

Employment Contract dated this ____1st____ day of ____July____, 2026; between:

McCall-Donnelly Joint School District #421 (hereinafter referred to as "District"), in Valley County, Idaho.

And

Eric Mikkelsen, In-School CBRS Services – Norheim Enterprises LLC (hereinafter referred to as "Provider")

SECTION I - INDEPENDENT PROVIDER STATUS

Provider's status under the Contract shall be that of an independent contractor. Provider shall be responsible for paying all employment-related taxes and benefits, such as federal and state income tax withholding, social security contributions, workers' compensation and unemployment insurance premiums, health and life insurance premiums, pension contributions, and similar items. Nothing contained herein shall be construed as creating an employer-employee relationship. Provider retains control over the means and methods of delivering professional services.

SECTION II - SERVICES TO BE PROVIDED

Provider shall supervise and supply qualified personnel to perform Community-Based Rehabilitation Services (CBRS) as well as Behavioral Intervention as specified by IEP teams. Services will be provided as needed and shall be determined by Individual Education Plan (IEP) teams in coordination with the District Designee. Services must be documented in individual IEP service plans and authorized and documented in accordance with current Idaho Medicaid requirements. The services rendered pursuant to this agreement will be provided by individuals who are duly licensed or certified to perform the services and who are supervised by a licensed provider in accordance with applicable professional standards. Provider agrees that all work pursuant to this agreement will be performed in accordance with the highest professional standards. Upon reasonable notice, the District shall have the right to review logs and observe services being provided to the students.

SECTION III - ASSIGNMENT AND SUBCONTRACTING

A. Provider shall not subcontract or assign the contract without the prior approval of the District. **Notwithstanding** the District's approval of any subcontract, the Provider shall be solely responsible for the satisfactory performance of all subcontractors and subcontracted services and for the compensation of all subcontractors.

B. Reassignment of Contracted Providers: The District shall have the right, after having consulted with the Provider, to require the Provider to reassign or otherwise remove from the contract any contracted Provider or subcontractor found in good faith to be unacceptable to the District.

C. Provider shall notify the District of any change in assigned personnel and shall ensure replacement personnel meet all contractual qualifications, background check requirements, and Medicaid eligibility standards prior to providing services.

SECTION IV - COMPENSATION

In consideration of the services to be performed by the Provider as outlined in this agreement, the District shall compensate the Provider at the current State of Idaho rate of \$14.82 with the MDSD discounted rate of \$12.32 per billable unit to equal \$49.28 per hour for CBR Services for the term of the agreement. Hours submitted for reimbursement must meet all Medicaid requirements for school-based services. Changes in the Medicaid reimbursement rate may constitute a renegotiation of the Provider's compensation.

SECTION V - BILLING

Billing for services shall be delivered by the Provider to the McCall-Donnelly School District Special Programs Administrative Assistant (bimel@mdsd.org) no later than the 5th of each month. Billings must be reviewed and approved by the Special Programs Director prior to submittal. Provider will submit a monthly statement of services rendered and will receive payment after all Service Detail Record documentation has been submitted and verified for Medicaid reimbursement through the Idaho Department of Health and Welfare/Relay Medicaid billing service. Each itemized invoice statement must include the following information for each student receiving services: a.) student's name; b.) description of services provided; c.) total number of hours per week spent in providing professional services; and d.)

Barbara R Morgan Elementary School • Donnelly Elementary School • Payette Lakes Middle School • Heartland High School • McCall-Donnelly High School

cost of services provided. Provider shall not directly bill Medicaid or any other third-party payers for services provided pursuant to this Agreement.

SECTION VI - INSURANCE

The Provider shall maintain a comprehensive Commercial General Liability: \$1,000,000 per occurrence / \$3,000,000 aggregate Professional Liability (Malpractice): \$1,000,000 per occurrence / \$3,000,000 aggregate. The McCall-Donnelly School District shall be listed as a certificate holder and shall receive notice of cancellation or material change in coverage. Provide the McCall-Donnelly School District with a copy of the insurance certificate.

