



Ontario
Trillium Foundation



Fondation Trillium
de l'Ontario

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Coaches Contracts

CONTRACTS

- Do all the coaches in your club have a contract?

CLASSIFICATION OF COACHES

- Club Coaches
 - Teach group lessons for the club
 - CanSkate
 - Stroking
 - STARSkate group lessons
- Freelance/Associate Coaches
 - Do not teach club group lessons

Why is a Contract Necessary?

- Protects both parties
- Outlines club's expectations of the coach
- Outlines what the coach can expect from the club
- Remuneration
- Number of group lessons

Important Clauses

- Term
 - How long is the contract for?
- Status
 - Club or freelance/associate coach
- Remuneration
 - What is rate of pay?
 - When will it be paid?
- Probation
 - Is there a probationary period?
 - If so, how long?
- Proof of credentials
 - Proof of SC membership
 - Valid First Aid certificate
 - Screening

Remuneration of Coaches

- Club group rate
 - Set by club based on budget
- Private lesson rate
 - Set by coach

Rewarding/Recognizing Coaches

- Increase in hourly rate for
 - Higher NCCP level
 - CEP Points
- Providing incentive to attend seminars
 - Small honorarium
 - Pay registration fee
 - Pay portion of mileage/travel expenses

Letters of Intent

- February/March Letters of Intent sent to coaches
 - For planning purposes
 - Is everyone coming back?
 - Do you need to hire?

Renewal/Non-Renewal of Contracts

- Renewal
 - Skating start date
 - When do new contracts go out?
- Non-Renewal
 - No obligation to renew a contract
 - No explanation needed as to why
 - Coach should be notified in writing

Questions??

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