

Scholar Athletics Work Crew Terms and Conditions

Last Updated: September 18, 2025

Thank you for your interest in being a part of the Scholar Athletics Work Crew! It is a privilege to work on the Scholar Athletics Work Crew, where aspiring scholar athletes develop hard work, discipline, and community impact through hands-on garage cleaning services. These stipulations outline the hiring requirements and process for scholar-athletes, instructions for parents and clients, the client service process, and the scholar-athlete acknowledgment form. By applying for a position or engaging our services, you agree to these terms.

Hiring Stipulations for Scholar-Athletes

Eligibility Requirements

To earn the privilege of joining the Work Crew, candidates must:

- Be current scholar-athletes enrolled in good standing with their school (e.g., no active disciplinary actions or academic probation).
- Be of legal working age in North Carolina (at least 14 with a Youth Employment Certificate [YEC] for minors under 18, or 18 for unrestricted work, per North Carolina labor laws). Youth under 18 must obtain a YEC before starting work, as required by the North Carolina Wage and Hour Act to ensure safe employment conditions.

How to Obtain a Youth Employment Certificate (YEC):

- The process is completed online through the North Carolina Department of Labor (NCDOL) portal at www.labor.nc.gov/workplace-rights/youth-employment-rules/youth-employment-certificate. Follow these steps in order:
 1. The youth (or parent/guardian) registers online and provides required information, including proof of age (e.g., birth certificate or school records), school standing, and intended job details.
 2. Upon submission, NCDOL issues a Youth Employment Identification (YEID) number via email confirmation. This YEID is not the certificate itself.

3. Provide the YEID to the prospective employer (Scholar Athletics). The employer verifies the youth's age, proposed job duties, and any restrictions, then completes their portion of the application.

4. The youth receives an email with a link to electronically sign the certificate. The youth enters their name and electronic signature, then provides the parent/guardian's email address.

5. The parent/guardian receives an email and electronically signs the certificate.

6. Once all parties (youth, parent/guardian, and employer) have signed, the employer receives the completed YEC via email. The employer must maintain a copy of the YEC on file for as long as the youth is employed and for two years after employment ends (or until the youth turns 20, whichever is sooner). No need to mail the certificate to NCDOL.

- The entire process must be completed and the YEC electronically signed by all parties on or before the first day of work. For questions, contact the NCDOL Wage and Hour Bureau at 1-800-625-2267 (Monday–Friday, 8 a.m.–4:45 p.m.). Local county departments (e.g., Social Services) may assist with navigation but cannot issue the YEC directly.
- Maintain a minimum GPA of 2.0 or above (verified via official school transcript).
- Actively participate in school or club sports (e.g., basketball, football, track, or equivalent).
- Demonstrate a commitment to community service or volunteerism, including at least 20 hours in the past 12 months. Acceptable alternatives include:
 - Church or youth group activities (e.g., youth ministry, mission trips).
 - Participation in Boys or Girls Scouts (e.g., badge-earning projects, troop leadership).
 - Holding a part-time job (e.g., retail, tutoring, or seasonal work).
 - Other organized volunteer efforts (e.g., food bank drives, environmental cleanups).

- Provide at least three character references from non-family members (e.g., coaches, teachers, employers, or community leaders), including contact information for verification.

Physical and Health Requirements

Candidates must be in good physical condition, capable of lifting up to 100 pounds or similar weights repeatedly without assistance. All candidates must disclose any underlying medical conditions (e.g., back issues, respiratory limitations) that could impact performance or safety during physically demanding tasks and sign a health waiver acknowledging these disclosures. Failure to disclose or sign the waiver may result in immediate termination. Scholar Athletics reserves the right to require a physician's note for any disclosed conditions.

Payment Setup and Processing

Selected scholar-athletes must maintain active Cash App and PayPal accounts for payment processing by Scholar Athletics, as all payments are made via these platforms for accurate record-keeping. No cash payments are shared for wages or tips. Payments will be processed within 3 business days of completing a shift, often on the same day, via Cash App or PayPal, as selected by the scholar-athlete. Candidates must provide accurate account information for both platforms during onboarding. Failure to maintain active accounts may result in delayed payments or termination. All payments are subject to applicable taxes and withholdings.

