

BIAC Coach Membership Policy

New starting May 1st, 2019

Please see the Rationale section below for details about goals and rationale of this policy.

Definitions

- BIAC coach - coaches contracted/hired by BIAC to coach BIAC programs regularly
- Affiliate coach - coaches contracted/hired by affiliated programs
- Affiliated program - programs hosted at BIAC who pay membership fees for their attendees. Currently includes Norcal, Serra, Menlo College (but not CDBA for example).
- All coaches - both BIAC coaches and affiliate coaches

Common Items

- All coaches shall register on BIAC's membership system, sign any current waivers and agreements and renew annually.
- All coaches shall have free land membership with full access to ergs, gym equipment, shower and facility during the period they are actively coaching. For example, summer coaches have free land access during the summer only.
- All coaches are exempt from the membership volunteer requirement.
- All coaches - discounts described apply to BIAC's current membership and equipment fees (\$350/yr membership + \$300/yr equipment at this writing).
- All coaches using BIAC equipment will owe the (discounted) equipment fee, coaches who use only non-BIAC equipment are not required to pay the equipment fee but must have permission from the owner of the equipment (eg affiliate program directors).
- Rack rental and program fees are not discounted and are the responsibility of the coach.

BIAC coaches

- Receive discounted membership/equipment fees based on the amount coached:

Discount	Amount coached	Example
100% (ie free)	Min 16 hrs/mo x 10 mo/yr or 160+ hrs/yr	Coaches two 2 hour classes most weeks
50%	Min 6 hrs/mo x 10 mo/yr or 60-159 hrs/yr	Coaches one 2 hour class most weeks
25%	Min 3 hrs/mo x 10 mo/yr or 30-59 hrs/yr	Coaches Learn to programs in the summer

- The BIAC board may waive fees for coaches who volunteer their time in lieu of payment. The coach has the choice to be paid. The board may use its discretion to require a minimum commitment to waive fees.

Affiliate coaches

- May use the current guest policy for occasional on water use. Current guest policy is max 3 times per year for \$10 per day which includes BIAC equipment use if desired.
 - May purchase appropriate BIAC membership for on water access at 20% discount.
 - If a coach stops coaching, but wants continued on water access, they may convert to a normal membership by paying the prorated normal membership/equipment fees for the remainder of the BIAC membership year. Any fees already paid will be credited appropriately.
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Rationale

The BIAC board has attempted to address the following issues with this policy.

1. BIAC would like to offer an incentive for coaching BIAC programs.
2. We would like to make the incentive reflect the amount of coaching commitment.
3. Prior policy (see below) did not allow for gradations of benefit, only a single threshold of commitment required to get benefit. There really was no prior policy for affiliate coaches, which led to some ad hoc scenarios that got somewhat out of hand as affiliates have grown.
4. We want affiliated programs and coaches to know they are welcome and appreciated and so offer discounted membership.
5. BIAC's members should be incentivizing people who coach for BIAC, and so those discounts are bigger. Affiliated programs who wish to offer membership to their coaches may choose to pay for their coaches' membership, but it is part of their compensation package decision. BIAC members should not be responsible for compensating people who don't work for BIAC.
6. The free land/gym access recognizes that affiliates should feel comfortable remaining at BIAC and working out here. We recognize too that there is value having people around who have training in emergencies and knowledge of the facility.
7. Rack space is limited and in high demand, and so we give coaches the same access as all members.
8. Program fees roughly reflect costs to BIAC to provide, and so are not discounted.
9. Registration via BIAC's membership database is important both because we need waivers and rules to be agreed to, and because it is the primary means we communicate with the BIAC community and all coaches and programs benefit from being informed. Our membership database also contains emergency contact info which should be kept up to date.

Prior Policy (for BIAC coaches)

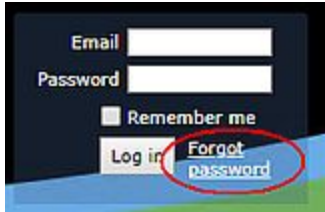
Complimentary membership/equipment for coaches – agreed that the “half time” coaching (e.g. 7 sessions/month) would give coaches complimentary membership/equipment (but not rack rental).

How to Register or Renew - Discount Codes

Please use BIAC's online membership system to register and renew. This helps us manage waiver agreement, keeping emergency contact info up to date, and email communications to our broader community of which you are a big part! We are making use of Discount Codes to give the discounts above and keep the admin burden on the back end smaller.

Renewals

1. Log into the BIAC website at <https://www.gobair.org>. Use the Forgot Password link if needed.



2. Click View Profile, then use the Renew until 20xx button.

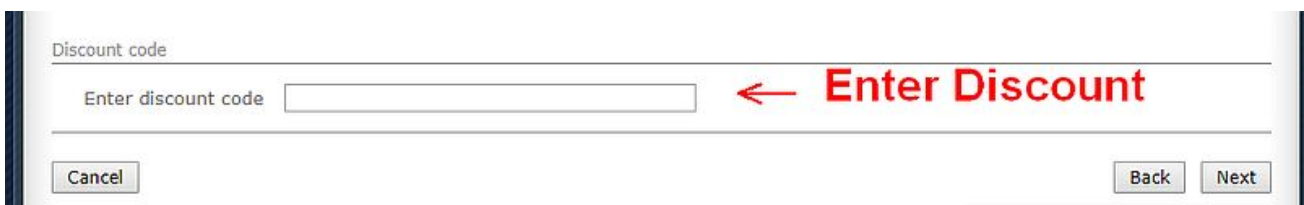


3. Jump to step 3 below, update info as required.

Initial Registration

Go to <https://www.gobair.org/CoachRegistration>

1. Choose Land Only vs Water Access. Note - Water Access prices will be reduced by Discount codes as described below upon checkout.
2. Click Next.
3. Fill out common fields, particularly emergency info, and check agreement with waivers, etc
4. For Water Access level, select the optional items - Equipment Fee to use BIAC equipment, Rack Rental (MUST be coordinated with Yardmaster first!), Rack Agreement if applicable, etc.
5. **IMPORTANT!** - Enter the appropriate Discount Code at the bottom of this page! See table below for code to use.



6. Click Next.
7. On the Review and Confirm page, the discounted total will be displayed. *If you forgot to enter the discount code, click the Back button and fill it out at the bottom of the previous page (step 5).*
8. Click Pay Online. You will be taken to a Paypal checkout screen to pay.

Note: Paypal account not required, you can charge any credit card via a link on the Paypal screen.

9. Step through the Paypal payment and you should be taken back to the BIAC site afterwards.
10. Thank you for coaching and being part of the BIAC community!

	No equipment fee	With rowing equipment fee	With paddling equipment fee
Affiliate programs	AFFILIATE-NOEQUIP	AFFILIATE-EQUIP	
BIAC 25%	BIAC25-NOEQUIP	BIAC25-EQUIP	BIAC25-PADDLE
BIAC 50%	BIAC50-NOEQUIP	BIAC50-EQUIP	BIAC50-PADDLE
BIAC 100%	BIAC100-NOEQUIP	BIAC100-EQUIP	BIAC100-PADDLE