

## **Hello Prospective New Instructor Candidates!**

Thank-you for expressing interest in applying for a SKIBACS Ski and Snowboard School instructor position/training. We believe instructing is a fun and fulfilling activity and are always looking for individuals who may wish to come and share in our passion. Whether you are interested in teaching, or just interested in taking the training for your own ski/ride improvement, we hope you will consider looking further into our programs. Following is some information that we hope you will find useful regarding the the SKIBACS Instructor program in particular.

### **A brief introduction:**

SKIBACS Ski School has a proud history of providing quality lessons for a reasonable price that spans several decades. We currently operate out of Summit, Central (a.k.a. Ski Acres) at Snoqualmie Pass.

As you are probably aware, SKIBACS is the Ski Recreation Club for employees and families of the Boeing company. Only members of SKIBACS (or their guests) may take lessons through SKIBACS Ski School. SKIBACS is a non profit entity, with an elected board of trustees. Programs are established by the Ski School Chairman, who sits on the SKIBACS board and is responsible for the operations of the school. The Chairman contracts to the management staff (Directors, Training Directors) to fulfill the particular duties required of a Ski school. SKIBACS Ski School offers both snowboard and alpine lessons to our customers. As a Professional Ski Instructors of America (PSIA) member school, our staff is fully comprised of paid (although predominately part time) professionals. Membership and participation by staff in the professional instructor organizations (PSIA and AASI) is not required, but is strongly encouraged.

We teach kids (ages 5 and up) and adults. Our standard program has been a 6 week long series of lessons (2.25 hours each) for alpine and snowboard. These lessons start in early January. We usually have programs on Thursday and Friday nights, Saturday mornings and Sunday mornings and afternoons. We may also teach some private lessons as an available option for our membership (our more experienced instructors typically handle these lessons).

### **Why instruct?**

Lots of skiing/riding for one. The average instructor will tell you that their 'skier/rider days' go way up once they started instructing. Naturally, instructors are paid. Our rates are very competitive to other ski schools (starting pay is \$10.50 an hour for first year instructors with no prior experience, reaching \$23.00 an hour for seasoned experienced PSIA level 3 certified instructors). A Seasons Pass (that does have some limited restrictions) is obtained for a nominal fee at Snoqualmie (\$60 plus tax).

A ski school Parka is provided. We only ask folks to only wear them during ski school related activities (teaching, training, etc.) and to return them in good condition at the end of the season (normal wear and tear expected). Generally, don't expect to get rich teaching skiing. At first, it may be better to look at it as a way to significantly reduce your cost of skiing. With time, it gets better as pay increases, and the professional discounts on ski/snowboard equipment get better as one's professional certification attains higher levels. Oh, and one further side benefit, instructors who have dependents can enroll their kids or spouses in our group lesson program for half price on the days they are up teaching.

Mostly, instructing is a way to share your passion for skiing/riding with others. The camaraderie and friendships developed with your fellow instructors is also a plus. Your skiing/riding will get much better. Basically:

It's fun!

## **Training**

The training to be perspective new snowboard and alpine (ski) instructors will have several 'dryland' training evenings in Seattle, usually at the Boeing Oxbow Recreation Center, starting in early November. At these sessions, questions will be answered and training in the fundamentals of instruction will begin.

There will be four days of on-hill training scheduled. These typically will be done during two of the first three weekends in December. Unfortunately, due to unpredictable snow and ski area operating schedules, which two weekends will not be firmed up until later this fall. It may vary from alpine training versus snowboard. Granted, this is inconvenient from a scheduling standpoint, yet is something of the nature of our business.

During the on-hill training a clinician (Trainer) will demonstrate class handling and review the technical (teaching progression) material through active candidate participation. All candidates will demonstrate their ability of class handling and technical knowledge by instructing in a simulated class situation towards the end of the second weekend. Attendance to all training sessions is strongly encouraged, missing sessions may **seriously** affect ones chances of being hired.