Availability and Scheduling

Selected candidates must be available to work weekends (Saturdays and Sundays) year-round, subject to school schedules. Work Crews operate in two shifts:

- Morning shift: Arrives by 6:00 AM.
- Afternoon shift: Arrives between 12:00 PM and 1:00 PM.
Shifts are assigned based on crew needs, with priority given to full availability. Candidates must commit to a minimum of 4 shifts per month.

Positions and Compensation

- **Team Player (Entry-Level):** Focuses on individual tasks such as sorting, lifting, and basic organization. Starting pay: \$16 per hour (paid within 3 business days, often same day, via Cash App or PayPal).

- **Team Captain (Promotional Position):** After completing 10 successful garage cleanings (as verified by crew leads), eligible candidates may apply for promotion. Responsibilities include running a crew of 3-5 team players, delegating tasks, and ensuring safety compliance. Pay: To be determined (TBD) based on performance, with final rates set by Scholar Athletics after evaluating leadership and crew outcomes.

Tips from clients are encouraged and greatly appreciated for a job well done. All tips, including cash and non-cash (via Cash App or PayPal), are divided evenly among Work Crew members on a per-job basis and distributed within 3 business days via Cash App or PayPal.

Liability and Safety

Working on the Work Crew is a privilege, but scholar-athletes participate at their own risk. Scholar Athletics, its staff, and affiliates cannot be held responsible for any injuries, illnesses, or damages arising from Work Crew activities, including but not limited to physical labor, transportation to job sites, interactions with clients, or damages to items (e.g., drops, breaks, or scratches during moves and cleans). Scholar-athletes must sign both a liability waiver and a health waiver acknowledging these risks prior to starting work.

Safety is our utmost priority. Scholar Athletics will provide necessary equipment (e.g., carts, tarps, basic tools, face masks with suggested use) and detailed safety guidelines (e.g., proper lifting techniques, hazard identification). Scholar-athletes must adhere to the required clothing and equipment standards outlined below. Scholar Athletics reserves the right to prohibit any Work Crew member from working if they are not sufficiently outfitted for the job, as determined by the crew lead, to ensure safety and compliance. Violations of safety protocols or failure to meet clothing/equipment requirements may result in immediate suspension or termination.

Required Clothing and Equipment:

Scholar-athletes engaged in Work Crew activities must arrive prepared with the following:

- **Clothing:**
 - Sweatpants (no shorts allowed).

- Long-sleeve shirts recommended to protect against dust, debris, or scratches.
- Closed-toe shoes required; work boots strongly recommended for added protection.
- No open-toe shoes, Crocs, or dress shoes permitted due to safety hazards.
- **Safety Equipment:**
 - Work gloves (highly recommended to protect hands during lifting and sorting).
 - Safety goggles (mandatory to protect eyes from dust or debris).
 - Face masks provided by Scholar Athletics; usage is strongly suggested to protect against dust or allergens.
 - Water and snacks to stay hydrated and energized during shifts.
- **Headphones:** Not recommended due to safety concerns (e.g., reduced awareness of surroundings). If used, headphones must be kept off noise-canceling modes to ensure scholar-athletes can hear instructions and potential hazards.

Transportation:

Scholar-athletes are responsible for arranging their own transportation to and from job sites, as Scholar Athletics is not responsible for Work Crew travel. Scholar-athletes must ensure timely arrival for their assigned shifts (by 5:45 AM for morning shifts or 12:00 PM for afternoon shifts). At its sole discretion, Scholar Athletics may assist with transportation by arranging a ride-share option (e.g., coordinating carpools among Work Crew members) or allowing scholar-athletes to ride with designated Scholar Athletics personnel, provided written parental/guardian consent is obtained in advance for minors under 18. Consent forms will be provided during onboarding. Scholar Athletics is not liable for any incidents, injuries, or damages occurring during travel, whether self-arranged or facilitated by Scholar Athletics, unless caused by gross negligence. Scholar-athletes are encouraged to coordinate reliable transportation and communicate any needs to Scholar Athletics in advance at dnix@scholarathletics.net or 704-425-0648.

Scholar Athletics maintains general liability insurance for its operations but does not provide individual coverage for participants. Scholar-athletes are encouraged to consult their personal insurance for additional protection, including for travel-related

risks. By participating, scholar-athletes agree to indemnify and hold harmless Scholar Athletics from all claims related to personal injury, property damage (including drops, breaks, or scratches during moves and cleans), or third-party interactions, including travel to and from job sites, unless caused by gross negligence.

