



## Coaches Agreement

The goal of the Novato Lacrosse Club (NLC) is to provide a positive and supportive environment in which players develop their lacrosse skills and knowledge. In order to achieve this goal, NLC requires all coaches to adhere to a code of conduct and set guidelines.

**THE STATED COACH AGREES TO THE FOLLOWING TERMS AND CONDITIONS  
AS AN INDEPENDENT CONTRACTOR FOR THE NOVATO LACROSSE CLUB.**

This **Agreement** for coaching services is made between:

The Novato Lacrosse Club (926A Diablo, Novato, CA, 94947) and,

\_\_\_\_\_ Coach

### **TERM OF AGREEMENT**

This **Agreement** is effective Nov 1, 2015 and will expire Oct 31, 2016.

### **CONDITIONS OF AGREEMENT**

#### **Independent Contractor**

- The Coach and NLC agree that the Coach shall be an Independent Contractor and shall not be an employee of the NLC or receive any employee benefits (i.e. Worker's Compensation, unemployment, disability insurance, vacation or sick pay, or any other such benefits).
- The Coach will retain the right to perform services for others during the term of this **Agreement**.

#### **Conduct**

- Understand unsportsmanlike conduct of any kind will not be tolerated by the NLC.
- Be responsible for my own behavior and also the behavior of my team members, their parents, and fans.
- Never physically, verbally, or mentally harm a player in my care.
- Lead by example and encourage my team members to play by the league rules and respect the rights of other players, coaches, fans, and officials.
- Provide a sports environment for my team that is free of drugs, tobacco, alcohol, and abusive language and refrain from their use at all sporting events.
- Place the emotional and physical well-being of my players ahead of a personal desire or external pressure to win.
- Respect the game and league officials and communicate with them in an appropriate manner.
- Respect all aspects of the opposing team including the players, coaches, fans, and facility and encourage all aspects of the NLC to conduct themselves in a sportsmanlike manner toward the opponent.
- Attend the club sponsored PCA session.
- Understanding that the NLC has a **ZERO TOLERANCE POLICY** relating to the Coach Conduct, and I will be immediately terminated as an NLC Coach if I do not adhere to the stated **Conduct**.

### **Coaching Knowledge & Skills**

- Make every effort to improve my knowledge of coaching techniques so that I can teach the sport properly to my players.
- Obtain, read, and abide by the rules and guidelines for the league.
- Teach the rules and regulations appropriately to all players on my team.
- Ensure all players have an opportunity to improve their skills and play in the games.
- Collaborate with NLC Director of Coaching to improve coaching skills and implement the game techniques set forth by the NLC Director of Coaching.
- Participate and collaborate with other NLC Coaches in group coaching/training sessions to assist in the overall improvement of the entire NLC Coaching staff.

### **Player Safety Responsibilities**

- Ensure that all equipment used by my players is safe and conforms to the rules of the game. I shall not allow illegal or unsafe equipment to be used by any player on my team.
- Never knowingly permit an injured player to play or return to the game without proper medical approval.
- Ensure that my players are supervised by myself or another designated adult and never allow my players to be left unattended or unsupervised at a game or practice.
- Respect and keep the personal confidentiality of all parties within the NLC, in particular, my players and their parents/guardians.
- Submit to fingerprinting and Department of Motor Vehicle background checks prior to start of any performance under this **Agreement**.

### **Practices**

- Conduct a minimum of 5 hours of practice per 7 day week during regular season.
- Begin and end practices on time.
- Provide engaging and structured practice drills and scrimmages to facilitate the improvement of individual player skills and teamwork.
- Offer equal practice opportunities and time for the offensive and defensive aspects of the game.
- Create a practice environment that is well-organized, safe, professional, and fun.
- Consent to random and scheduled visits to my team practices by the Director of Coaching.

### **Games**

- Conduct yourself as stated under the conditions of **Conduct** and represent the NLC in a respectful honorable manner.
- Encourage your team to compete and represent the NLC and the game in a respectful and honorable manner.
- Agree to adhere to the following player play time policies:
  1. **B Level** – Players must play a minimum of 25% of a regulation game during each regular season games and players are not required minimum play time during play-off games.
  2. **U9-U11 A Level** – Players must play a minimum of 25% of a regulation game during each regular season games and players are not required minimum play time during play-off games.
  3. **U13-U15 A Level** – Player are not required minimum play time for any game during the regular season games or play-off games.