There is a fee to go through our training (\$65). It is due at the onset of the Training. If, after the first night, one wishes to sign up and continue with the SKIBACS training, then please come prepared to pay (payment will get you the training materials to study for the next session). Discounted lift tickets will be provided for the training days on the hill at Snoqualmie. These tickets typically are less than half the normal rate for the area. In the past, some have taken the training just as a (really cheap) ski lessons for their own improvement. If you cannot meet our teaching obligations, but would still like to attend our training, that is perfectly acceptable.

## **Hiring**

Once the final enrollment numbers for the ski school are firming up (we know pretty much how many students by about the mid December time period), we will hire the appropriate number of instructors to fulfill our needs. Naturally, returning instructors are considered first, but each year a fair number of positions open up (due to moves, conflicting work obligations, etc.) and new instructors are needed. Many years, we have had openings for every qualified person to make it through our training. However, the last few years we have had some shifting demographics in our enrollments, and have not been able to hire everyone.

## **Instructor Assistant Training Program**

For those not able to attend or complete the December training, or for younger candidates (minimum age 14) interested in getting an early start of becoming instructors, we have our Instructor Assistant program. Those enrolled in this program receive the same season pass deal (\$60 plus tax last year) as regular instructors, and must commit to two days (same as with our regular staff) a week to our programs (one of which must be on the weekend for training). Instructor Assistants will help out instructors and shadow classes on one day, and receive on hill training in instructing and skiing/riding. These are non-paid positions, and to be eligible one must be approved by the Training Director. We have only a limited number of slots for these positions, and they will be issued on a competitive basis.

## **Qualifications**

As for qualifications, you don't have to be a 'red hot' skier/rider to be an instructor. Few people are when they first started instructing. We like to emphasize the second half of the name Ski 'INSTRUCTOR'. It is much more important for someone to be a good communicator and listener, with a visible degree of enthusiasm in sharing, than a 'hot' skier/rider. Beginner instructors need to be parallel skiers (or equivalent snowboarders) who are comfortable linking turns on blue terrain, and like to try an occasional foray down a black diamond for the challenge. As long as your technique has no blatant problems (that would provide a visual image that would mislead or confuse a beginning student), we will work with you to improve your skiing/riding. In fact, if becoming a better skier/rider is a goal of yours, instructing is a great path to rapid skill advancement.

Generally, we prefer our instructors to be ages 16 or older (Instructor Assistants – IA's - must be at least 14, a mature 14, ...and we have had many adult Instructor Assistants who also used the role as a development exercise for the next season, there is no 'automatic' admission to the IA program). SKIBACS will hire those most qualified, who demonstrate the best understanding of the material and the best 'presence' (responsibility, caring, responsiveness, etc.) in front of a class. Also, you do not have to be a Boeing employee or a SKIBACS member to instruct for SKIBACS.

## **Obligations**

As for obligations, after completing the preseason training outlined above, if hired, instructors typically must be available to teach at least two sessions a week for the duration of our programs (starting in early January and finishing about the end of February, about 6 to 8 weeks, with a week or two allowance afterward, prudent in case of road or pass closures and class cancellations). There are also continuing on hill training sessions that are required, once lessons begin, that are about an hour long and are typically held after lessons on Saturday or Sunday. These sessions are to further your education and give you the opportunity to discuss problems you may have encountered with your students. Instructors are paid for attending these clinics.

At the end of the last lesson, instructors usually remark on how fast the time went, and how much fun it was getting to know everyone in their class (you'll have the same class for the duration of the program) and watching them progress along. That's about it. Afterwards, some people go on to additional training to advance their skills (and PSIA certification level), others just attend a few late season social events and ski and ride a lot with some new made friends.

## **Particulars**

The first meeting for perspective new instructors will be:

**Tuesday, November 15, 2011 from 7:00 pm to 9:00 pm,**

**At Boeing Oxbow Recreation Center, in room 202.** Oxbow is very near Boeing Field. Take exit 158 off I5 and go westbound. Turn north (right) onto E Marginal Way South. After a short distance there is a light at S 102 nd. Turn left here. You'll go straight through a stop sign that then takes you over a bridge (it crosses the Duwamish waterway). Immediately on the other side of the bridge, take a hard left. This puts you on very large parking lot area. The Oxbow building (9-150) is all the way at the end of the parking lot at the south end. Room 202 is on the 2<sup>nd</sup> floor.

