

The district may enter into personal services contracts to achieve cost savings when each of the following conditions is met:

- A. It can be clearly demonstrated that the proposed contract will result in actual overall cost savings to the district.
- B. The contractor's wages are at the industry's level and do not undercut district pay rates.

T h e c o n t r

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References:	Government Code §53060 Education Code §88003.1 Labor Code §3353 Public Contract Code §10335.5
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- B. The services are incidental to a purchase or lease contract.
- C. The services are not available within the district or cannot be satisfactorily performed by district employees.
- D. The policy, administrative, or legal goals and purposes of the district cannot be accomplished through the regular or ordinary hiring process.
- E. The work meets the criteria for emergency appointment.
- F. Equipment, materials, facilities, or support services could not feasibly be provided by the district.
- G. The services are of an urgent, temporary, or occasional nature.

Contracts for the services of persons who qualify as professional experts may be let without competitive bidding. Professional experts are persons specially qualified to provide services and advise in financial, economic, accounting, engineering, legal or administrative matters. They must be specially trained, experienced and competent to perform the services required. Compensation for special services and advice from professional experts may be paid from available funds in the amounts deemed proper for the services rendered.

To be an independent contractor, substantial conformance with the following conditions must exist:

- A. The contractor controls the way in which work is performed.
- B. The contractor sets their own hours.
- C. The contractor is not restricted from taking jobs from other businesses at the same time that they are doing work for the district.
- D. No district employees have duties similar to the independent contractor.
- E.

