

The purpose of the Independent Contractor Guidelines is to help district employees determine whether the individuals providing services are employees or independent contractors. The Internal Revenue Service (IRS) requires for any business to withhold income taxes, withhold and pay Social Security and Medicare taxes and pay unemployment tax on wages paid to an employee. When an Independent Contractor is hired, the district generally does not have to withhold or pay any taxes. It is important for tax reporting purposes with IRS to understand the differences and report the proper status to avoid negligence penalty or other 6.02 558 or 04.706(us)snBT/TT3 10.02n \$3T@\*nB8998\$3T

