shall be used for the duration or extension of such assignments. Agency shall propose such rates including the details of the bill rate change, prior to enacting the incentivized rates and Client shall confirm its approval via the assignment confirmation signed by Client.

L. RATES. The following rates shall be effective for all working Personnel, new starts, extensions, and renewals as first dated below.

Effective: 08/04/2024

Modality	PERSONNEL RATES (PER HOUR)
Adapted Physical Education Teacher	N/A
Behavior Analyst/Consultant/ Behavioral Intervention Development	\$90-\$125.66
Certified or Credentialed School Nurse	\$85-\$123.60
Marriage and Family Therapist	N/A
Occupational Therapists	\$85-\$122.06
Certified Occupational Therapist Assistant	\$59-\$83.95
Orientation/Mobility Specialist	\$85-\$122.06
Physical Therapist	\$90-\$130
Physical Therapist Assistant	N/A
Registered Behavior Technician	\$45-\$55
Registered Nurse	\$79-85
School Counselor	\$75-\$88.58
School Psychologist	\$85-\$123.60
Sign Language Interpreter	N/A
Social Worker	\$95-\$122.57
Special Education Teacher	\$80-\$90
Speech Language Pathologist	\$85-\$130.81
Speech Language Pathologist Assistant	\$59-\$76.22
Teachers for the Deaf or Hard of Hearing	N/A
Teachers for the Visually Impaired	N/A
Licensed Vocational Nurse/Licensed Practical Nurse	\$50-58
Certified Teacher (non – Special Education Teacher)	\$66.43-85.71
SPECIALTY POSITIONS CONVERSION FEES OR PERMANENT PLACEMENT	
The conversion fee is equal to the greater of USD \$18,750 or 35% of the provider's annual base salary calculated on a 40-hour work week.	

**NEW MEDISCAN II, LLC DBA CROSS COUNTRY
EDUCATION**

Natalie Tucker

Natalie Tucker (Jun 11, 2024 09:59 PDT)

SIGNATURE

Natalie Tucker

PRINTED NAME

Sr. Director, Business Admin.

TITLE

06/11/2024

DATE

Client: ACCELERATED SCHOOLS

Debbie Kukta

SIGNATURE

Debbie Kukta

PRINTED NAME

Chief Business Officer

TITLE

5/31/24

DATE






CCE Exhibit A 24-25-SOS, Subs & Staffing-The Accelerated Schools

Final Audit Report

2024-06-11

Created:	2024-06-11
By:	Holly Summers (hnichols@direct-ed.net)
Status:	Signed
Transaction ID:	CBJCHBCAABAA0Qb4omvgomJRn1f-T7EMSODxZaXMg7kK

"CCE Exhibit A 24-25-SOS, Subs & Staffing-The Accelerated Schools" History

-  Document created by Holly Summers (hnichols@direct-ed.net)
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-  Document emailed to Natalie Tucker (ntucker@crosscountry.com) for signature
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-  Document e-signed by Natalie Tucker (ntucker@crosscountry.com)
Signature Date: 2024-06-11 - 4:59:09 PM GMT - Time Source: server
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