

JSC Compensation Policy (Updated Sept 2014)

Volunteer Positions:

1. JSC will pay USFS membership for persons who provide a service to JSC for which USFS requires membership if that person does not need USFS membership for any other reason. Examples would include the Board of Directors, registrar(s) and test chair.
2. There are no additional benefits or compensation for serving on the Board of Directors.

Group Class Coach Membership Fees and Financial Compensation:

1. JSC will pay JSC membership for all coaches that are not on the Board of Directors or do not need JSC membership for any reason other than their role as a group coach on club ice.
2. JSC will pay background check fees for all group class coaches. JSC will cover either USFS membership or Basic Skills membership, as appropriate, for all group class coaches.
 - A. USFS membership and background check are required for coaches that meet the following criteria:
 - 1) The coach teaches a group class above the USFSA Basic Skills level.
Example: MIF group classes.
 - 2) The coach provides private instruction to JSC members skating at a level that requires a USFS registered coach.
 - A. All coaches registered as a USFS coach must carry their own privately purchased skating liability insurance policy even if they only teach group classes.
3. Group class hourly pay is \$20.00 per/hour for Basic Skills 1-8 classes and \$40.00 per/ hour for all other classes. Hourly rates are pro-rated for classes that are less than 1 hour in length.
4. Coaches under the age of 16 must have an Alaska Department of Labor work permit. All JSC coaches must be approved by the board and program coordinators. Coaches under the age of 18 will be paid the basic skills rate for all classes taught.

Group Coach Development Incentives:

1. Coaches who teach a group class are permitted to teach private students on club ice. JSC does not require these coaches to pay for ice or to pay a commission on coaching fees. Private coaches must purchase their own skating liability policy and be instructing a student who has passed Basic 8 or Adult 6.
2. Coaches who teach a group class are provided coach development incentives, as detailed in the development incentives list below. The maximum value of incentives a coach may use is \$95 per session. In order to qualify for a development incentive, a coach must teach a minimum of 4 of the 6 classes in the session.
3. Coach development incentives may be transferred to a family member if that family member is currently volunteering as a JSC assistant coach and there is a reasonable expectation that the assistant coach may be a JSC coach in the future. In order to qualify for the development incentive, an assistant coach must assist at a minimum of 4 of the 6 classes in the session.

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4. Approved Coach Development incentives List
 - ★ PSA Membership
 - ★ PSA CER's
 - ★ Skating liability insurance
 - ★ USFS membership
 - ★ Club ice, a JSC punch card or a JSC group class for personal skating
5. The coach development incentive must be used during the skating season in which it is earned and cannot be carried over to another skating season.
6. When selecting ice for personal skating as a development incentive, the coach should register for the ice on the JSC website and leave payment pending. The coach should then email the treasurer (Andy) with their incentive request.
7. To receive a development incentive other than ice for personal skating, the coach must submit receipts for any paid expenses to the treasurer (Andy) when they submit their time sheet and class attendance roster. Refunds for expenses will be provided with their paycheck.

Coach Development Incentives and Compensation for Other Positions:

1. The Director of the spring show is provided coach development incentives from the approved incentives list with a maximum annual value of \$380 per year.
2. The Director of the spring show is compensated \$100 along with \$20.00/hour for at rink/on ice coaching. The maximum compensation for at rink/on ice coaching is \$100.
3. JSC Group Show Coaches are compensated \$20/hour for at rink/on ice coaching with a maximum of \$100 per coach.
4. All coaches are required to pay the show registration fee and meet all other show entry requirements unless the sole purpose of the coach skating in the show is in a coaching capacity.

Regardless of the number of classes taught or positions held, the maximum annual value of coach development incentives that any one person may claim is \$380.00 per year.

Private Coaching Policy on Club Ice

1. All skaters receiving private instruction on JSC club ice must have passed Basic 8 or Adult 6, or have the approval of the Figure Skating Coordinator.
2. In order to provide private lessons on JSC club ice, the coach must:
 - A. Teach a JSC group class or coordinate the basic skills or figure skating program
 - B. Carry privately purchased skating liability insurance
 - C. Meet all USFS requirements for the level of student they coach