A tentative schedule of the other training dates is attached, as is a registration form. Payment will be required to receive the training materials and to continue on after this first session.

Thanks for inquiring, I hope you will join us.

Michael L. Drake  
Boeing SKIBACS Ski School Chairman  
(425) 342-7064 M/S 02-10

## Tentative Pre-Season Instructor Training Schedule

Who	Month/Date/Day	Time	Location	Room
<b>Classroom Sessions:</b>				
New Candidates 1 <sup>st</sup> night	Nov. 15th/Tuesday	7 p.m.	Oxbow Center	202
Tentative optional day	Nov 19 <sup>th</sup>	9 am	Details to be announced	
New Candidates 2 <sup>nd</sup> night	Nov. 22rd/Tuesday	7 p.m.	Oxbow Center	202
New Candidates 3 <sup>rd</sup> night	Nov 29th/Tuesday	7 p.m.	Oxbow Center	202

**On Hill Training Dates (will be two of the following three weekends – likely the first two weekends for new staff training, but may vary depending upon ski area and discipline (ski or snowboard) given weather conditions and ski area conditions (they may not be open for suitable training conditions – we’ll make an announcement to those enrolled in training of late changes):**

Dec.	To Be Confirmed	Dec 3rd/Sat.	9 a.m.	Snoqualmie
Dec.	TBConfirmed	4 <sup>th</sup> /Sunday	9 a.m.	“
Dec.		10 <sup>th</sup> /Saturday	9 a.m.	“
Dec.		11 <sup>th</sup> /Sunday	9 a.m.	“
Dec.	TBD fallback	17 <sup>th</sup> /Saturday	9 a.m.	“
Dec.	TBD fallback	18 <sup>th</sup> /Sunday	9 a.m.	

**Please call SKIBACs at (206) 227-6201 to check for any last minute changes.**

If going to **Summit, Central** the SKIBACS instructor lodge is located near base of Triple 60 Chair. Go to the main Central lodges, walk up the hill between the two, keep going up and veer left. The SKIBACS lodge is the multi story building to your left (there is another small multi story structure uphill of it a couple packer widths.

# Instructor Application – SKIBACS Ski and Snowboard School 2011 – 2012

**(Note: we prefer on line registration, only fill out below if this is not an available option)**

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ Zip: \_\_\_\_\_  
Phone: Home (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_ Work (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_  
Employer: \_\_\_\_\_  
If Boeing, Mail Stop: \_\_\_\_\_ - \_\_\_\_\_  
E-Mail Address: \_\_\_\_\_

PSIA-NW Status (please provide what year you attained your current certification)  
Registered: \_\_\_\_\_ Level 1: \_\_\_\_\_ Level 2: \_\_\_\_\_ Level 3: \_\_\_\_\_

Prior Teaching Experience:  
Who/Where: \_\_\_\_\_ When: \_\_\_\_\_  
: \_\_\_\_\_ : \_\_\_\_\_  
: \_\_\_\_\_ : \_\_\_\_\_

Teaching Assignment Preference (please check):  
Alpine: \_\_\_\_\_ Snowboarding: \_\_\_\_\_

I prefer teaching:

<b>Kids</b>		<b>Adults</b>	
Never skied before:	_____	Never skied before:	_____
Intermediate:	_____	Intermediate:	_____
Advanced:	_____	Advanced:	_____
Any of above:	_____	Any of above:	_____

Preference for: Thurs: \_\_\_\_\_ Friday: \_\_\_\_\_ Sat: \_\_\_\_\_ Sun: \_\_\_\_\_ (pick two)

Clinic Fees must be paid to receive training materials  
**Clinic Fee for New Candidates: \$65.00**

