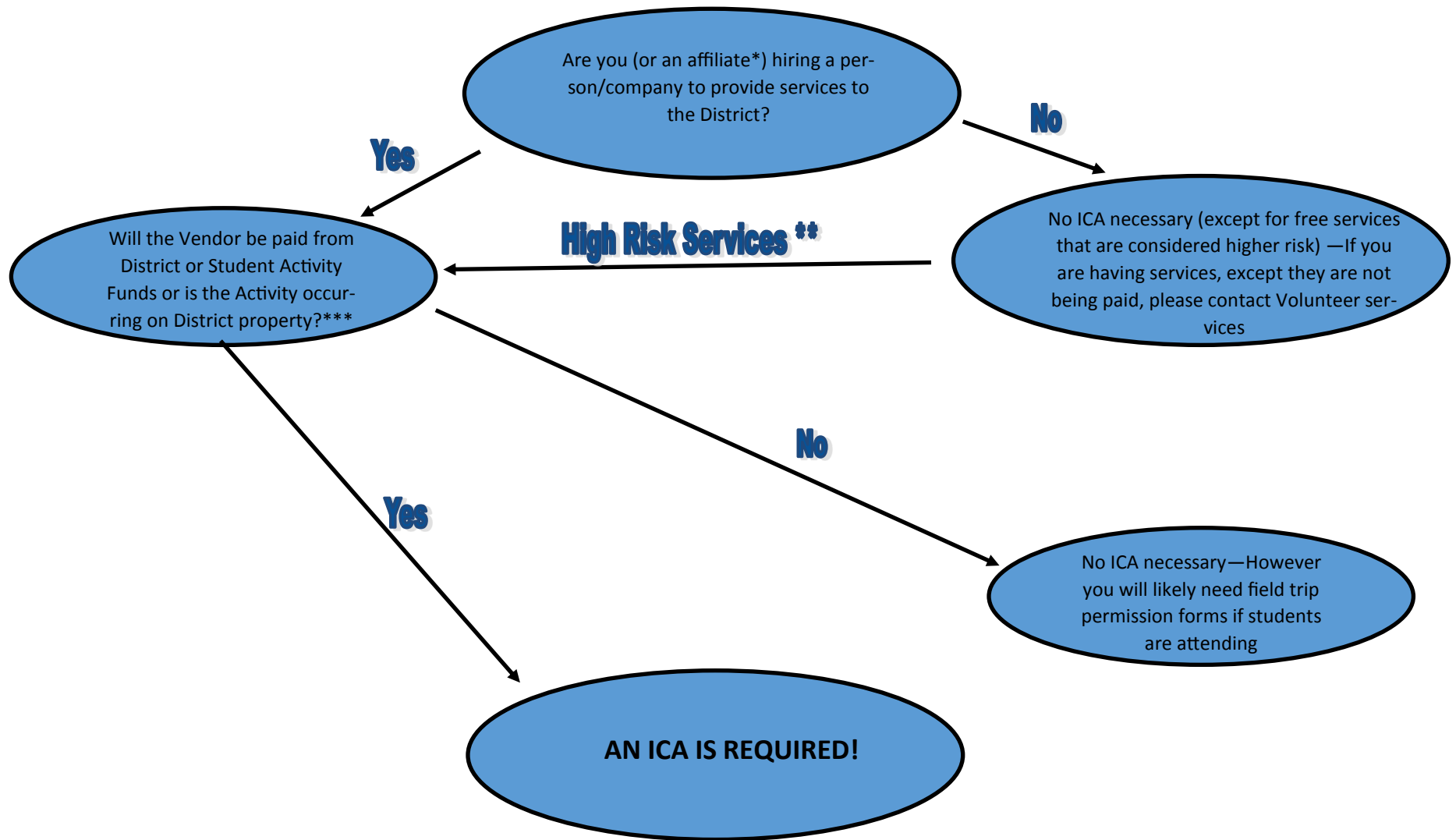


Determining whether an Independent Contractor Agreement (ICA) is required



* Affiliate: Even if the SAF fund or a PTA is paying for the services, this is still considered a paid event and an ICA may be necessary.

** High Risk Services, such as animals on property, will require an ICA to cover our increased risks regardless if the vendor is being paid.

*** Services include set up of a structure that will be used such as a bounce house or photo booth, training that is included with purchase of an item, or any other event that may require a non-employee to come on District property or provide services strictly to District Employees.