

# **ROCKLAND UNITED SOCCER CLUB**



## **COMPENSATION POLICY – TEAM HEAD COACH**

This document outlines the Rockland United Soccer Club’s policy with respect to compensating the Club’s Team Head Coaches.

The objectives of this policy are:

- a) To reward those parents who take the time to be a Head Coach
- b) To compensate Head Coaches for time spent coaching an RUSC team
- c) To compensate non-parent Head Coaches of RUSC Representative teams for expenses incurred in the course of their Head Coach responsibilities, e.g. hotel fees, mileage, etc.
- d) To incent quality non-parent coaches to join RUSC and provide a high-level of coaching to its ERSL Regional teams

### **Representative Teams**

The compensation paid to the Head Coach of a Representative Team, as defined in the Club’s *Rules and Regulations #2*, will be related to their qualifications, experience and the team’s level of play. The level of play is as defined by the ERSL and includes District Development, District Competitive and Regional.

The allocation for the coach compensation shall be collected via a “Coach Compensation Fee” as part of the player registration process except for District Development players where the fee will be considered part of the EODSA fee. All players intending to play on a District Competitive or Regional team will be required to pay this fee along with the Club’s registration fee and the Club’s standard “EODSA fee” during registration and prior to tryouts.

The Club will arrange to compensate each Representative Team Head Coach according to the following scale:

	<b>District Development - all levels</b>	<b>District Competitive - T2/T3 levels</b>	<b>District Competitive - T1 level</b>	<b>Regional (L3) level</b>
Qualifications	OSA certification	OSA certification	OSA certification	OSA certification
Compensation Parent Coach	Cost of registration of a player	Cost of registration of a player	Cost of registration of player + \$100	\$750
Compensation Non-parent Coach	Cost of registration of a player	Cost of registration of a player	\$250	\$1,500

<b>Examples of the applicable fee based on a maximum, minimum and average roster size</b>					
	<b>ERSL District Development - U8/U9/U10</b>	<b>ERSL District Development - U11/U12</b>	<b>ERSL District Competitive - T2/T3 levels</b>	<b>ERSL District Competitive - T1 level</b>	<b>ERSL Regional (L3) level</b>
Roster size (max)	12	16	18	18	18
Roster size (min)	10	14	15	15	15
Roster size (avg)	11	15	16	16	16
Fee per player (average)	\$12	\$8.70	\$8.10	\$14.75	\$47 / \$94
Fee per player (max)	\$13	\$9.30	\$8.70	\$16.70	\$50 / \$95
Compensation Fee (per player) Parent Coach	\$10*	\$10*	\$10	\$15	\$50
Compensation Fee (per player) Non-parent Coach	\$10*	\$10*	\$10	\$15	\$95

ERSL District Development: U8 – U12

ERSL District Competitive and Regional: U13 – U18

\* included in EODSA fee

### **Refund Policy**

The following Refund Policy will be in effect with respect to the Coach Compensation Fee for any player who, for any reason, fails to be placed on the final team roster:

- 1) for District Development teams, as the Club will apply a portion of the “EODSA fee” as the Coach Compensation Fee, the refund will be for the “EODSA fee” paid.
- 2) for District Competitive teams, the fee will be refunded in full to the player along with the “EODSA fee” paid.
- 3) for Regional teams, the fee will be refunded in full along with the EODSA fee paid.

### **Failure to Pay the Fee**

Failure to pay the fee will result in the player not being placed on the official roster.

## **Right of Refusal**

Head Coaches retain the right to refuse the compensation. Should the Head Coach exercise this right, the collected funds will be applied as per the Refund Policy above.

## **Recreational Teams**

The “Coach Compensation Fee” is also applicable to the Club’s recreational leagues. Coaches in these leagues will be compensated through their attendance in the Club’s Coach Development Program clinics and after completion of a full season as Head Coach of a team in any level of the recreational league. The compensation will be equivalent to that for a parent-coach in the ERSL District Development and District Competitive T2 and T3 leagues but will be borne by the Club and will not be collected as an additional charge during registration.