

*Policy No.: 5009
Board Approved: September 21, 2004
Revised:*

Independent Contractors

Hagerstown Community College may hire persons as independent contractors as deemed necessary who possess specialized skills and/or knowledge to complete specific assignments within an identified duration. Independent Contractors have complete control over how the work is to be performed, in accordance with identified expected results and are compensated according to an agreed upon amount without benefits. The hiring and use of independent contractors is in accordance with the guidelines of the Internal Revenue Service and are responsible for all applicable federal and state regulations relating to income tax, social security, worker's compensation and unemployment insurance.