



Appendix A

Non-Parent Coach Compensation & Fee Assessment

The New Prague Hockey Association (NPHA) recognizes the value that qualified non-parent coaches bring to player development and the overall success of the program. To maintain financial responsibility, NPHA has updated its non-parent coach compensation structure.

Historically, the Association has absorbed a significant portion of the cost associated with paid non-parent coaches. Following a review of compensation practices among comparable Minnesota youth hockey associations, particularly programs of similar size, NPHA has established the following compensation ranges:

Level	Head Coach Compensation	Assistant Coach Compensation
Junior Gold	\$2,000 - \$4,000	\$1,000 - \$1,500
Bantam	\$1,500 - \$3,000	\$750 - \$1,500
PeeWee / 12A	\$2,000	\$750

The Hockey Development Committee (HDC) will make recommendations regarding coaching assignments and compensation, with final approval granted by the Board of Directors.

Beginning after the conclusion of the 2026-2027 season, returning non-parent coaches may be eligible for an annual compensation increase of \$100 for each consecutive season they continue coaching within the Association. Annual increases remain subject to satisfactory performance, Association needs, and Board approval.

Non-Parent Coach Fee Assessment

To ensure the long-term financial sustainability of the program, teams assigned a paid non-parent coach will be assessed a non-parent coach fee.

The fee structure shall be as follows:

Bantam and Junior Gold Teams

For Bantam and Junior Gold teams assigned a paid non-parent coach, players will be assessed the full non-parent coach fee based on the coaching position:

- **Head Coach:** \$200 per rostered player
- **Assistant Coach:** \$100 per rostered player

PeeWee and 12U Teams

Appendix A

Recognizing the importance of player development at these age levels, the Association will continue to subsidize coaching expenses. Players on PeeWee and 12U teams assigned a paid non-parent coach will be assessed:

- **Head Coach:** \$150 per rostered player
- **Assistant Coach:** \$50 per rostered player

These fees apply only to teams assigned a paid non-parent coach and will not be assessed to teams coached exclusively by volunteer parent coaches.

Non-parent coach fees will be invoiced to families as soon as team selections and coaching assignments have been finalized. Payment of these fees shall be subject to the same collection and delinquency policies outlined elsewhere in this handbook for Association fees and financial obligations.

The Board of Directors reserves the right to modify coach compensation levels and associated player fees annually based on program needs, budget considerations, market conditions, and the availability of qualified coaching candidates.

NPHA believes that investing in quality coaching directly benefits player development and the overall experience of its members. The non-parent coach fee helps ensure the Association can continue to attract and retain qualified coaches while maintaining a financially responsible and sustainable program.