

MSS Compensation System 2025-2026

QUALIFICATIONS

Primary Discipline Cert. Level	Points
1	20
2	40
3	60
Trainers Accred	4
Active Examiner PSIA/AASI	5
	80

Childrens Educator Certification	Points
1	10
2	20
3	30

Avalanche Cert.	Points
1	5
2	10
3	15

Other Discipline Cert. Level	Points
1	5
2	10
3	15
4	20

Years on S&S School at JH	Points
FT (each year)	5
PT (each year)	2

Freestyle Accred.	Points
1	5
2	10
3	15

Coaching Cert.	Points
100	10
200	20
300	30

Years on S&S School at other Mtn.	Points
FT (each year)	4
PT (each year)	2

MSS	Points
1	10
2	20
3	30

Qualification points are awarded for certification and years of service. Qualification points are cumulative and are never lost.

PERFORMANCE

Hours Worked	Points
0-29	0
30-59	3
60-119	4
120-179	5
180-239	6
240-299	8
300-359	10
360-419	12
420-479	14
480-539	16
540-599	18
600-659	20
660-719	22
720-779	24
780+	26

Request Hours	Points
0-19	0
20-39	3
40-99	4
100-149	5
150-199	6
200-249	8
250-299	10
300-349	12
350-399	14
400-449	16
450-499	18
500-549	20
550-599	22
600-649	24
650+	26

Students Taught	Points
0-19	0
20-39	3
40-59	4
60-89	5
90-119	6
120-149	8
150-179	10
180-209	12
210-239	14
240-269	16
270-299	18
300-329	20
330-359	22
360-389	24
390+	26

Training Hours	Points
0-9	-10
10-19	2
20-29	4
30-39	6
40-49	8
50-59	10
60-69	12
70-79	14
80-89	16
90-99	18
100+	20

INCENTIVES

Private Lesson Incentive	
Assigned Private	\$8.00/hour
Request Private	\$14.00/hour
Instructor Managed Request	\$18.00/hour
Instructor Managed Referral	\$4.00/hour

Camp Incentive	
Adult Ski & Snowboard Camp	\$14.00/hour

Student Pay Incentive	
Adult, Explorer, Rough Rider Incentive	\$4.00/student/hour
Pioneer Incentive	\$6.00/student/hour
Scout, Rangers Incentive	\$4.00/student/hour
TVR, TVST, Evolution Incentive	\$4.00/student/hour

Progressive Performance Pay	
Hours Worked	% of Gross Wage
600+	10% of gross wage
525	8% of gross wage
475	7% of gross wage
425	6% of gross wage
375	5% of gross wage
325	4% of gross wage
275	3% of gross wage
225	2% of gross wage

BASE WAGE GROUPS

Base Pay		
Group	New Total Points	Wage/hour
1	0-19	\$ 19.00
2	20-39	\$ 20.20
3	40-69	\$ 21.40
4	70-94	\$ 22.60
5	95-119	\$ 23.80
6	120-144	\$ 25.00
7	145-169	\$ 26.25
8	170-194	\$ 27.50
9	195-219	\$ 29.25
10	220-244	\$ 31.10
11	245-269	\$ 33.00
12	270-294	\$ 34.90
13	295-319	\$ 37.05
14	320-344	\$ 39.20
15	345-369	\$ 41.10
16	370-394	\$ 43.70
17	395+	\$ 46.00

Training Wage

All instructors	\$15.00
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Performance points are awarded for hours worked, request hours, students taught and training hours. Performance points are calculated based on an instructor's performance throughout the entire season and are applied to the instructor's point total the following season.

The sum of an instructor's qualification and performance points determine the instructor's base wage.

Qualification Points + Performance Points = Base Wage

Base Wage + Incentives = Instructor Pay

PRIORITY

Work Hours	Points
0-29	0
30-59	2
60-119	2
120-179	3
180-239	3
240-299	4
300-359	5
360-419	6
420-479	7
480-539	8
540-599	9
600-659	10
660-719	11
720-779	12
780+	13

Instructor managed hours	Points
0-49	1
50-99	2
100-149	3
150-179	4
180-209	5
210-239	6
240-269	8
270-299	10
300-329	12
330-359	14
360-389	16
390-419	18
420-449	20
450-479	22
480-509	24
510+	26

Students Taught	Points
0-19	0
20-39	3
40-59	4
60-89	5
90-119	6
120-149	8
150-179	10
180-209	12
210-239	14
240-269	16
270-299	18
300-329	20
330-359	22
360-389	24
390+	26

Unpaid Training Hours	Points
0-9	0
10 to 19	4
20-29	6
30-39	8
40+	10

Primary Discipline Cert. Level	Points
1	20
2	40
3	60
Trainers Accred 4	70
Active Examiner PSIA/AASI 5	80

Childrens Educator Certification	Points
1	10
2	20
3	30

Status	Points
FT	10
PT+	5
PT	0
PP	0

Points	Priority
120+	1
110-119	2
100-109	3
90-99	4
80-89	5
70-79	6
60-69	7
50-59	8
40-49	9
30-39	10
20-29	11
0-19	12