



INDEPENDENT CONTRACTOR AGREEMENT

INSTRUCTIONS

1. It is the end-users responsibility to do the following **prior** to the contractor providing services:
 - Complete all sections of the ICA and obtain the appropriate signatures. All blank spaces must be completed. In particular, it's essential that sections 2A, 2B, and 2C are completed.
 - Obtain a current W-9 and submit to Accounts Payable, unless the contractor's W-9 information is already in Banner.
 - Obtain proof of insurance prior to the commencement of work.
 - Contact Risk Management (Marsha Kelly x6131) regarding all questions related to insurance coverage and/or exception authorization.
2. If you will be paying only one invoice against the ICA, the contract is for less than \$1,000, and the ICA is not funded by measure C, you may submit the completed ICA, W-9, and invoice directly to District Accounts Payable.

- OR -

If you will be paying more than one invoice against the ICA, the ICA is over \$1,000, or the ICA is funded by measure C, submit the complete ICA, W-9, and proof of insurance along with a Banner requisition. After Purchasing issues the PO, submit the contractor's invoices to District Accounts Payable and indicate the PO number on each invoice.

Foothill - De Anza Community College District

INDEPENDENT CONTRACTOR AGREEMENT

De Anza College Foothill College District Office Foothill-De Anza Foundation

This Agreement entered into this _____ day of _____, 2____ is made between the Foothill-De Anza Community College District, hereinafter referred to as the "DISTRICT", and the following named independent contractor; hereinafter referred to as the "CONTRACTOR", based upon Board Policies BP 3140, BP3143, AP 3140, and AP3143 and the following legal citations:

- A. Government Code Section 53060 authorizes the engagement of persons to perform special services as independent contractors; and
- B. Public Contract Code 20651 requires advertised sealed bids for public projects of \$15,000 or more and most other services of \$87,800 or more. If sealed bids are required, this form of agreement cannot be used;
- C. Government Code Section 8546.7 provides that the contracting parties for any contract involving expenditure of public funds in excess of \$10,000 shall be subject to examination and audit by the State Auditor for a period of three (3) years after final payment under the contract.
- D. The public interest, convenience, necessity and general welfare will be served by this Agreement.

If this agreement has a total cost that exceeds \$20,000, it is not valid and services shall not commence unless and until the Board of Trustees grants approval.

Do not use this form for public project contracts of \$15,000 or more.

1. CONTRACTOR INFORMATION:

Contractor's Name _____ Company Name _____

Address _____ City _____ Zip _____

Phone _____ Fax _____ Email _____

Social Security Number (last four) _____ *Fed. Tax I.D. Number _____

*CONTRACTOR MUST PROVIDE W-9

Business License Number _____

DIR Registration Number _____

Are you a current or former employee of the DISTRICT? Yes No

If yes, date last worked _____

If yes, specify last work location _____

Work Assignment _____

Are you related to any employee(s) in the DISTRICT? Yes No

If yes, please identify the individual(s) _____

2. CONTRACTOR SERVICES, FEE, AND CONTRACT STARTING AND ENDING DATES:

A. Description of services and deliverables to be provided by contractor (if available, refer to and attach contractor's signed proposal or quotation):

B. Contractor Fee for Services: \$ _____
(Indicate a fixed fee to be paid for all of the described services or indicate hourly or other periodic billing rate(s) If travel or other expenses will be reimbursed they should conform to Administrative Procedure 3152.)

Will contractor also be reimbursed for expenses? YES or NO If yes, state maximum reimbursement amount to be paid in addition to contract fee shown above:

\$ _____

TOTAL COST OF THIS INDEPENDENT CONTRACT WILL NOT EXCEED \$ _____ INCLUDING CONTRACTOR TRAVEL OR OTHER EXPENSE REIMBURSEMENTS. [Total cannot exceed \$14,999 for public projects. Board approval required prior to commencement of services if the total cost exceeds \$20,000.]

C. Contract Starting Date _____ Contract Ending Date _____

Note: It is not permissible to split the contracted services into two or more contracts within one fiscal year for the purpose of avoiding the requirement for Board of Trustees approval or bid limits.

3. DISTRICT OBLIGATIONS OTHER THAN PAYMENT, IF ANY:

4. PAYMENT TERMS: Unless other payment terms are specified in this section, payment terms are Net 30 days computed either from the date of delivery and acceptance of the contract services or from the date of receipt of correct and proper invoices prepared in accordance with the terms of the contract, whichever date is later.

5. STANDARD TERMS AND CONDITIONS:

A. CONTRACTOR is solely responsible for the content and sequence of the work. DISTRICT will not provide any training or instruction to CONTRACTOR or its employees.

B. Confidentiality: In performing its duties hereunder the Contractor may from time to time gain incidental access to confidential information and records including student record information as defined by 20 USC section 1232g. The parties agree that such incidental access is not a provision or conveyance or disclosure to contractor of student record information in violation of section 1232g or of any similar state law. Contractor agrees that if in the performance of its duties it does obtain such access it shall refrain from any removal, use or disclosure to any third person of such information and records and shall take any and all necessary affirmative steps to maintain the confidentiality, and avoid such removal, use or disclosure, whether intentional or inadvertent, of such records and information.

