



Objective:

Nickel City Hockey Association is looking to attract and retain qualified non-parent AAA coaches by offsetting the ever-increasing cost that is incurred by coaches dedicating long hours for the betterment of the kids and Association.

Process:

Retain the current non-parent coaching staff members honorarium of \$7,000 per team per season, accounted for within the team budget and paid by the parents.

Non-Parent Coach

The Association will offset the honorarium top-up fees for AAA team staff honorarium where decided upon:

- Implement a tiered system to distinguish between qualification and experience of coaches discussed and collaboratively agreed upon by the Coach Selection Committee.
 - Tier #1 – little experience of high level coaching with no HP1 (~\$7,000)
 - Tier #2 – experience with high level coaching with no HP1 (~\$8,500)
 - Tier #2 – some experience with high level coaching with HP1 (~\$8,500)
 - Tier #3 – experience with high level coaching along with HP1 (~\$10,000)
- The amount decided upon pertains to the entire coaching staff and dispersed amongst each non-parent staff member, which the amount shall be decided amongst the coaching staff members themselves.
These honorariums shall be included in the team budget.

Parent Coach

AAA Teams that have a parent as their head coach will receive an honorarium of \$4500 for the remainder of non-parent coaching staff.

The Parent Head Coach will be reimbursed for his accommodations while out of town, along with the rest of the team staff, according to the NCHA policy.

The honorariums shall be distributed by the team manager in two EQUAL installments during the season. The second instalment shall not be paid before January 1 of any season.

The manager shall keep accurate and verifiable records of these transactions and provided to Convener when requested.