



How does contracting differ from being a direct hire?



Contractor: Someone employed by an external company who partners with the district

Direct Hire: Someone employed directly by the school district

Benefits of contract work:

- **Flexible schedule:** Choose roles that support work-life balance
- **Dual support:** Receive support from both the contract agency and the district
- **Short- or long-term:** Positions are available on a short or long-term basis
- **Higher pay:** Rates often exceed traditional salaried roles
- **Tax advantages:** Ability to deduct qualifying business expenses



Feature	1099 Contractor	W-2 Employee
Tax Withholding	You manage your own taxes	Taxes withheld by employer
Schedule Flexibility	High schedule flexibility	Schedule varies by district
Benefits	Not included; purchase on your own or use shared resources	Benefits may include health, dental, vision, and PTO
Pay Rate	Higher pay	May be lower but includes benefits
Business Deductions	Business deductions allowed	Not applicable
Stability	Varies by contract	Varies by contract

Whether you choose to work as a 1099 or a W2 worker, each path offers its own set of advantages and challenges. Take the time to weigh your options carefully, use online resources and consider what matters most to you, and aligns with your goals and lifestyle.

Careers in special education are in high demand and make a meaningful impact. Scan the QR code to explore open roles and join our mailing list to stay connected as you begin your career in special education.

