

# SOUTH KITSAP SOCCER CLUB

## Coaching Agreement: SK United

1. This agreement, made between the South Kitsap Soccer Club, SK United and \_\_\_\_\_ (“Coach”), is intended to set forth the minimum requirements and performance expectations of SK United for coaching services provided by Coach to an SKSC-affiliated team. Coach serves as an independent contractor, and the method of delivery of services to the team is within the Coach’s discretion.
2. Coach is assigned to coach this team: \_\_\_\_\_.
3. Term of agreement: Begins \_\_\_\_\_ and ends on \_\_\_\_\_.
4. For this agreement to be considered valid & before ANY team training/player contact can begin, the coach must complete the following requirements:
  - A. Complete & pass a Background Check conducted through US Club Soccer and/or Washington Youth Soccer. If Coach fails to pass background check, this agreement shall be null and void.
  - B. Complete the online Concussion Training and submit completion certificate to VP of Select.
  - C. Complete the online SafeSport Training and submit the completion certificate to the VP of Select.
5. Coaching position and duties: The Coach will serve as the Head Coach of the team and will perform all of the duties associated with the position including:
  - A. Team Lead: The Head Coach is responsible for all aspects of the team including: player/parent communication, scheduling, practice preparation, game coverage, and event planning. A Head Coach may enlist the services of additional person(s) to serve as assistant coaches or training staff. ALL individuals assisting the Head Coach must be approved in advance by the VP of Select/Select Committee, and have completed the necessary training, background check, and approval processes. A Head Coach may delegate responsibilities to other individuals, however, the Head Coach maintains overall responsibility for the team.
  - B. Practices: The Coach agrees to conduct practices and organized team activities during the term of the agreement. The number, duration, and content of those practices will be determined by the coach, and should be done in accordance with applicable guidance regarding age-based training intervals. In the event of any dispute between the coach, players, or families regarding the scheduling, timing, or content of the practices, the Coach must consult with the VP of Select and Select Committee, the decision of which will be binding upon the Coach and Team.
  - C. Games and Tournaments: In the absence of a personal emergency, the Coach agrees to attend and coach all of the league games scheduled by the league for the team and all of the games scheduled for the Team in tournaments selected by SK United and the Coach. If a coach is unable to attend due to a non-emergency schedule conflict, the coach must make arrangements for an assistant coach to cover the game, or contact the VP of Select to make other arrangements.
  - D. Travel: The Coach agrees to travel with the team to games and tournaments for which travel is necessary or appropriate. SKSC has no obligation to reimburse the Coach for travel costs and expenses.

- E. Training and Meetings: The Coach must attend all meetings, training seminars & clinics required by SK United. Exceptions to this must be approved by the VP of Select. With the prior approval of the VP of Select and the Board of Directors of the SKSC, SKSC will reimburse the Coach for tuition at USSF or USC advanced courses in accordance with its normal expense reimbursement policies.
- F. Player Evaluations: The Coach acknowledges and understands the importance of providing players and SK United with useful and constructive feedback through evaluations for each and every player on his/her team throughout the season. Coaches are expected to provide feedback to players on a regular basis as part of the clubs commitment to player development.
- G. Player Development: Tactical decisions regarding match play and training sessions are within Coach’s discretion. SK United expects, however, that Coach will provide an equal opportunity to all players to earn playing time provided those players meet the expectations specified by the Coach during evaluations. The Coach is expected to communicate directly and clearly with the team and individual players the factors impacting playing time, so that each player has a fair opportunity to address deficiencies in his or her skills, work ethic, commitment, and attitude that impact playing time.
- H. Compensation: For the services to be performed by the Coach under this Contract, SK United will compensate Head Coaches based upon the below schedule. Compensation is predicated upon the fulfillment of a team’s season.

Summer/Fall Season (U10 to U14 and U15 Trapped)

	Education/Training		
Experience	USC/USSF 11v11	USC Nat’l/USSF C	USC Adv Nat’l/USSF B
1 year	\$250.00	\$500.00	\$750.00
3 years	\$350.00	\$750.00	\$1,150
5 years	\$450.00	\$1000.00	\$1,400.00

Summer/Fall Season U15 to U19)

	Education/Training		
Experience	USC/USSF 11v11	USC Nat’l/USSF C	USC Adv Nat’l/USSF B
1 year	\$150	\$350	\$500
3 years	\$225	\$500	\$750
5 years	\$300	\$650	\$1000

Winter/Spring Season U15 to U19)