Background and Reference Checks

All candidates will undergo a basic background check (e.g., criminal history, school records) at Scholar Athletics' expense, compliant with North Carolina labor laws for minors. References will be contacted to verify character and eligibility. Falsification of information will result in disqualification.

Mentorship and Development

To parents and guardians: The Work Crew, led by Coach Nix, is dedicated to mentoring and inspiring young men and women to become disciplined, resilient leaders. At the conclusion of each Work Crew assignment, Coach Nix or a designated crew lead will conduct a 15-20 minute "Lessons Learned" debrief with scholar-athletes. This session reinforces scholar tenets such as mental toughness, problem-solving, teamwork, and perseverance, connecting the day's work to life skills applicable on and off the court or field. We are committed to your scholar-athlete's growth as a scholar and leader, making their participation in the Work Crew a privileged opportunity.

Warm Market Referrals

To sustain the Work Crew's mission and inspire exceptional work, each scholar-athlete is required to provide 5 warm market referrals of homeowners (e.g., family friends, neighbors, or community members) who may be interested in the garage cleaning service. Homeowners make their own decision to participate, and no pressure will be applied. Referrals fuel our mission by encouraging high-quality work and community engagement. Scholar-athletes will submit referrals during onboarding and may be asked to provide additional referrals periodically to maintain active status.

Hiring Process

The hiring process ensures candidates align with the Work Crew's mission of building work ethic through structured opportunities, reflecting the privilege of participation. It typically takes 2 weeks from application to onboarding.

1. **Application Submission:** Submit an online application via www.scholarathletics.net/workethic/apply, including:
 - Resume or bio highlighting sports participation, GPA, and community service/volunteerism.
 - List of three character references with contact details.
 - List of 5 warm market referrals (homeowner names and contact information).
 - Signed health disclosure form and health waiver.
 - For youth under 18: Youth Employment Identification (YEID) number or completed YEC (see Eligibility Requirements for full process).
2. **Initial Review:** Scholar Athletics staff will review applications within 5 business days. Eligible candidates will be notified via email.
3. **Zoom Interview:** Selected candidates will participate in a 30-minute Zoom interview (scheduled via email). The interview will assess motivation, work ethic, teamwork skills, and fit for the Work Crew. Candidates should prepare to discuss past experiences, availability, referral strategy, readiness to meet clothing and equipment requirements, and transportation arrangements.
4. **Reference and Background Verification:** References will be contacted, and a background check conducted (3-5 business days), ensuring compliance with North Carolina youth employment regulations.
5. **Offer and Onboarding:** Approved candidates will receive a conditional offer letter outlining position, pay, and start date. Onboarding includes:
 - Signing liability waiver, health waiver, and Scholar-Athlete Acknowledgment Form (below).
 - Providing active Cash App and PayPal account details for payment processing (mandatory for all selected candidates).
 - Verification of YEC for youth under 18 (Scholar Athletics will assist with employer portion if needed).
 - For minors under 18: Submitting signed parental/guardian consent for transportation with designated Scholar Athletics personnel, if applicable.

- Orientation session (virtual or in-person) covering Work Crew rules, safety protocols, client interaction guidelines, mentorship expectations, referral processes, required clothing/equipment standards, transportation responsibilities, and Scholar Athletics' proprietary service delivery standards.
- Assignment to an initial shift within 1 week of onboarding completion.

Scholar Athletics reserves the right to reject any application or terminate employment at its discretion, including for failure to maintain eligibility (e.g., GPA drop below 2.0), provide referrals, submit required waivers or acknowledgment form, obtain a valid YEC, maintain active Cash App and PayPal accounts, comply with clothing and equipment requirements, or arrange reliable transportation.

