



TOWN OF BREWSTER
2298 MAIN STREET
BREWSTER, MA 02631
PHONE: (508) 896-9430
WWW.BREWSTERRECREATION.COM

OFFICE OF
RECREATION COMMISSION

This agreement is entered into as of _____, 20___, between the Brewster Recreation Department and _____ ("Independent Contractor").

In consideration of the promises and agreements contained herein, the parties agree as follows:

1. Engagement. Subject to the terms and conditions set forth in this agreement, the Brewster Recreation Department hereby engages the Independent Contractor to perform services for the recreation department as set forth herein, and the Independent Contractor hereby accepts such engagement. This Agreement shall commence on _____, 20___ and shall continue [until the Independent Contractor's satisfactory completion of the services performed hereunder as determined by the recreation department] or [until terminated in writing by the recreation department] or [on a mutually agreed upon basis unless terminated in writing by the recreation department]. Services to Be Performed. During the term of this agreement, the Independent Contractor shall perform services required by the recreation department as follows:

Or [The Independent Contractor agrees to perform the services described in Exhibit A, which is attached hereto.]

2. Performance of Tasks. The Independent Contractor shall have control and discretion over the means and manner of performance of the services in achieving the result of the work to be performed. The Independent Contractor shall supply all necessary equipment, materials and supplies and shall not rely on the equipment or offices of the recreation department for completion of the services to be performed pursuant to this Agreement. The recreation department retains the right to inspect, stop, or alter the work of the Independent Contractor to assure its conformity with this agreement.

3. Time Requirements. The Independent Contractor will not be required to follow or establish a regular or daily work schedule but shall devote during the term of this agreement the time, energy and skill as necessary to perform the services of this engagement and shall, periodically or at any time upon the request of the recreation department, submit information as to the amount of time worked and scope of work performed.

4. Compensation. For services performed pursuant to this agreement, the recreation department agrees to pay the Independent Contractor [the amount of \$_____ per hour] or [a program fee split of _____], to be paid [on a monthly basis or as otherwise required under state law] or [upon satisfactory completion of the engagement as determined by the recreation department]. Federal, state, and local income tax and payroll tax of any kind shall not be withheld or paid by the recreation department on behalf of the Independent Contractor. The parties agree that the recreation department will not obtain any workers' compensation

coverage that covers the Independent Contractor, and further agree that in no event shall any workers' compensation insurance benefits be paid to Independent Contractor by recreation department. The Independent Contractor understands that he or she is responsible to pay, according to law, the Independent Contractor's income and other employment taxes and understands that he or she may be liable for self-employment taxes (Social Security and Medicare) to be paid by the Independent Contractor according to law. In addition, the recreation department shall not be liable to the Independent Contractor for any expenses paid or incurred by the Independent Contractor unless otherwise agreed to in writing.

5. Insurance. The Independent Contractor is required to provide the recreation department with proof of insurance before the program starts.

6. Independent Contractor Status. This agreement does not constitute a hiring by either party. Under this Agreement, the Independent Contractor shall have an independent contractor status and shall not be an employee for any purpose, including but not limited to, the application of the Federal Insurance Contribution Act, the Social Security Act, the Federal Unemployment Tax Act, the provisions of the Internal Revenue Code, any state revenue and taxation code relating to income tax withholding at the source of income, workers' compensation, and other benefit payments and third party liability claims. To the extent applicable, the Independent Contractor shall procure sufficient insurance to cover general liability, personal injury, and property damage. This agreement shall not be considered or construed to be a partnership or joint venture, and the recreation department shall not be liable for any obligations incurred by the Independent Contractor unless specifically authorized in writing. The Independent Contractor shall act solely as an independent contractor and not as an employee or an agent of the recreation department. The Independent Contractor is not authorized to enter into contracts or agreements on behalf of the recreation department or to otherwise bind the recreation department in any manner or create obligations of the recreation department to third parties.

7. Professional Responsibility. Nothing in this Agreement shall be construed to interfere with or otherwise affect the rendering of services by the Independent Contractor in accordance with his or her independent and professional judgment. The Independent Contractor shall perform the services in a good and workmanlike manner and in accordance with generally accepted industry practices. If the Independent Contractor is required to be certified in their professional field, they must provide proof of certification to the recreation department before the program starts.

8. Termination. This agreement may be terminated prior to the completion or achievement of the services to be performed by either party giving ___ days' written notice. Upon the termination of this agreement it is understood that that the relationship between the parties has ended and the recreation department shall not be liable for, nor shall the Independent Contractor be liable to perform, any services or expenses incurred after the receipt of notice of termination. Such termination shall not prejudice any other remedy to which the terminating party may be entitled, either by law, in equity, or under this agreement.

9. Indemnification and Hold Harmless. The Independent Contractor agrees to indemnify and hold harmless the recreation department from any and all claims by the Independent Contractor, which may arise out of and in the course of the performance of his or her duties hereunder. This section shall not affect any other remedies either party may have under this agreement. The Independent Contractor expressly waives any and all claims for unemployment benefits and/or workers' compensation benefits, and shall maintain same as necessary in connection with the performance of services required by the recreation department.

10. Confidentiality/Non-Disclosure. The Independent Contractor agrees not to disclose or communicate, in any manner, either during or after the term of this agreement, any proprietary information about the recreation department, including but not limited to, the names of its customers, marketing strategies, operations, or any other information of any kind which would be deemed confidential, a trade secret, a customer list, or other form of proprietary information of the recreation department. The Independent Contractor understands that any breach of this provision, or that of any other Confidentiality and Non-Disclosure agreement, is a material breach of this agreement. Upon termination or expiration of this agreement, the Independent Contractor shall deliver all records, data, information, and other documents produced or acquired during the performance of this agreement and all copies thereof to the recreation department. Such material shall remain the property of the recreation department.

11. Non-Solicitation. The Independent Contractor shall not, during the term of this agreement and for a period of one year immediately following termination of this Agreement, either directly or indirectly, call on, solicit, or take away, or attempt to call on, solicit, or take away, any of the customers or clients of the recreation department on whom Independent Contractor called or became acquainted with during the term of this Agreement, either for his or her own benefit, or for the benefit of any other person, firm, corporation or organization.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed as of the date first written above.

The Independent Contractor shall provide the recreation department with a formal proposal before this contact can be signed.

Brewster Recreation Dept:

Independent Contractor:

By _____

By _____

(Print Name)

(Print Name)

Title