



June 30th, 2018

To whom it may concern,

DCS Montessori provides compensation for individuals hired, or contracted, as Substitute professionals on an as-needed basis in order to provide for the best educational and care experience to our students, while simultaneously supporting our staff's need to be absent from their position as their personal life or health might dictate. The standard compensation rate for Substitute professionals is \$15 an hour. There are variances to this standard compensation rate possible with special requests approved by the DCS Montessori Head of School based upon unique experiences or situations.

Respectfully provided,

A handwritten signature in blue ink, appearing to read "Jeromy Johnson", with a long, sweeping horizontal line extending to the right.

Jeromy Johnson

DCS Montessori, Head of School,