Instructions for Parents/Guardians and Clients: Preparing for the Work Crew

To Parents/Guardians

The Work Crew is a privileged opportunity for your scholar-athlete to grow through hard work, mentorship, and community service. To ensure a smooth experience, please support your child in meeting the eligibility requirements, including obtaining a Youth Employment Certificate (YEC) for those under 18, signing health and liability waivers, and the Scholar-Athlete Acknowledgment Form (below) to confirm understanding of Work Crew policies and processes. Ensure they are equipped with required clothing (sweatpants, closed-toe shoes, work boots recommended, no shorts, open-toe shoes, Crocs, or dress shoes) and safety gear (goggles, gloves highly recommended, water, snacks), as Scholar Athletics may prohibit participation if they are not sufficiently outfitted. Scholar-athletes are responsible for arranging their own transportation to job sites, though Scholar Athletics may assist at its discretion or allow rides with designated personnel with your written consent. Upon hiring, your scholar-athlete will be debriefed on Scholar Athletics' proprietary service delivery standards to ensure high-quality performance. Encourage them to attend all scheduled shifts and participate in the "Lessons Learned" debriefs led by Coach Nix to maximize their development in scholar tenets like mental toughness and teamwork. For questions, contact us at dnix@scholarathletics.net or 704-425-0648.

To Clients: Preparing for Work Crew Arrival

We are excited to partner with you to transform your garage while fostering our scholar-athletes' growth. To ensure a successful service, please follow these preparation steps:

1. **Schedule and Arrival:**

- **Morning Shift:** The Work Crew arrives by 6:00 AM. Ensure access is available by 5:45 AM to avoid delays.
- **Afternoon Shift:** The Work Crew arrives between 12:00 PM and 1:00 PM. Provide access by 12:00 PM.
- Provide clear entry/exit details (e.g., gate codes, parking instructions) at booking via www.scholarathletics.net/workethic or 704-425-0648.

2. **Complete the “Job Well Done” Form:**

- At booking, fill out the “Job Well Done” form (available online or via email). This form specifies your garage organization preferences, item handling choices (Keep, Discard, or Sell and Split Proceeds), and referral willingness.
- Submit a current photo of your garage with the form to help the Work Crew plan logistics and assess scope. Photos can be uploaded via the booking portal or emailed to dnix@scholarathletics.net.

3. **Scope and Fees:**

- The standard garage cleaning service is \$699, covering most jobs completed within 4-6 hours.
- If the job exceeds the standard scope (e.g., excessive clutter, oversized items, or hazardous materials), the crew lead will contact you before work begins to discuss additional fees. You must approve any extra charges in advance.

4. **Additional Services (Optional):**

- **Yard Cutting and Edging:**
 - \$50 for lots under 0.5 acres.
 - \$100 for lots up to 1 acre.
 - Rates are consistent with Charlotte, NC market standards. Contact us for larger lots or additional landscaping needs.

- **Assembly:** Need items like a table and chairs assembled and placed? Rate: \$75/hour per worker (minimum 1 hour), covering assembly and placement as directed. Specify details in the “Job Well Done” form or contact us.
- **Trash Removal and Dumping:** The Work Crew will arrange and fill your on-site trash cans at no extra cost. If you request off-site trash removal and dumping, a fee applies: \$100 base fee (covers transport and logistics) plus \$25 per cubic yard of trash. Fees will be quoted after reviewing the garage photo and confirmed before work begins.

5. **On-Site Preparation:**

- Ensure the garage is accessible and free of hazardous materials (e.g., chemicals, sharp objects).
- Mark items for trash (e.g., with sticky notes) if you’ll be on-site, or rely on your “Job Well Done” form instructions if unavailable.
- Remove valuable or sentimental items before the crew arrives to avoid accidental disposal or damage.

6. **Payment Options:**

- Scholar Athletics accepts payments via Cash App or PayPal only. Payments for services (\$699 standard fee, plus any additional service fees) and optional tips are due at booking or upon completion of the service. Payment links are provided at www.scholarathletics.net/workethic. Contact us at dnix@scholarathletics.net or 704-425-0648 for any questions.
 - **Cash App:** Send payments to [https://cash.app/\\$ScholarAthletics](https://cash.app/$ScholarAthletics). Include your name and booking reference number in the payment note.
 - **PayPal:** Send payments to [PayPal: pay@scholarathletics.net] (please confirm the correct PayPal handle at booking). Include your name and booking reference number.
- All payments must be received before work begins, unless otherwise agreed. Tips are encouraged and greatly appreciated for a job well done, supporting our scholar-athletes’ development, and are divided evenly among Work Crew members via Cash App or PayPal with “Tip” noted.

