

JSC Compensation Policy **December 2025**

Volunteer Positions:

- ★ JSC will pay JSC/USFS membership for those who provide a service to JSC as follows: Board Directors, Figure Skating and Learn to Skate Directors, Registrar(s) and Test Chair.
- ★ There are no additional benefits or compensation for serving on the Board of Directors.

Group Class Instructors Membership Fees and Financial Compensation:

- ★ JSC will pay JSC membership for all instructors/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 class instructor.
- ★ JSC will pay background check fees for all group class instructors. JSC will cover USFS membership and/or Learn-to-skate membership, as appropriate, for all group class instructors/coaches.
 - ★ USFS membership and background check (aged 18+) are required for figure skating coaches that teach figure skating group classes above the LTS Pre-Free level and/or provides private instruction to JSC members skating above the LTS Pre-Free level.
 - ★ All figure skating coaches registered as a USFS FS coach must carry their own privately purchased skating liability insurance policy even if they only teach group classes.
- ★ Group class hourly pay is \$25.00 per/hour for Learn-to Skate Skills classes: Levels 1-6, Pre-Free, and Adult 1-6; and \$40.00 per/ hour for figure skating group classes taught by FS Coaches: MIF, J&S, FS 1-4. Synchro. Hourly rates are pro-rated for classes that are more or less than 1 hour in length.

Compensation for Other Positions:

- ★ One Director of the holiday show is compensated \$100 and up to two Directors of the spring show is compensated \$150, along with \$20.00/hour for at rink/on ice coaching. The maximum compensation for at rink/on ice coaching is \$100.
- ★ JSC Group Show Coaches are compensated \$20/hour for at rink/on ice coaching with a maximum of \$100 per coach.

LTS Instructor/FS Coach Development Incentives:

- ★ FS Coaches who teach a figure skating 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.
- ★ LTS Instructors/FS Coaches who teach a group class are provided incentives, as detailed in the development incentives list below. The maximum value of incentives a coach may use is \$100 per session. To qualify for a development incentive, a coach must teach a minimum of 4 of 6 classes, 5 of 7 classes, 6 of 8 classes, or 7 of 9 classes in the session, depending on how many weeks are in the session.
- ★ The Directors of the Learn to Skate and Figure Skating programs and the Directors of the Spring Show are provided coach development incentives from the list of approved incentives list with a maximum annual value of \$400 per year.

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★ Approved Instructor/Coach Development Incentives List

- ★ PSA Membership
- ★ PSA CER's
- ★ Skating liability insurance
- ★ USFS, LTS, ISI memberships if not otherwise paid by club
- ★ Club ice, or a JSC group class for personal skating
- ★ Other costs, if approved by Board

★ The development incentive must be used during the skating season in which it is earned and cannot be carried over to another skating season.

★ When selecting ice for personal skating as a development incentive, the skater should purchase the class from the JSC website. The coach should then email the registrar and treasurer with their incentive reimbursement request.

★ To receive a development incentive other than ice for personal skating, the LTS instructor/FS coach must submit receipts for any paid expenses to the treasurer when they submit their time sheet and class attendance roster. Refunds for expenses will be provided with their paycheck.

Regardless of the number of classes taught or positions held, the maximum annual value of development incentives that any one person may claim is \$400.00 per year.

Private FS Coaching Policy on Club Ice

★ In order to provide private lessons on JSC club ice, the coach must:

1. Teach a JSC group class or coordinate the basic skills or figure skating program
2. Carry privately purchased skating liability insurance
3. Meet all USFS requirements for the level of student they coach
4. Coach a student that has passed Pre-Free or Adult 6
5. Charge a maximum rate as follows:
 - \$60/hour for coaches with up to 3 years of experience
 - \$70/hour for coaches with up to 8 years of experience
 - \$80/hour for coaches with 8+ years of experience.