



NON-EMPLOYEE TEACHER CONTRACT

PARTIES:

Client: PHAROS ACADEMY

Contractor: (teacher)

Statement of Status:

Contractor is an independent contractor. Nothing in this agreement shall be construed to create an employer-employee relationship. The contractor can use their own professional judgement for instructional methods with help/advice from the Director. They are free to work at other schools/entities. The contractor should provide their own supplies/equipment unless specific site-licenses are required. The Contractor may charge the students a reasonable materials fee per class.

Scope of Services:

- Instruction for (class) for the (term/year) Semester. (Dates)
- Grading and student support incidental to the specific course taught.
- Teach (# of classes) one-hour class(es) per week for a 28-week semester.
- Attendance at the back-to-school night.
- Present all curriculum and necessary information regarding the class for approval to the Director. This should be completed before (date)
- Must have necessary Pennsylvania Mandates completed prior to the start of classes on (date). (see below)

Pennsylvania Mandates include:

- **Act 34, 114, and 151 Clearances:** Current background checks must be on file.
- **Act 168 Review:** An [Employment History Review](#) is required before start.
- **Mandated Reporter Training:** Training on the Child Protective Services Law (Act 31/126) is mandatory

Compensation & Expenses

- **Fee Structure:** Contractor will be paid a flat fee of (amount) per class/per semester. They will receive the fee in 7 installments: at the end of the following weeks of teaching (weeks 4, 8, 12, 16, 20, 24, & 28). They can charge the student a one-time per semester fee of (amount) for evaluation/editing. This fee is payable to the contractor at the end of each semester (week 14 & 28).
- **No Benefits:** The contractor is ineligible for PSERS (retirement), health insurance, or paid time off.
- **Tax Responsibility:** The contractor is responsible for all federal, state, and local self-employment taxes.
- **Time off:** The contractor will be compensated for one missed class per semester. Any additional time off will be prorated from the contracted fees.

CONTRACTOR:

Sign _____ Print _____ Date _____

HEAD OF SCHOOL:

Sign _____ Print _____ Date _____