	Education/Training		
Experience	USC/USSF 11v11	USC Nat’l/USSF C	USC Adv Nat’l/USSF B
1 year	\$250.00	\$500.00	\$750.00
3 years	\$350.00	\$750.00	\$1,150
5 years	\$450.00	\$1000.00	\$1,400.00

Spring Season (U10 to U14 and U15 Trapped)

	Education/Training		
Experience	USC/USSF 11v11	USC Nat’l/USSF C	USC Adv Nat’l/USSF B

1 year	\$150	\$350	\$500
3 years	\$225	\$500	\$750
5 years	\$300	\$650	\$1000

**Coaching experience calculation:**

- Full credit for each full-year serving as a head coach of a competitive-level soccer team.
- Half credit for each full year of serving as an assistant coach of a competitive-level soccer team.
- 25% credit for each year serving as a recreational-level soccer head coach.

**Payment Rate and Schedule**

- Payments are made to head coaches on or before the 15th day of the month which includes the last game of the season.
- All payments are reported to the IRS via 1099's.

The Coach may designate that all or a portion of the monetary compensation be applied towards a specific player's registration SK United registration fees, or can elect to donate all or a portion of the compensation to the program by circling and initialing one of the following options:

I would like to have \$ \_\_\_\_\_ applied towards player registration fees for \_\_\_\_\_ (name of player).

I would like to donate \$ \_\_\_\_\_ of my compensation back to SK United.

Opportunities for additional compensation (clothing, gear, etc.) will be made available to the Coach when available.

- I. Referee Assistance: In order to support and foster respect for the limited referee community, Coaches are expected to serve as a small-sided referee (or Grade 8 referee if so qualified) during at least two games (recreational or competitive) during the term of this agreement. Coach is entitled to compensation for referee assistance and provided under club/association policies. Exceptions to this requirement (in recognition of the Coach's service to the program as a whole) may be made by the Select Committee
6. Conduct and Compliance: During the term of this agreement, the Coach must:
    - A. Use his or her best efforts to promote and maintain the success and reputation of the South Kitsap Soccer Club and SK United. The Coach must set, promote and enforce (by individual example and through education of his/her players) the highest standards of leadership, fair play, and sportsmanship.
    - B. The Coach agrees to abide by all rules, regulations and codes of conduct for the club, league and association.
    - C. The Coach agrees to promptly report any issues or problems that arise with respect to the Coach's own compliance or a player's compliance to the VP of Select.

7. Equipment: SK United will furnish all necessary equipment and materials required to coach the team and to perform the services associated with this agreement. The Coach, or his/her designee, must bring the equipment to each practice and game so that they are available to the team. All equipment furnished by SK United must be returned upon completion/termination of this agreement, or upon request of the VP of Select.
8. Modifications of the Coaching Agreement: Modifications to this agreement are limited to the following situations:
  - A. Misconduct: If, during the term of this agreement, the Coach is found to have violated the terms, the VP of Select, following the finding of violation by the Disciplinary Committee, may modify the terms of this agreement as an alternative to termination.
  - B. "Good of the Program": The SKSC Select Committee, pursuant to approval by the Club's Executive Board, may make modifications to this agreement based upon imminent issues that affect the health of the program. In these cases:
    1. Modifications will be made to all coaching agreements currently in effect.
    2. At least 14 days' prior notice must be provided to the Coach.
    3. The Coach may elect to terminate their agreement based upon the modification(s). If a Coach elects to terminate the agreement, any compensation due will be paid at a pro-rated rate.
- 9.. Termination: This agreement automatically terminates at the end of the specified term. The Coach may resign his/her position under this agreement prior to expiration of the term, but must provide at least 14 days prior notice to the VP of Select and player/parent group. SK United may terminate the agreement, without cause, with a 14-day notice to the Coach; or immediately if at any time:
  - (a) the Coach breaches any provisions of this agreement
  - (b) the Coach acts in a negligent or reckless manner with respect to players
  - (c) the Coach engages in any conduct that is detrimental to or brings discredit upon SKSC/SK United
  - (d) the Coach fails or refuses to follow reasonable directives of SKSC/SK United with respect to his/her services under this agreement.
  - (e) If, in the opinion of the Select Committee, the Coach is unable to perform his/her duties because of repetitive absences, illnesses, or otherwise.
  - (f) the Coach forfeits their right to any pending compensation if terminated due to misconduct or breach of this agreement.

The parties have executed this agreement as of: \_\_\_\_\_  
Date

By: \_\_\_\_\_ By: \_\_\_\_\_

Printed Name: \_\_\_\_\_ Printed Name: \_\_\_\_\_

Coach VP of Select