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Classical conversations tutor contract 2018

How are classic conversations structured? Classic discussions are a for-profit business designed to cultivate consistent classic Christian home school community leaders. Managers are licensed and are licensed to use our brand and copyright to provide services and materials in licensed CC programs. Classic discussions also include members of the sales team who make commissions for each sale. As local executives and sales executives are thriving, so is Classical Conversations' home office. How do classic conversations comply with tax and property tax laws? Classical Conversations, Inc., has always complied with all IRS tax laws and was audited in 2019 in fiscal year 2018, when we were found to be above reprocessing. We regularly consult with legal and tax advisors to ensure that we act honestly and in compliance. As stated in Proverbs 15:22: Plans fail due to a lack of advice, but with many advisers they succeed. For hosting facilities: We know that property tax laws vary not only by state, but also by province and even by municipality, so it would actually be impossible to know all tax laws and administrative rules. Yet hundreds of thousands of students have been studying in licensed CC communities hosted by churches and other facilities for more than 20 years. Many tax reviewers have decided that families who want to use church facilities as meeting rooms are able to do so because our faith-based curriculum helps promote the primary and main use of every church property, religious worship. Christian education provided through home-school communities is a service and supports the religious purpose of the use of church property. Does the occasional use of church property by Classical Conversations' home-school communities jeopardise the property tax relief for those churches? Although it varies from state to state, state rules and court cases generally provide that the occasional or occasional use of church property by citizens must not jeopardise the property tax exempt for churches. Classical Conversations home school communities use only a small portion of each church property one day a week (only 24-30 weeks per school year) for 4-8 hours outside the service. As a result, the occasional use of church property in the home-school community of every classical conversation is only a bystander to the primary and main use of church property. In addition, classical conversations' home-schooling communities are tasked with continuing to promote and pursue Christian education, which in turn demonstrates and promotes the church's beliefs and goals. Therefore home-school communities may, by using church property, promote primary and the use of the property of each church. For example, certain county reviewers have specifically decided that Christian education provided through home-school communities that use the curriculum for classical conversations is a service that supports the religious purpose of using church property. Classical Conversations leadership has hand-outs to church leaders who share more information on the issue. What kind of instructions do classic discussions give the licensee to comply with taxes and legislation? We're not a law firm or an accounting firm. As independent business owners, Classical Conversations licensees are independently responsible for business, legal and tax needs. Each licensee is encouraged to work with a local team of professionals who are best able to answer the legal and tax questions of each municipality and region. Given the high level of misinformation circulated in churches hosting home-school communities for classic debates, are there resources available to help churches navigate and understand matters related to the use of church property in home-school communities and its property tax freedom? Classical Conversations has partnered with the ADF to provide churches hosting the CC community with access to membership of the ADF Church Alliance. The benefits of the ADF Church Alliance can be found here: . Classic discussions encourage all churches that host the home-schooling community of classic conversation to take advantage of this membership by asking questions of ADF legal experts. If you are a congregation seeking the benefits of membership of the ADF Church Alliance, please contact customerservice@classicalconversations.com additional information. RESPONSIBILITY Does becoming a licensed director of classical debate have additional responsibility? Classical Conversations strives to equip each of its licensed instructors with the most resources possible to run a successful home-schooling community. Classical Conversations advises every licensed manager to seek independent insurance, tax, accounting and legal advice to run each instructor's home-schooling community. Each licensed manager runs a small business, and this business can be structured in many different ways to meet the needs of the manager. Community licensed executives in classic conversations have no additional or extra responsibility that is different, complementary or the risk faced by the owner of other small businesses. Classic conversations encourage every licensed instructor to ask for advice they deem necessary for the functioning of their community. If a licensed manager does not have access to any resources he or she may need to use his business, Classical Conversations has partnered with specific service providers to help resources for the activities of the home-schooling community. Check out the Director Licensing Guidelines for a list of CC's primary partners. Many of the current leaders in classic discussions have also been licensed instructors and have run home school communities in the past. While past performance can never guarantee future results, more than 20 years of experience and thousands of communities that have positively influenced the curriculum of classic conversations speak to the power of home-school communities served by classic conversations. INDEPENDENT CONTRACTORS Do I have to classify employees in my home-school community as employees? Determine whether a particular employee is