

## **INDEPENDENT-CONTRACTOR AGREEMENT**

### **Encompass Therapeutic Services, LLC**

Encompass Therapeutic Services, LLC provides a spectrum of Applied Behavior Analysis (ABA) and behaviorally based services including: ABA Therapy, School district Consultation, program supervision, classroom management plans, staff training, and direct behavioral therapy (e.g., “tutor,” “supervisee,” and/or “Registered Behavior Technician/ Behavior Technician.”).

This “Independent Contractor Agreement,” is entered into between Encompass Therapeutic Services, LLC, a proprietorship owned by Elizabeth M. Cox, M.Ed and Gallatin County Schools

This Independent-Contractor Agreement is made this 2 day of June 2020 between Gallatin County Schools and, Encompass Therapeutic Services, LLC (hereinafter referred to as the "Contractor").

Gallatin County Schools agrees to employ the services of the Contractor and Contractor agrees to accept employment, not as a employee, but as an independent contractor. Gallatin County Schools and Contractor agree that contractor is self-employed/independent contractor and not an employee of the District.

Contractor agrees to have compensation paid to her in full and have income reported on a Form 1099 or similar document, without any deductions or withholdings. Contractor agrees to be fully responsible for any and all income tax and social security obligations without contribution from Gallatin County Schools.

### **Responsibilities of Contractor**

- Apply behavioral principles consistently in all interactions with clients, including implementation of behavioral plans.
- Assist the team in the assessment of skills to complete relevant evaluations. (Functional Behavior Assessment (FBA), Behavior Support Plan (BSP), ABLLS-R, and VB-MAP, etc.)
- Teach clients to acquire language, academic, social and self help skills as determined by individual treatment plan and/or Behavior Support Plan (BSP).
- Provide input on novel behaviors not addressed in the client’s treatment plan or obstacles to implementation of current program.
- Function as an active member of the treatment team.
- Participate in ARC/ IEP, supervisory and team meetings.
- Communicate in a professional manner with district representatives, parents, and other therapists and staff.
- Maintain confidentiality about clients and families abiding with all HIPPA regulations.

### **Requirements of Contractor:**

Contractor will provide up to eight hours a week at the direction of the special education director of behavior support services on behalf of

Gallatin County Schools; not to exceed 40 hours per month.

Contractor will be responsible for the scheduling of sessions, and or meetings based on contractor and client availability.

Contractor will provide evidence that she possess a Masters Degree in Applied Behavior Analysis, Psychology, Child Development, Education, or related field.

Contractor will maintain a Professional Liability/Malpractice Insurance Policy. Contractor will provide Gallatin County Schools with a copy of a current/ and when re-newed Professional Liability/Malpractice Insurance Policy.

Contractor’s duties must be performed consistent with the professional standards and code of ethics of the Behavior Analysts Certification Board (BACB).

### **Contractor Status as an Independent Contractor**

Gallatin County Schools and Contractor agree that the relationship of/and between these two parties is that of Independent Contractor status. Gallatin County Schools and Contractor agree that an Employer/Employee relationship is **NOT** being established. Gallatin County Schools will not be responsible to provide contractor with any form of worker’s compensation, health insurance, retirement benefits, paid vacation, maternity, or paid time off, etc.

