

Educational Support for BHFC Coaches

Purpose:

To establish guidelines regarding reimbursement for expenses associated with Licensing and Continuing Education for BHFC Coaching Staff members.

Philosophy:

It is the goal of the Blackhills Football Club (hereafter called the Club) to provide the best Coaching Staff possible for its member players. The Club, through its Coaching Director and organizational structure, will work with each Coach to further develop his or her coaching skills. This will include comprehensive annual evaluations for each coach and financial support for educational opportunities for coaches to increase their training and knowledge.

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Continuing Education:

The BHFC encourages all coaches to continue to increase their knowledge about coaching soccer and youth players by attending non-license clinics and workshops. Coaches wishing to attend a clinic or workshop need to obtain approval from the Coaching Director prior to enrollment if they wish to be reimbursed for expenses. Travel and other expenses associated with attending a workshop in the states of Washington or Oregon will be compensated at the mileage and per diem rates established by the Club. Travel to attend clinics outside of this two-state area needs prior approval of the Executive Board and expense reimbursement will be determined on a case-by-case basis.

Advanced Licensing:

The BHFC encourages all coaches to attain the highest level of USSF license practical for them by attending licensing clinics sanctioned by the USSF. The Club will regularly sponsor “E” and “D” licensing clinics which are available to Club Head Coaches, Assistant Coaches, and prospective coaches free of charge.

Coaches wishing to attend upper-level USSF licensing clinics (“C”, “B”, and “A” licenses) must first be recommended to the Executive Board by the Coaching Director. The Club recognizes that Coaches obtaining upper-level licenses are a benefit to the Club and its players. An upper-level license is also a benefit to the Coach as it: (1) increases a coach’s knowledge about the game; (2) increases the salary that a Coach is eligible for within the Club; and (3) increases the opportunities for a Coach outside of the Club. Considering this, and the high cost of these licensing clinics, the Club has developed the following policy regarding expense reimbursement for upper-level USSF licensing clinics.

For upper-level USSF licensing clinics, the Club will pay for 80% of the cost of the clinic. It is the coach’s responsibility for the remaining 20% of the clinic cost. The 20% cost can be paid to the Club in two ways: (1) the coach can submit a check for the 20% with his/her application to the Club to attend the clinic or (2) where applicable, the coach can arrange to have the 20% deducted over a three-month period from their monthly salary from the Club. If the Coach passes the license clinic, the Club will reimburse the Coach for their full 20% portion of the clinic cost after submitting to the Club proof of attaining the license. Coaches who have been members of the Blackhills Coaching Staff for three years or more, and have been recommended for a licensing clinic by the Coaching Director, will also be reimbursed for their full 20% portion of the clinic cost regardless if they pass or fail.

Any coach that has the Club pay for their attendance at an upper-level USSF licensing clinic will be required to sign a two-year “non-compete” contract, regardless if they pass or fail the clinic. This contract is a commitment by the Coach to not coach in any capacity for another select soccer club in District 7 for two years from the date of the licensing clinic. This two-year non-compete contract will be waived by the Club if the cost of the clinic is repaid to the Club by the Coach.

Room and board are included in the costs of most advanced USSF licensing clinics. Air fare will be reimbursed if there was no appropriate licensing clinic available within driving distance of Olympia, and the Coaching Director recommends that a coach attend a clinic outside of normal driving distance. Automobile mileage expenses will be reimbursed by the Club at the standard Club rate. The Coach must agree to submit a copy of the licensing evaluation from the clinic for Club records to be reimbursed for any expenses associated with a licensing clinic.