



## **Facilitator & Speaker Independent Contractor Rates**

MHC staff determine rates to offer all of our facilitator & speaker independent contractors. We aim for the rates to be standard and equitable. We do not determine rates on an individual basis. We review our rates annually and welcome feedback.

For all independent contractors, MHC reimburses mileage based on the federal rate (\$.575 per mile for 2021) as well as other associated travel costs such as tolls.

### **Standard Rate**

\$200 per session

This rate applies to most MHC assignments. Sessions generally last 90 minutes. This rate includes all necessary planning and preparation time. If a group cancels or reschedules abruptly, staff work with the contractor to find a suitable amended rate.

### **Apprentice Rate**

\$125 per session

This rate applies to new facilitators and speakers who are assigned to train with an experienced facilitator for a project.

### **Augmented Rate**

\$50 additional per session

This rate applies when the facilitation or speaking assignment requires extra labor above and beyond the average: when a contractor is asked to mentor an apprentice or when the assignment includes extra effort, time, or emotional labor. At staff discretion, we may offer \$50 x 2 additional per session when a contractor is asked to mentor an apprentice as well as engage with an assignment that requires extra effort or emotional labor.

### **Observation/Training**

\$50 per session

This rate applies to attendance at mandatory training and for program observations.