

**Crook County School District #1  
Volunteer Coach/Sponsor Agreement**

CCSD#1 support staff who are classified as exempt employees under The Fair Labor Standards Act, 29 U.S.C 201 et seq. may serve as volunteer coaches under the following condition, outlined in the U.S. Department of Labor guidance document FLSA2005-51.

In consideration of the services performed as indicated below:

Name: \_\_\_\_\_

Position: \_\_\_\_\_ School Year \_\_\_\_\_

The CCSD#1 Board of Trustees agree to pay the above employee the nominal sum of:

\$ \_\_\_\_\_

As reimbursement for your expenses, reasonable benefits, nominal fees or any combination thereof.

1. This agreement shall not be effective without approval and is specifically conditioned upon the approval of the CCSD#1 Board of Trustees.
2. This agreement may be terminated at any time by CCSD#1 with or without cause. The volunteer coach has no right to appeal the termination of this agreement. Nor does the volunteer coach have any rights to employment under this agreement.
3. The volunteer coach agrees to fulfill the requirements of the position as defined by the job description, policies of the board, PTSB certification requirements, WHSAA rules and regulations, and applicable law.
4. Payment is contingent upon appropriate certification and completion of above stated sports season.

The volunteer coach recognizes and agree that:

1. The coaching assignment is deemed occasional or sporadic, i.e., infrequent, irregular, or occurring in scattered instances.
2. The work is viewed as employment in a different capacity, and the total hours worked will not be combined for purposes of determining any overtime compensation due on the regular, primary job.
3. The volunteer coach enters into this activity freely and solely at his/her own option.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date