C. CONTRACTOR shall indemnify, defend and hold the DISTRICT, its Board of Trustees, officers, agents and employees harmless from any and all claims, damages, losses, causes of action and demands, including reasonable attorney's fees and costs, incurred in connection with or in any manner arising out of CONTRACTOR'S performance of the work contemplated by this Agreement. Acceptance of this Agreement constitutes that the CONTRACTOR is not covered under the DISTRICT'S general liability insurance, employee benefits or worker's compensation. It further establishes that the CONTRACTOR shall be fully responsible for such coverage. Contractor shall maintain in force, throughout the term of this Agreement, insurance as follows:

1. Workers' Compensation (statutory limits) and Employers' Liability insurance with limits not less than \$1,000,000 each accident, \$1,000,000 employee and \$1,000,000 each disease, provided that contractor has employees as defined by the California Labor Code;
2. Commercial General Liability insurance, with limits not less than \$1,000,000 each occurrence combined single limit for Bodily Injury and Property Damage, including coverages for contractual liability, personal injury, broadform property damage, independent contractors, products and completed operations;
3. Commercial Automobile Liability insurance, with limits not less than \$1,000,000 each occurrence combined single limit for Bodily Injury and Property Damage, including coverages for owned, non-owned and hired vehicles, as applicable;
4. Professional Liability insurance when applicable, with limits not less than \$1,000,000 each claim/annual aggregate, with respect to coverage for errors and omissions arising from professional services rendered under this Agreement, and with any deductible not to exceed \$25,000 each claim.

If any of the required insurance is written on a claims-made coverage form, such insurance shall be maintained for a period of three years following termination of this agreement. General and Automobile liability policies shall include as Additional Insureds, the District, its officers, agents, employees and servants, shall be primary to any other insurance or self-insurance available to the Additional Insureds and shall apply separately to each, except the inclusion of Additional Insureds shall not operate to increase the required limits of such insurance. Contractor shall not commence work under this Agreement until required insurance has been obtained.

D. The CONTRACTOR shall assume all expenses incurred in connection with the performance of this contract and the DISTRICT shall not be responsible for payment of any other expenses. The payment terms specified in Paragraph 4 above, unless otherwise indicated and agreed to in writing by the CONTRACTOR and the DISTRICT, shall be the only obligation of the DISTRICT. While engaged in carrying out and complying with any of the terms and conditions of this Agreement, CONTRACTOR is not entitled to any right or privilege applicable to an officer or employee of the DISTRICT or of the State of California.

E. Any system or documents developed, produced or provided under this contract, including any intellectual property discovered or developed by contractor in the course of performing or otherwise as a result of its work, shall become the sole property of the District unless explicitly stated otherwise in this contract.

F. Payments to the CONTRACTOR pursuant to this Agreement will be reported to Federal and State taxing authorities as required. DISTRICT will not withhold any sums from compensation payable to CONTRACTOR. CONTRACTOR is independently responsible for the payment of all applicable taxes. An IRS form 1099 will be provided to the CONTRACTOR at the end of the calendar year.

G. Payment Of Prevailing Wages: Except for agreements for a total of \$1000 or less, if CONTRACTOR provides public project services such as carpet laying or building construction, alteration, demolition, repair, or maintenance, CONTRACTOR shall pay all workers on the District project the prevailing wage pursuant to the California Labor Code, Sections 1770 through 1777.7 and submit Certified Payroll Records directly to the DIR. A copy of the prevailing wage rate determination available online at www.dir.ca.gov/dlsr/statistics_research.html. The determination is issued by the California Department of Industrial Relations (DIR). CONTRACTOR working on projects described in this section must be registered with the DIR to perform work under this contract throughout the duration of the contract.

H. This Agreement constitutes the entire agreement between the parties. There are no understandings, agreements, or representations of warranties, expressed or implied, not specified in this Agreement. This Agreement applies only to the current proposal as attached. Modification or termination of this contract requires mutual agreement by both parties.

- I. The District may terminate this contract at any time for any reason by providing 30 days notice to Contractor. Termination to be effective on the date specified in the notice. In the event of termination under this paragraph, Contractor shall be paid for all work provided to the date of termination.
- J. The parties to the Agreement, under penalty of perjury, hereby certify that all of the above items and attachments are to the best of their knowledge true and correct statements.

AGREEMENT OF CONTRACTOR: I agree to perform the services described above for the payment indicated. I understand that while performing contract services I am not an employee of the Foothill-De Anza Community College District because I follow an independent trade or profession, and I will not be subject to control and direction as to the details and means for accomplishing the anticipated result of my service.

Contractor (signature) _____
Date

Print Name

Title

APPROVED:

This document certifies that I and my assigns have reviewed the appropriate legal and procedural guidelines pertinent to determination of independent contractor status, including IRS Revenue Ruling 87-41, have analyzed their application to the position described on the accompanying documents, and have concluded that the hiring of the subject individual to perform the functions described does indeed constitute correct and legal independent contractor status.

Signature Authorized College/District Requestor/Budgeter _____
Date

Print Name

Signature College/District Employee w/Authority to Sign Contract _____
Date

Print Name

Date Approved by Board of Trustees.

[Required prior to commencement of services if the total cost exceeds \$20,000.]