Please sign and enclose waiver. Make checks payable to: **SKIBACS**

Return to: SKIBACS  
M/S 4H-58  
P.O. Box 3707  
Seattle WA. 98124

**RELEASE OF LIABILITY  
AND INDEMNIFICATION AGREEMENT**

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I wish to participate myself or have a minor participate in SKIBACS activities, including the SKIBACS SKI AND SNOWBOARD SCHOOL (hereinafter collectively referred to as "SKIBACS"). In consideration for the right to participate in SKIBACS activities, I acknowledge and agree as follows:

1. I am aware that SKIBACS is an employee recreation club sponsored by The Boeing Company. I acknowledge that participation in SKIBACS activities is entirely voluntary and unrelated to my or any relative's employment or job duties. The term "SKIBACS activities" means any activity organized or conducted by SKIBACS or for which SKIBACS is otherwise responsible, including any transportation for which SKIBACS is responsible. The term "the Ski Area" as used herein means any person or entity that owns, operates or permits SKIBACS to use a winter sports area or skiing related facilities for SKIBACS activities. This includes Boyne USA Inc., or any of its owners, officers, agents or subsidiaries, including but not limited to, Ski Lifts, Inc. Crystal Mountain, Inc. and the U.S. Government or any of (their/its) employees, agents contractors, subsidiaries, officers.

2. I am aware that skiing and/or snowboarding is a hazardous sport and that SKIBACS activities involve risks and dangers, including the risk of serious injury or death. I certify that I am aware of and accept full responsibility for all of the risks involved in SKIBACS activities, including but not limited to the risks inherent in skiing and/or snowboarding and in the ski area/mountain environment, whether caused by weather conditions, snow or terrain conditions, the forces of nature, the hazards of travel or transportation to and from mountainous areas, inexperience, the actions or **negligence** of SKIBACS members or participants, or any other persons, or accidents or illness in remote areas without medical facilities.

3. I accept my responsibility and the responsibility of any minor for whom I am signing this Agreement to ski and/or snowboard safely at all times, to abide by the Skier Responsibility Code, to obey all posted behavior notices and any other ski area rules and policies and to adhere to any rules, policies and instructions provided by SKIBACS. I acknowledge that I am responsible for any equipment that I, or any minor I am signing this Agreement for, use while skiing and/or snowboarding and accept full responsibility for the condition of such equipment and any risks or dangers caused by such equipment.

4. I AGREE TO RELEASE, FOREVER DISCHARGE, DEFEND, INDEMNIFY, AND HOLD HARMLESS SKIBACS, THE BOEING COMPANY, AND THEIR RESPECTIVE DIRECTORS, TECHNICAL DIRECTORS, OFFICES, INSTRUCTORS, MEMBERS, EMPLOYEES, AND AGENTS, AND BOYNE USA INC., OR ANY OF ITS OWNERS, OFFICERS, AGENTS, OR SUBSIDIARIES, INCLUDING BUT NOT LIMITED TO, SKI LIFTS INC., CRYSTAL MOUNTAIN, INC. AND THE US GOVERNMENT OR ANY OF (THEIR/ITS) EMPLOYEES, AGENTS CONTRACTORS, SIBSIDIARIES, OFFICERS ("RELEASED PARTIES") DIRECTORS, OWNERS, CONTRACTORS, VOLUNTEERS, EMPLOYEES, INSURERS, AND REAL AND PERSONAL PROPERTY OWNERS, AS WELL AS EQUIPMENT MANUFACTURERS AND DISTRIBUTORS, AND ALL EVENT SPONSORS (HEREINAFTER "RELEASEES") OF AND FROM ANY AND ALL LIABILITY, CLAIMS, LIENS, DEMANDS, ACTIONS AND CAUSES OF ACTION WHATSOEVER ARISING OUT OF OR RELATED TO ANY LOSS, COST, DAMAGE OR INJURY, INCLUDING DEATH, OF ANY PERSON OR DAMAGE TO PROPERTY OF ANY KIND RELATED IN ANY WAY TO THE PROGRAM'S OPERATIONS OR THE ERRORS OR OMISSIONS OF THE PROGRAM, ITS AGENTS, SUBCONTRACTORS, VOLUNTEERS, OR ANY OTHER PERSON DIRECTLY OR INDIRECTLY EMPLOYED BY THEM, OR ANY OF THEM, WHILE ENGAGED IN ANY ACTIVITY ASSOCIATED WITH THIS AGREEMENT, WHETHER CONTRACTUALLY OR OTHERWISE.

