

Affordable Care Act

Athletic Coaches

Illinois Community Colleges Chief Student Services Officer - Summary

	Part-time/ Full-time	How paid?	How is institution handling part-time coaches exceeding 20 hour week?	Additional Notes
Black Hawk College	-	-	We are looking at adjunct faculty model	
Elgin Community College	Both	Stipend	We have no coach with part-time status or contract that would play against the 20 hour work week.	Our coaches put in dedicated time and hours and is quite a challenge by the stipend pay for a coach.
Heartland Community College	Part-time	Stipend	Still crafting.	*Below is a 1st draft of a weekly and hour expectation for coaches. Spring break trips are an issue in this model, but we will figure it out...also working on models for asst coaches and practice only coaches positions as well.
Illinois Central College	Both	Stipend	Unknown at this point.	NA
Illinois Valley Community College	Both	Stipend	We looked at the number of hours they typically work in a week and submitted that to Payroll—they felt that the number will be below the threshold set so for most we should be ok.	NA
Joliet Junior College	Part-time	Stipend	The total hours worked cannot exceed 28 hours per week. We are working on a plan to monitor and track the hours worked institutionally. We are in discussions...	NA
Kankakee Community College	Full-time	Salary	NA	NA
Kishwaukee Community College	Both	Stipend	We have only experienced this with our assistant coaches (baseball). The four part-time head coaches all have full-time employment outside of the college however, I'm seeking for a release clause that would protect the institution but release us from all possibilities for them to come back at us for this issue. What we are doing in the case of the assistant coaches is; taking the stipend and dividing it by the minimum wage which gives the total amount of hours. Once the coach has met the limited hours their employment for that assignment is completed.	<--This has been the Band-Aid that we are using as a temporary fix to finish out this year.
Lake Land College	Both	Stipend	...still working to figure that out.	NA

Lincoln Land Community College	Part-time	Stipend	...still trying to figure this out.	Stipend paid via personal contract
Oakton Community College	Part-time: considered adjuncts	LHEs	We are including the coaches in our discussions related to how we are dealing with our part-time faculty.	NA
Parkland College	Full-time emp w/coaching duties	Stipend	...trying to make sense of this one.	Meetings scheduled with HR director and AD. Will provide update after meeting.
Rend Lake College	Both	Stipend	We are not exactly sure yet, thoughts are that we will limit their hours per week. Many of our assistant coaches have also worked part-time in other areas on campus such as tutoring, learning center supervising, teaching, etc. which is going to be a hardship for us as they really won't be able to do both. Please remember that we are still trying to decide what to do.	NA
Rock Valley College	Both	Stipend	We will have to work out schedules to limit their weekly hours to 25. That may mean we will have to hire additional assistants to cover all of the required functions.	Full-time coaches are "sports coordinators" with head coaching responsibilities in various sports.
Spoon River College	Both	Stipend	We are going to move toward using already full-time employees as assistant coaches and will probably have to provide health benefits to several part-time head coaches.	NA
Waubonsee Community College	Both	Stipend	We haven't decided exactly - but, more than likely - assistant coaches will have to do time sheets with a limit of 25 hours a week - may have to hire more than one assistant coach ; we may make our head coaches a separate class and offer them insurance	NA

*Heartland Community College: Weeks & Hours Expectations – First Draft

	Fall	Spring	Recruiting	Total Hours
Women's Soccer	20 Weeks @ 25 hours	6 Weeks @ 12 hours	4 Weeks @ 8 hours	604
Men's Soccer	20 Weeks @ 25 hours	6 Weeks @ 12 hours	4 Weeks @ 8 hours	604
Softball	6 Weeks @ 18 hours	20 Weeks @ 25 hours	4 Weeks @ 10 hours	648
Baseball	6 Weeks @ 18 hours	20 Weeks @ 25 hours	4 Weeks @ 10 hours	648