SECTION VII - AMENDMENT & RENEWAL

A. Terms of Agreement and Termination: This agreement shall commence on July 1, 2026, and terminate on June 30, 2027, unless earlier terminated pursuant to this Agreement. Either party may terminate this Agreement with or without cause upon thirty (30) days' written notice to the other party. The District may immediately terminate this Agreement for violation of law, loss of licensure, failure to maintain required insurance, failure to pass or maintain required background checks, or conduct that jeopardizes student safety. Amendment & Renewal: The District reserves the right to extend this contract for additional periods, provided the Provider has demonstrated satisfactory performance in the previous year. The District will review contract utilization and service delivery semi-annually. Any extension or amendment of this contract shall be in writing, signed by both parties.

SECTION VIII - LEGAL MATTERS & LAWS

- A. REPORTING OF ABUSE, ABANDONMENT, OR NEGLECT - Provider acknowledges its obligation to report within twenty-four hours, any suspected abuse, abandonment, or neglect of a child to the law enforcement agency or Idaho Department of Health and Welfare. Provider also agrees to inform the District, within twenty-four hours, of such suspicion.
- B. STUDENT SAFETY & CRISIS RESPONSE / RESTRAINT & SECLUSION COMPLIANCE - Provider shall immediately notify District administration of any student behavior presenting a significant risk of harm to self, others, or property, and shall comply with District safety procedures and crisis response protocols. Provider and all assigned personnel shall comply with Idaho law, District policy, and student-specific plans regarding restraint, seclusion, crisis intervention, and behavioral supports.
- C. NON-DISCRIMINATION The parties hereby agree that no person shall, on the grounds of race, color, creed, national origin, sex, age, or disability, be excluded from or denied participation in, or otherwise subjected to discrimination under any activity performed pursuant to this agreement.
- D. CONFIDENTIALITY - The Provider shall comply with all applicable state and federal laws, rules, and regulations concerning confidentiality. Provider shall comply with FERPA, IDEA, and all applicable federal and state student confidentiality laws.
- E. LICENSES - For the duration of the contract, the Provider shall maintain all licenses, certifications, Medicaid enrollment, and supervision requirements necessary to provide Community-Based Rehabilitation Services under Idaho Medicaid rules. Provider shall ensure that all employees, contractors, and CBRS staff assigned to District students meet applicable Medicaid qualifications and training requirements. Such information shall be documented and kept on file with the McCall-Donnelly School District Office before working with students.
- F. INDEMNIFICATION - Indemnification by the Provider: The Provider shall indemnify, defend, and save harmless the District from and against all liability, claims, damages, losses, expenses, actions, attorney fees, and suits arising from the Provider's negligent acts, omissions, misconduct, breach of contract, or violation of law.
Indemnification by the District: Each party shall indemnify and hold harmless the other party for claims arising from its own negligent acts, omissions, or violations of law.
- G. RECORD RETAINMENT - The District is responsible for retaining and maintaining each student's Special Education file/records for 7 years. These files contain: Service Detail Reports; Reviews; parent signed Release of Information; copy of doctor referral/recommendation; copy of parental notification (documentation that parents received a copy of IEP addendum and/or service/treatment plan). All student records, evaluations, reports, service logs, and related documentation created pursuant to this Agreement shall be the property of the District. The Provider shall maintain all service records, therapy notes, evaluation reports, billing

documentation, and other records required under this Agreement in accordance with applicable federal and state laws and District procedures. Upon request, and upon termination of this Agreement, all student-related records shall be provided to the District.

H. **ATTORNEY FEES** - In any suit, proceeding, or action to enforce any part or provision of this agreement, the prevailing party shall be entitled to recover from the other party reasonable sums, attorney fees, and costs and expenses as connected with the suit, proceeding or action.

I. **BACKGROUND CHECK REQUIREMENT** - Provider shall successfully complete all criminal history checks, fingerprinting requirements, and background screenings required by Idaho law and District policy prior to providing services to students. The Provider shall immediately notify the District of any arrest, criminal charge, conviction, license suspension, or professional disciplinary action occurring during the term of this Agreement. Failure to comply with this provision shall constitute grounds for immediate termination of the Agreement.