### **Resolution of Concerns/Conflicts**

- Address all conflicts or concerns of any sort with exception of player safety away from the field of play.
- Adhere to a 24-hour cooling off period prior to any formal or informal discussion with a player, parent, coach, fan, or official.
- Document all concerns and submit the documentation to the NLC Director of Coaching. The

documentation will be submitted to the NLC Board for review and placement in the NLC records.

- Adhere to the standard NLC complaint procedures Parent/Player to Coach to NLC Director of Coaching to NLC Board to NCJLA Board.

### **Additional Duties**

- Attend meetings at the request of NLC Director of Coaching.
- Assist with NLC clinics and special training sessions.
- Promote and Participate in the tryout/selection of players for designated teams.
- Complete player evaluations as requested by the NLC Director of Coaching.
- Agree to openly communicate via phone, email, or in person with designated Team Manager, NLC Director of Coaching, Players, and Parents.

### **Compensation**

- Understand the NLC will provide compensation at the end of the season for coaching services and the amount or form of compensation will be determined by the NLC Board after the review of coaching evaluations from parents and the NLC Director of Coaching.
- Agree not to solicit or seek additional compensation of any form from my team of players and their parents.
- Understand the NLC will not deduct state, federal, or local income taxes, withhold any FICA or perform any other employee-related obligations with regard to the Coach. The Coach shall be solely responsible for and shall pay any and all taxes incurred as a result of Coach's compensation.
- Indemnifies the NLC from any claims, losses, costs, fees, liabilities, damages, or injuries suffered by NLC arising out of either any determination that the Coach is anything other than an Independent Contractor.
- Complete and submit an IRS Form W-0 prior to rendering any services under this **Agreement**.

### **Evaluation and Termination**

- Understand the NLC Director of Coaching will regularly visit practices and provide constructive evaluations of coaching practices throughout the duration of the season.
- Understand these evaluations will be utilized as cause for continuation or termination of this **Agreement**.
- Either Coach or the NLC may terminate this **Agreement** upon notice if the other party materially breaches any term or condition of this **Agreement**.
- Written or verbal warnings are confidential between the Coach and the NLC and will not be shared or distributed to any other parties.
- Should an NLC Coach be terminated or decide to end his/her **Agreement** with the NLC, the coach agrees to the following terms.
  1. Acknowledge all information to be confidential and proprietary to the NLC.
  2. Agree not to disclose or permit access to information to any 3<sup>rd</sup> party except if such person has a legitimate need to know the information.
  3. Agree to encourage NLC players to continue to play on a NLC team.
  4. Agree that the loss of one or more players participating on one or more NLC teams would be detrimental to the enterprise of the NLC. Therefore, shall not directly or indirectly engage in speech or conduct which encourage any player who has played on a NLC team at any time during the past year to participate on another **competing** lacrosse team or club.
  5. Agree not to seek another Coach position at the same level with a **competing** team or club for a period of 1 year after ending this **Agreement** with the NLC.
  6. Agree not to actively recruit, directly or indirectly, NLC players to leave the NLC to play under my direction for a **competing** team or club. Understand this action is not permitted under any time period.

If any provision of this agreement is held to be unenforceable, the remainder of the **Agreement** shall continue to be enforceable to the maximum extent permitted by law.

This **Agreement** contains the entire **Agreement** and understanding to the parties. It may not be modified except by another writing executed by the parties to this **Agreement**.

IN WITNESS WHEREOF, the parties have executed this **Agreement** effective as of the date first set forth above. All fully executed copies of this **Agreement** shall be deemed originals.

**Date Signed** \_\_\_\_\_

**COACH**

**NOVATO LACROSSE CLUB AUTHORIZED  
REPRESENTATIVE**

**Signature**

**Signature**

**Print Name**

**Print Name**

**Title**

**Title**