

Braemar Blasters Swim Team Swimmer and College Age Coach Policy

1. The Braemar Blasters Swim Team (BBST) Swimmer Coach program is a fair and equitable program designed to develop swimmers interested in coaching into excellent coaches and role models. The program is broken down into three positions: Junior Coach, Senior Coach, and College Age Coach.
2. Coach Positions
 - a. Junior Coach
 - i. Junior Coaches have demonstrated the ability to effectively coach our swimmers while further developing their skills and gaining the necessary experience to become Paid Coaches.
 - ii. These are unpaid positions, however a Junior Coach's registration fee for BBST during the summer season is waived, and they have assigned hours and positions on the coaching schedule.
 - b. Senior Coach
 - i. Senior Coaches have not only demonstrated excellent coaching ability, but serve as leaders on our team and are looked up to by younger swimmers and peers alike. They have the full trust and confidence of the coaching staff and Board of Directors.
 - ii. These are paid positions, their registration is reduced by 50% but not 100% comped, and they have assigned hours and positions on the coaching schedule.
 - c. College Age Coach
 - i. College Age Coaches are an important part of BBST. They will meet all the same qualities of Senior coaches and share their college experience to serve as a role model for younger teammates. They have the full trust and confidence of the coaching staff and Board of Directors.
 - ii. Preference will be given to former BBST swimmers, but non-BBST swimmers are encouraged to apply as well.
 - iii. College Age Coaches will be eligible for a two-year term, although exceptions may be made by the Board of Directors. College Age Coaches must be currently enrolled in an undergraduate program.
 - iv. These are paid positions, they have assigned hours and positions on the coaching schedule.
3. Selection
 - a. All swimmers interested in becoming swimmer coaches will be selected based on a swimmer's experience level, perceived coaching ability, and maturity level.
 - b. It is important to note that each year will have its own set of unique circumstances given swimmer cohort size and swimmer coach interest level. There will be instances where qualified swimmer coaches will not be offered a Senior Coach position for multiple reasons, including limited funded positions and prior year evaluations.
 - c. At a minimum, all swimmer coaches, regardless of position, will receive a personal evaluation at the conclusion of the season from the adult coach they most regularly

worked with. This formal evaluation will supplement the routine guidance and feedback provided throughout the season. These evaluations will communicate the Swimmer Coach's strengths and weaknesses, as well as ways to improve their coaching skills. In addition, adult coaches will make use of on the spot counseling statements to document and correct negative behavior when required.

4. Requirements

- a. Effective Winter 2019-2020, all Swimmer Coaches must be age 14 by the first day of practices for the winter season and first day of morning practices for the summer season.
- b. Swimmer Coaches, with the exception of College Age Coaches, must be registered members of the Braemar Blasters Swim Team for the summer swim season and able to compete in swim meets.
- c. College Age and Senior Coaches must attend at least 80% of the summer season, missing approximately no more than 1 week of practice and 1 swim meet. Those who will miss more than 20% of the summer season, will only be considered for Junior Coach positions. The Board can make exceptions to this policy due to medical reasons or other ad hoc exceptions.
- d. Swimmer coaches do not need to be enrolled to swim in BBST Winter season in order to coach Winter Swim.

5. Compensation

- a. Eligibility
 - i. Swimmer Coaches who are age 16 or older on the first day of practices and are selected for the Senior Coach position, are eligible to be paid.
 - ii. For administrative and budgeting purposes, Swimmer Coaches who turn age 16 during the season but are not 16 on the first day of practices are not eligible to be paid.
 - iii. Coaching ability, maturity, and reliability will play a role in who is offered a paid coach position and who is not.
 - iv. Funding limitations will impact the amount of paid coach positions, but no more than 10 Senior Coach positions and 10 Junior Coach positions will be offered during a season. The Board has the ability to make exceptions to the number based on swimmer enrollment and adult coach input.
- b. Pay Rate
 - i. Summer Swim
 1. Senior Coaches will be paid via an hourly rate. Pay rates will be communicated and agreed upon before hiring for the season. Pay rates are subject to change by season due to budgeting constraints and government minimum wage requirements. A swimmer coach can opt to remain a Junior Coach if they would prefer to acquire volunteer hours instead of financial compensation.
 2. College Age Coaches will be given a flat fee for the entire season.
 3. Senior and College Age Coaches will receive two paychecks during the summer season—one at the end of June and the second at the end of the season.

4. Only paid coach positions that sub for other paid coach positions will be compensated. For example, should a Junior Coach sub for a Senior Coach, the Junior Coach will not be compensated. If a Senior Coach subs for a Junior Coach, the Senior Coach will not be compensated, however if a Senior Coach subs for a fellow Senior Coach, they will be compensated.
- ii. Winter Swim
 1. Pay rates will be communicated and agreed upon before hiring for the season. Pay rates are subject to change by season due to budgeting constraints and government minimum wage requirements.
 2. Winter will have both paid and volunteer swimmer coaches. Those who were Senior Coaches during the previous Summer are not considered demoted if they are Junior Coaches for purposes of Winter Swim.
 3. A swimmer coach can opt to remain a Junior Coach if they would prefer to acquire volunteer hours instead of financial compensation.
 4. All Swimmer Coaches who choose to sub only during the Winter season do so on a volunteer basis and will not be paid.
6. Interview and Selection Process
- a. Summer Swim
 - i. In January, notification will be sent via email, social media, and the team's website announcing the availability of College Age Coach and Swimmer Coach applications. Instructions for the application and interview process will be in the notification.
 - ii. Applications will be completed electronically via the provided link.
 - iii. All interested participants must fill out an application and meet the eligibility requirements for the season.
 - iv. All applicants must be prepared to attend an interview session. The Adult Coaching staff and Board of Directors reserve the right to exempt Swimmer Coaches that coached the previous season (winter or summer) from interviewing for the season hiring is being conducted for.
 - v. The Interview Committee includes the Adult Coaching staff as well as members of the Board. All Board members and Adult Coaches need not be in attendance. However, at a minimum, the Head Coach, Vice President (who is responsible for compiling the applications and scheduling the interviews) and the President (who is responsible for making offers and executing the contracts) should be in attendance.
 - vi. The Board in consultation with the Adult Coaching staff determines the number of Swimmer Coaches needed for the Summer season.
 - vii. The Adult Coaches with Board approval select the staff for the Summer season. The Adult Coaching staff determines age group practices and lane placement of Swimmer Coaches for the Summer season.
 - viii. After completion of interviews, applicants will be contacted individually and offered a position (College Age, Paid, or Volunteer) as well as their expected coaching schedule.

- ix. All Swimmer Coaches will have the option to pre-register for the upcoming summer season. Information on how to pre-register will be provided in the position notification email.
- x. If adjustments to the swimmer coach staff is needed during the season, a new round of interviews are not required but may be held if so desired.
- b. Winter Swim
 - i. The Board in consultation with the Adult Coaching staff determines the number of Swimmer Coaches needed for the Winter season. The Adult Coaching staff determines pool and lane placement of Swimmer Coaches for the Winter season.
 - ii. Swimmer Coaches from the recently concluded Summer season will be the first considered for Winter season positions.
 - iii. If additional Swimmer Coaches are needed after inquiring with the Summer season Swimmer Coaches, a new round of team notifications will be initiated. Interviews are not required but may be held if so desired.
 - iv. All Swimmer Coaches interested in subbing are added to the sub list; there is not a maximum number of subs for the season.