

2026 Substitute Educator of the Year Contest Rules

1. Eligibility

Substitute Educator of the Year (the "Contest") is open to all active Kelly Education employees who are in good standing at the time of payout. Non-Kelly employees are not eligible. The Contest is subject to federal, state, and local laws, withholdings, and regulations.

2. Sponsor

The Contest is sponsored by Kelly Education, located at 999 West Big Beaver Road, Troy, Michigan 48084.

3. Agreement to Official Rules

Participation in the Contest constitutes entrant's full and unconditional agreement to and acceptance of these Official Rules and the decisions of Kelly Education, which are final and binding. Winning an award is contingent upon being compliant with these Official Rules and fulfilling all other requirements set forth herein.

4. Contest Period

The Contest begins on March 1, 2026 at 12:01 am Eastern Standard Time, and ends on March 20, 2026 at 5:00 pm Pacific Standard Time (the "Contest Period"). Entries that are submitted before or after the Contest Period will be disqualified. Online submissions will be accepted for the duration of the Contest.

5. How to Enter

Online: This method of entry will be available by visiting our website kellyeducation.com and following the directions provided to fill out the entry information and submit. Entries without videos and letters of recommendation may be disqualified. Videos that include students will be disqualified as recording or photographing students is prohibited.

Limit one (1) entry per person for the duration of the Contest Period, regardless of method of entry. Entries received for any person, e-mail address, or household in excess of the stated limitation will

be void. All entries become the property of Kelly Education and will not be acknowledged or returned.

6. Winner Selection and Notification

On or about April 15, 2026, Kelly Education will select potential winners among all eligible entries received, based on performance and recommendations from school faculty. Kelly Education will attempt to notify the potential winner via telephone or email on or about April 15, 2026. If the potential winner cannot be contacted within five (5) calendar days after the date of the first attempt to contact him/her, Kelly Education may select an alternate potential winner in his/her place from the remaining eligible entries. If a potential winner cannot be contacted, or the award is returned as undeliverable, the potential winner forfeits the award. Potential winners must comply with all terms and conditions of these Official Rules, and winning is contingent upon fulfilling all requirements. In the event that a potential winner is disqualified for any reason, Kelly Education will select an alternate winner.

8. Awards

1. Substitute Teacher (PreK-12) Winner - \$5,000 bonus, plus an additional \$1,500 to donate to the school of their choice within a school district or center they are servicing.
2. Paraeducator (PreK-12 / Early Childhood) Winner - \$5,000 bonus, plus an additional \$1,500 to donate to the school of their choice within a school district or center they are servicing.
3. Runner-Up Substitute Teacher (PreK-12) Winner - \$1,000 bonus, plus an additional \$500 to donate to the school of their choice within a school district or center they are servicing.
4. Runner-Up Paraeducator (PreK-12 / Early Childhood) Winner - \$1,000 bonus, plus an additional \$500 to donate to the school of their choice within a school district or center they are servicing.

Award payouts will be fulfilled during the May 3-9, 2026 pay period. Awards are subject to all local, state, and federal tax withholdings.

9. General Conditions

Winners must consent to and pass a criminal background check at the time of payout and Kelly Education reserves the right in its sole discretion to disqualify any individual who is not in good standing.

Winners must be active and on assignment with Kelly Education at the time of payout in order to receive an award.

Kelly Education, in its sole discretion, reserves the right to cancel, suspend, modify or terminate this contest at any time, with or without notice.

10. Privacy

Information collected from entrants is subject to Kelly's [privacy policy](#). All nomination materials (forms, letters, videos) become property of Kelly and may be used for marketing and promotional purposes.

11. Questions/Contact

Please direct any questions regarding these contest guidelines to kescpliance@kellyservices.com. Kelly reserves the sole right to cancel or modify these guidelines at any time and at Kelly's sole discretion. For questions regarding the nomination process or any technical issues with submitting nominations, please email KellyAwards@kellyservices.com.