qualified to be an independent contractor or an employee must be done on a case-by-case basis. The fact is that every company and every employee acts slightly differently from the next. Consequently, it is not possible to draw any absolute conclusions as to how a particular worker could be classified. We encourage all our home school communities to follow the law and consider a thoughtful analysis of whether an employee is qualified to be an independent contractor. In this regard, Classical Conversations regularly monitors changes in federal and state laws and interpretations of the use of independent contractors. We do our best to educate our licensed directors about relevant developments, just as we have done in the past with California, so that they can make informed decisions about the proper categorization of employees. Can a tutor be an independent contractor? Determine whether a particular employee can be classified as an independent contractor or as an employee shall be carried out on a case-by-case basis. Therefore, to determine whether a particular tutor is qualified to be an independent contractor requires an understanding of the specific nature of the relationship between the tutor and the home school community. It is true that the Internal Revenue Service (IRS) has shown that teachers working in traditional training organisations tend to be employees. However, home-school communities generally do not function like traditional educational organisations. Many tutors in the home-school community play a very unique role, whether work or not. For example, the IRS has suggested that tutors who have been detained part-time to conduct discussions independently are unlikely to be employees. The primary factor being considered by the IRS in this regard is whether the home-school community has meaningful control over the tutor's way of providing services. Can my home-school community set certain standards without creating an employment relationship? As stated above, the primary factor to be taken into account in determining whether there is a meaningful control over the provision of the employee's services. The more an employee is controlled by your home-schooling community, the more likely it is that the employee will be considered an employee. However, the fact that the home-school community requires an employee to comply with certain standards is not in itself control. Home-school communities, especially those who have followed the classic Christian model, must be allowed to demand that every worker respect our values and beliefs and that all services provided comply with the principles of the training programme. Requiring compliance with these standards is not in itself a control that automatically creates an employment relationship. Can you trust jobs? Employers are not required and should not, in fact, try to suppress all religious expression in the workplace. In general, people have the right to express their faith in the workplace, as long as they do not harass others or make people mistake their private expressions of faith for the views of the employer. Federal law therefore requires employers with 15 or more employees to adapt sincerely to an employee's religious belief to engage in religious expression in the workplace to the extent that they can do so without undue difficulty in doing business. Many laws that large and medium-sized employers have to comply with by excluding small businesses (fewer than 15 employees). Alliance Defending Freedom (ADF) has created a free PDF called Faith in the Workplace, which breaks down a lot of half-truths and rumors about how Christians can operate their business and in the workplace. A lot of it doesn't apply, but it's always good to know the truth. TEEN VOLUNTEER Does classical discussions offer volunteering opportunities? Not. Classical discussions do not directly offer volunteering opportunities; However, as part of their ongoing efforts to support parents and children on their home-school journey, classic discussions offer community service opportunities to eligible students as part of their overall education program. The third stage of the classical teaching method is rhetoric, in which students are given the opportunity to teach others what they know. This allows the student to improve their educational experience by participating in these opportunities, which are primarily implemented for the benefit of the student as part of the degree programme. What kind of service opportunities are available? Parents and students interested in including a community service in their general education program can find opportunities at local home-schooling events in their community. Students have numerous opportunities to support their home-school community and help other families helping with setup, cleaning, supervising younger children, etc. What are the eligibility criteria? In order to participate in community service, the student must be at least 14 years of age and enroll in either (a) a home-schooling programme using the model of classical education, or (b) a traditional training programme that would benefit from community service activities. In addition, the following terms must be followed for qualification: The student's service must provide the student with appropriate educational experience where possible. The student's service is not used to displace an employee or other paid employee. The student is not guaranteed any job or employment opportunities after the service opportunity has been completed. Are community service opportunities paid for? All service facilities are unpaid; however, students who successfully complete the service opportunity must be given community service hours. Conflict resolution What is the method of classical discussions to resolve the conflict? Classic conversations argue that the first and primary way to resolve conflict is to go directly to the person with whom the conflict is located, as Matthew 18 guides us as Christians. Our policy is to treat everyone with dignity and respect, and we always want to resolve conflicts through relationship and personal contact. Connection.

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