J. **COMPLIANCE WITH IDEA AND IDAHO SPECIAL EDUCATION REQUIREMENTS** - The Provider shall perform all services in compliance with the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act, the Idaho Special Education Manual, Idaho State Department of Education regulations, and all applicable federal and state laws governing special education services. The Provider shall cooperate with District personnel in implementing student Individualized Education Programs (IEPs), evaluations, and other special education requirements.

K. **MEDICAID BILLING REQUIREMENTS** - The Provider shall maintain complete and accurate service documentation sufficient to support Medicaid reimbursement claims in accordance with federal and state Medicaid regulations and District procedures. Documentation shall be completed in a timely manner and submitted as directed by the District. The Provider acknowledges that failure to maintain adequate documentation may result in denial of reimbursement and may constitute grounds for corrective action or termination of this Agreement. Provider acknowledges that services not properly documented, not authorized by Medicaid requirements, or not delivered in accordance with student service plans may be ineligible for reimbursement and may not be compensable by the District. Provider shall cooperate fully with District, State, or Federal audits, monitoring activities, and requests for records related to services provided under this Agreement.

L. **ATTENDANCE AT IEP AND ELIGIBILITY MEETINGS** - The Provider shall attend IEP meetings, eligibility meetings, manifestation determination meetings, reevaluation meetings, and other student support meetings as reasonably requested by the District when the Provider's professional expertise or services are relevant to the student being discussed. Participation may occur in person or through approved virtual means when permitted by law and District procedures.

M. **SUPERVISION OF CBRS STAFF** - Provider shall be solely responsible for supervision, training, performance monitoring, and compliance of all CBRS personnel assigned to District students. The District shall not be responsible for clinical supervision of CBRS staff.

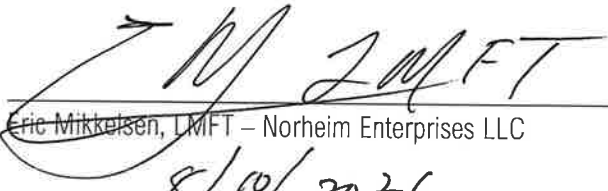
N. **ELECTRONIC COMMUNICATIONS** - The Provider shall use District-approved methods of communication when conducting District business and communicating regarding students. Electronic communications involving students or confidential student information shall be professional, educationally appropriate, and compliant with District policy and applicable confidentiality laws. The Provider shall not communicate with students through personal social media accounts or other unauthorized electronic platforms.

O. **TECHNOLOGY USE AND DATA SECURITY** - The Provider shall comply with all District technology policies and procedures regarding access to student records and confidential information. The Provider shall implement reasonable administrative, physical, and technical safeguards to protect student data from unauthorized access, disclosure, alteration, or destruction. Any suspected breach of confidential information shall be reported to the District immediately upon discovery.

P. **CONFLICT OF INTEREST** - The Provider represents that no conflict of interest exists that would impair the Provider's ability to perform services under this Agreement. The Provider shall promptly disclose any actual or potential conflict of interest that arises during the term of this Agreement. The District reserves the right to determine whether such conflict materially affects the Provider's ability to fulfill contractual obligations.

Q. **DRUG-FREE WORKPLACE** - The Provider shall maintain a drug-free workplace and shall not use, possess, distribute, manufacture, or be under the influence of illegal drugs, controlled substances, or alcohol while performing services under this Agreement or while on District property. Violation of this provision may result in immediate termination of the Agreement.

This Agreement shall be governed by the laws of the State of Idaho, and venue for any legal action arising under this Agreement shall lie exclusively in Valley County, Idaho. This Agreement constitutes the entire agreement between the parties and supersedes all prior discussions, negotiations, or agreements regarding the subject matter herein. No amendment shall be effective unless in writing and signed by both parties.


Eric Mikkelsen, LMFT – Norheim Enterprises LLC
8/10/2026
Date


Kim Arrasmith, MDSD Director of Special Programs
July 1, 2026
Date