



PO Box 23075 in Lincoln, Nebraska 68542 · 402-803-4107 · team402.org

402 DEVELOPMENT ACADEMY HEAD COACH CONTRACT

This Contract Agreement ("Agreement"), effective as of _____, is entered into by and between Team 402, a nonprofit organization ("Team 402"), and _____ ("Coach").

The Coach agrees to serve as Head Coach for the following team(s):

Term of Agreement

This Agreement shall begin on _____ and end on _____ (the "Term"), unless terminated earlier in accordance with the provisions outlined herein.

Requirements for Engagement

The Coach must complete and maintain the following requirements:

- A. Pass a background check conducted through the Nebraska State Soccer Association (NSSA) or other approved provider.
- B. Complete required concussion training.
- C. Complete SafeSport training and remain current with all required updates.
- D. Complete any required employment or contractor documentation (e.g., IRS forms).
- E. Form and maintain a fully rostered team.
- F. Maintain reliable transportation and demonstrate the ability to use such transportation in a dependable and responsible manner, ensuring consistent attendance at all required trainings, matches, meetings, and team-related activities.

Failure to meet these requirements may result in amendment or termination of this Agreement.

Compensation

Team 402 agrees to compensate the Coach in accordance with the organization's established coaching pay rubric. Compensation is determined based on a combination of factors, including, but not limited to, the Coach's years of experience, coaching licensure and certifications, and the competitive level of the assigned team.

The Team 402 experience will provide an honest strategy promoting hard work and excellence in a fun environment, allowing all young athletes the opportunity for personal development through exposure to "the team" experience to build a foundation of empowerment for life.

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The total compensation for the Term of this Agreement shall be \$_____, paid in installments over the duration of the Term.

Compensation may be adjusted proportionately in the event the Coach does not fulfill the responsibilities, expectations, or requirements outlined in this Agreement.

Coaching Position, Duties, and Expectations

The Coach agrees to perform all duties associated with the Head Coach role, including but not limited to:

A. Practices and Training

The Coach shall plan and conduct all training sessions in a manner that serves the best interests of the Team and its athletes. The Coach is expected to be organized, prepared, and present prior to all scheduled activities.

B. Games and Tournaments

The Coach agrees to attend and coach all scheduled league matches and tournaments.

C. Scheduling, League Participation, and Event Planning

The Coach is responsible for managing the Team's schedule, including training sessions, league play, and tournament participation.

Team 402 participates in the Nebraska Youth Soccer League (NYSL) during the fall and spring outdoor seasons, administered by the Nebraska State Soccer Association. League matches are scheduled during official scheduling meetings hosted by Nebraska State Soccer, and the Head Coach is required to attend and actively participate in these meetings to establish the Team's schedule.

The Coach is responsible for all team-related NYSL administrative requirements, including but not limited to: printing and maintaining official game day rosters, facilitating player pass cards, managing club pass players in accordance with league rules, entering match scores in a timely manner, and completing required referee evaluations or assessments.

The Head Coach is also responsible for determining how event credits included within player fees are utilized, with input from team families. Options may include, but are not limited to, indoor league participation or tournament play. Team 402 will complete registrations based on the Head Coach's decisions.

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Any fees, fines, or penalties assessed to Team 402 in connection with the Coach's assigned team(s) – including but not limited to those resulting from scheduling errors, administrative oversights, failure to complete required league duties, misconduct, or violations of league or facility rules – may be passed through to the Coach responsible

D. Travel

The Coach agrees to travel with the Team as necessary. Lodging expenses for overnight travel may be reimbursed in accordance with Team 402 policies.

E. Meetings and Continuing Education

The Coach shall attend all required meetings, training sessions, and development opportunities.

F. Coaching Licensure Requirement

All Head Coaches must obtain, at a minimum, a U.S. Soccer Grassroots Coaching License (or equivalent). If the Coach does not currently hold this certification, Team 402 will reimburse course fees upon successful completion while actively coaching within the program.

With prior approval, Team 402 may also reimburse the Coach for tuition expenses associated with advanced coaching education, including but not limited to U.S. Soccer Federation (USSF) D, C, B, or A Licenses, United Soccer Coaches (USC) National, Advanced National, or Premier Diplomas, or similar certifications. All such reimbursements shall be made in accordance with Team 402's standard expense reimbursement policies.

Coaching Commitment and Philosophy

Coaching within 402 Development Academy is more than instruction – it is a commitment to young people. Coaches are expected to honor their commitments fully, showing up consistently and following through for the entire soccer year as defined as the term above.

Team 402 is a *player-first organization*. All decisions must prioritize athlete development, safety, and long-term growth over short-term outcomes.

Coaches must model *professionalism, discipline, preparation, and respect*. Clear and consistent *communication* with players and families is essential.

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Central to our philosophy is *cura personalis* – care for the whole person. Coaches are expected to support the personal development of each athlete, recognizing their impact extends beyond the field.

The Coach agrees to adhere to the 402 Development Academy Coach Code of Conduct, which is incorporated into this Agreement.

Equipment and Materials

Team 402 may provide equipment necessary for coaching duties. The Coach is responsible for proper use, care, and return of all equipment.

Team 402 reserves the right to withhold final compensation until all equipment is returned.

Conduct and Compliance

As representatives of Team 402, a nonprofit charitable organization, Coaches are entrusted with upholding and advancing the mission, values, and reputation of the club in all interactions.

The Coach agrees to conduct themselves with integrity, professionalism, and accountability at all times, both on and off the field. Coaches are expected to model positive behavior, demonstrate respect for all participants, and contribute to an environment that reflects the highest standards of sportsmanship and character.

Coaches play a vital role in spreading goodwill within the community. As such, the Coach acknowledges the importance of representing Team 402 in a manner consistent with its charitable mission, fostering trust with players, families, and the broader community.

Wearing the Team 402 badge is a privilege. Coaches are expected to take pride in representing the organization and to actively protect and promote its name, reputation, and values in all settings.

The Coach further agrees to comply with all Team 402 policies, including but not limited to the Coach Code of Conduct, Participant Safety and Risk Management Policy, and Social Media Policy, as well as all applicable rules and regulations of Nebraska State Soccer and affiliated governing bodies.

The Coach shall promptly report any issues, concerns, or violations involving players, families, or staff and cooperate fully in maintaining a safe, respectful, and compliant environment.

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Termination

This Agreement may be terminated by either party with a minimum of 20 days' written notice or immediately by Team 402 for cause, including but not limited to:

- Breach of contract
- Negligence or misconduct
- Criminal conduct
- Failure to perform duties
- Conduct detrimental to Team 402's reputation
- Failure to follow reasonable directives

Amendments

Any amendment to this Agreement must be in writing and signed by both parties.

Acknowledgment

By signing below, the Coach acknowledges that they have read, understand, and agree to all terms of this Agreement, including all referenced policies.

Coach Signature

Coach Printed Name

Date

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Team 402 Board Representative Signature and Title

Team 402 Board Representative Printed Name and Title

Date

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