5. If I am signing on behalf of a minor, I acknowledge that I am releasing and indemnifying against any and all claims that I may have as the minor's parent or legal guardian, whether or not the release of the minor's own claims is found to be enforceable under the applicable law. In the event that the release of the minor's own claims is held not to be enforceable, I AGREE TO ACCEPT FULL RESPONSIBILITY FOR ANY SUCH CLAIM OF THE MINOR AND TO HOLD HARMLESS, INDEMNIFY AND DEFEND SKIBACS, the Ski Area and The Boeing Company, and their respective directors, technical directors, officers, instructors, members, employees, and agents, FROM ANY AND ALL CLAIMS BY OR ON

BEHALF OF THE MINOR ARISING OUT OF OR CONNECTED IN ANY WAY WITH PARTICIPATION IN ANY SKIBACS ACTIVITIES BY MYSELF OR ANY MINOR FOR WHOM I AM SIGNING THIS AGREEMENT AS WELL AS ANY COSTS OR EXPENSES, INCLUDING REASONABLE ATTORNEYS' FEES, INCURRED IN CONNECTION WITH SUCH CLAIMS.

6. I ACKNOWLEDGE THAT THE RELEASE AND INDEMNITY PROVISIONS IN PARAGRAPHS 4 AND 5 APPLY TO ALL CLAIMS FOR INJURY OR DAMAGE RESULTING FROM ANY CAUSE, INCLUDING THE **NEGLIGENCE** OF ANY PARTY RELEASED HEREIN. I FURTHER ACKNOWLEDGE THAT THIS AGREEMENT SHALL BE BINDING ON ALL FAMILY MEMBERS, INCLUDING MINORS, GUARDIANS, HEIRS AND ANY EXECUTOR OR PERSONAL REPRESENTATIVE.

7. I agree that this Agreement should be enforced to the full extent permitted by law. If any section or part of this Agreement is held not to be enforceable under the applicable law, the remainder of the Agreement shall be enforced. The release and indemnification provisions of this Agreement do not apply to reckless or intentional acts unless permitted by the applicable law.

8. If I am signing this Agreement as an adult participant, I state that I am 18 years of age or older and legally competent to sign this Release of Liability and Indemnification Agreement. I understand that these terms are contractual and not a mere recital. I have signed this document of my own free act. I HAVE FULLY INFORMED MYSELF OF THE CONTENTS OF THIS RELEASE AND INDEMNITY BY READING IT BEFORE I SIGNED IT.

9. If I am signing this Agreement for a minor participant (parents or legal guardians must sign for all persons under 18 years of age), I state that I am the parent or legal guardian of the minor participant signing this Release of Liability and Indemnification Agreement and that I am legally competent to sign this Agreement on behalf of the minor. I have discussed with the minor the risks and responsibilities of participating in SKIBACS activities and represent that the minor is sufficiently mature to understand the responsibility to ski and/or snowboard safely and to abide by the rules, policies and instructions of the Ski Area, and SKIBACS. I understand that these terms are contractual and not a mere recital. I have signed this document of my own free act. I HAVE FULLY INFORMED MYSELF OF THE CONTENTS OF THIS RELEASE AND INDEMNITY BY READING IT BEFORE I SIGNED IT.

\_\_\_\_\_  
Participant's Signature (if age 12 or older)

\_\_\_\_\_  
Birth Date

\_\_\_\_\_  
Date Signed

\_\_\_\_\_  
Parent/Legal Guardian Signature (for all participants under age 18)  
Date Signed

\_\_\_\_\_  
Date Signed