

INDEPENDENT CONTRACTOR AGREEMENT

Truth Window, LLC

Agent – Ben Walters

This Agreement is entered into as of the 19th day of September 2025 between Dietrich School District and Truth Window, LLC ("the Contractor"). WHEREAS Dietrich School District is in need of assessment and consultation services to facilitate processes for students with or suspected to have disabilities as mandated under State and Federal Special Education laws or Section 504 of ADA; needs may also include consultation with parents and staff regarding students with behavioral, social-emotional, and academic concerns.

WHEREAS Contractor will supply the agents that are specially trained and possess the necessary education, skills, and licenses or credentials to perform the required services. The agents all have a specialist degree in School Psychology (Ed.S.) and are credentialed in Pupil Personnel Services with an endorsement in School Psychology in the state of Idaho. In addition, the principal agent (Ben Walters) is a Nationally Certified School Psychologist.

Independent Contractor. Subject to the terms and conditions of this Agreement, Dietrich School District engages the Contractor as an independent contractor to perform the services set forth herein, and the Contractor hereby accepts such engagement. This Agreement shall not render the Contractor an employee, partner, agent of, or joint venturer with Dietrich School District for any purpose. Dietrich School District shall not be responsible for withholding taxes with respect to the Contractor's compensation. The Contractor shall have no claim against Dietrich School District or otherwise for vacation pay, sick leave, retirement benefits, social security, worker's compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind.

1. Duties. Duties may include but are not limited to review of academic records; assessment; assessment scoring; student observation; report writing, interviewing; parent, teacher, and/or service provider consultation; and attendance at team meetings as requested. Contractor agrees to render services under this agreement in a professional manner and in compliance with all state and federal laws including the ethical principles of respective professional affiliations.

2. Terms. This engagement shall commence upon execution of this Agreement and shall continue in effect through June 7th, 2026. The Agreement may only be extended thereafter by mutual agreement, unless terminated earlier by operation of and in accordance with this Agreement. Dietrich School District agrees that it will have no right to control or direct specific details, manner, or means by which the Contractor accomplishes the results of the services performed hereunder. The Contractor has no obligation to work any particular hours or days, or any particular number of hours or days. However, the Contractor agrees to be reasonably available to perform the duties requested by IDEA and accepted by the Contractor, and to respond in a timely and reasonable manner.

3. Compensation. As full compensation for the services rendered pursuant to this Agreement, Dietrich School District shall pay the Contractor the flat hourly rate of \$75.00 for all services. Compensation shall be payable within 30 days of receipt of Contractor's monthly invoice for services rendered supported by reasonable documentation. These terms may be amended in writing or supplemented with subsequent estimates for services to be rendered by the Contractor and agreed to by Dietrich School District.

4. Expenses, Equipment, & Supplies. Equipment/supplies housed by Dietrich School District may be utilized by the Contractor. Dietrich School District agrees to provide an adequate space to conduct services (i.e., room for testing students reasonably free from distractions) while on-site at Dietrich School District. During the term of this Agreement, the Contractor shall bill and Dietrich School District shall reimburse the Contractor for all reasonable and approved out-of-pocket expenses which are incurred in connection with the performance of the duties hereunder.

5. Confidentiality & Property. The Contractor acknowledges that during the engagement the Contractor will have access to and become acquainted with various student information and records. The Contractor agrees not to disclose any of the aforesaid, directly, or indirectly, or use any of them in any manner, either during the term of this Agreement or at any time thereafter, except as required in the course of this engagement with Dietrich School District. All reports, files, and records relating to the business of Dietrich School District, whether prepared by the Contractor or otherwise coming into the Contractor's possession, shall remain the exclusive property of Dietrich School District. Forms, documents, or other inventions created by the Contractor prior to or while under contract with Dietrich School District outside of reports completed for the business of Dietrich School District are the property of the Contractor.

6. Termination. Dietrich School District or Contractor may terminate this Agreement at any time by 14 working days' written notice to the other party. In addition, if Dietrich School District or Contractor is convicted of any crime or offense, is guilty of serious misconduct in connection with performance hereunder, or materially breaches provisions of this Agreement, the engagement may be terminated without prior written notice.

7. **Insurance.** The Contractor will carry liability insurance related to the services performed for Dietrich School District.

8. **Liability.** With regard to the services to be performed by the Contractor pursuant to the terms of this agreement, the Contractor shall not be liable to Dietrich School District, or to anyone who may claim any right due to any relationship with Dietrich School District, for any acts or omissions in the performance of services on the part of the Contractor or on the part of the agents or employees of the Contractor, except when said acts or omissions of the Contractor are due to willful misconduct or gross negligence. Dietrich School District shall hold the Contractor free and harmless from any obligations, costs, claims, judgments, attorneys' fees, and attachments arising from or growing out of the services rendered to Dietrich School District pursuant to the terms of this agreement or in any way connected with the rendering of services, except when the same shall arise due to the willful misconduct or gross negligence of the Contractor and the Contractor is adjudged to be guilty of willful misconduct or gross negligence by a court of competent jurisdiction.

9. **Notices.** All notices, demands, or other communications required or desired to be given hereunder by any party shall be in writing and shall be validly given or made to another party if personally served, or if deposited in the United States mail at the addresses at the bottom of the document. Any party may change its address for the purposes of this paragraph by written notice given in the manner provided above.

10. **Modification or Amendment.** No amendment, change or modification of this Agreement shall be valid unless in writing signed by both parties.

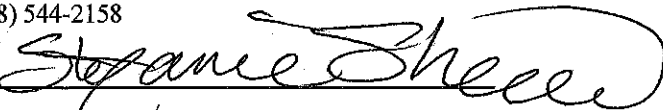
11. **Entire Understanding.** This document and any exhibit attached constitute the entire understanding and agreement of the parties, and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect.

12. **Unenforceability of Provisions.** If any provision of this Agreement, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this Agreement shall nevertheless remain in full force and effect.

IN WITNESS WHEREOF the undersigned have executed this Agreement as of the day and year first written above. The parties hereto agree that facsimile signatures shall be as effective as originals.

Dietrich School District
406 North Park Street
Dietrich, ID 83324
(208) 544-2158

By:



Title:

Superintendent

Truth Window, LLC
Ben Walters, M.Ed., Ed.S.
Nationally Certified School Psychologist
2871 Agnes St.
Idaho Falls, ID 83402
(208) 270-2716
waltbenj@isu.edu

By:

Ben Walters
Agent