7. **Refund Policy:**

- **No Refunds for Last-Minute Cancellations:** No refunds will be issued for cancellations made within 7 days of the scheduled service date, regardless of the reason, due to crew scheduling and preparation commitments.
- **Partial Refunds for Early Cancellations:**
 - Cancellations made 8–14 days in advance are eligible for a 50% refund of the service fee (e.g., \$349.50 for the standard \$699 fee).
 - Cancellations made more than 14 days in advance are eligible for a 75% refund of the service fee (e.g., \$524.25 for the standard \$699 fee).
- Refunds will be processed via the original payment method (Cash App or PayPal) within 5 business days of cancellation approval. No refunds are available once work has begun. Contact us at dnix@scholarathletics.net or 704-425-0648 for cancellation requests or inquiries.

Client Partnership: We value your partnership in developing our scholar-athletes. If you have specific attributes you'd like our team leaders to emphasize during the service—such as confidence, work ethic, teamwork, or leadership—please contact us at dnix@scholarathletics.net or 704-425-0648 to discuss how we can tailor the experience to meet your goals.

Client Service Process

Clients play a key role in the Work Crew's success by providing clear instructions and safe access. Our referral-based mission thrives on your satisfaction, and we encourage clients to share their positive experiences with others to support our scholar-athletes. The process ensures efficient, respectful service while protecting clients, their property, and our team.

1. **Booking and Information Submission:** Book via www.scholarathletics.net/workethic or 704-425-0648 and submit:
 - Full address, including entry/exit details.
 - "Job Well Done" form with garage organization preferences, item handling choices (Keep, Discard, or Sell and Split Proceeds), and referral willingness.
 - A current photo of the garage for planning.

- Payment via Cash App ([https://cash.app/\\$ScholarAthletics](https://cash.app/$ScholarAthletics)) or PayPal ([pay@scholarathletics.net], confirm at booking).

2. Item Sorting and Organization: During the service, clients may:

- Personally mark items for trash (e.g., using sticky notes or verbal instructions on-site).
- If unavailable, authorize the Work Crew to arrange as needed per the “Job Well Done” form.
All non-trash items will be sorted into categories for easy review:
 - Sports (e.g., equipment, memorabilia).
 - Business (e.g., files, office supplies).
 - Household (e.g., tools, decor).
 - Pets (e.g., toys, bedding).
 - Recreation (e.g., bikes, games).
 - Miscellaneous (uncategorized items).
Sorted piles will be grouped in the driveway or designated area for client inspection before final disposition.

3. On-Site Execution: Crews arrive on time (by 6:00 AM for morning shift, 12:00 PM–1:00 PM for afternoon shift), equipped and briefed. Work begins immediately, with a crew lead available for questions. Services typically last 4-6 hours per garage. Clients are welcome to observe but must not interfere with safety protocols. The Work Crew will not move vehicles.

4. Completion and Follow-Up: Upon finishing, clients will receive a summary report (via email) including photos of organized spaces, item dispositions, and any sales updates (if applicable). Tips are encouraged and greatly appreciated for a job well done, supporting our scholar-athletes’ development, and are divided evenly among Work Crew members via Cash App or PayPal. If satisfied, we invite you to refer others to our services, as noted in the “Job Well Done” form; referrals make their own decision to participate. Feedback is welcomed to help our team grow.

Client Protections: Scholar Athletics prioritizes the safety and privacy of clients and their families. Crews are background-checked minors under supervision. No

personal information will be shared without consent. Scholar Athletics is not liable for client-provided items, pre-existing garage conditions, or damages (e.g., drops, breaks, or scratches during moves and cleans) unless caused by gross negligence. Clients are encouraged to remove valuable or fragile items before the Work Crew arrives to prevent accidental damage. For any concerns, contact us immediately.

Scholar-Athlete Acknowledgment Form

This form confirms that the scholar-athlete (and parent/guardian for minors under 18) understands and agrees to abide by Scholar Athletics' policies and procedures, is knowledgeable about the Work Crew process, and acknowledges that, upon hiring, they will be debriefed on Scholar Athletics' proprietary service delivery standards. This acknowledgment complies with North Carolina employment laws, including the North Carolina Wage and Hour Act for minors.

Scholar-Athlete Information

- **Full Name:** _____
- **Age:** _____
- **Phone Number:** _____
- **Email Address:** _____

Acknowledgment

I, the undersigned scholar-athlete, confirm that I have read and understand the Scholar Athletics "Work Ethic" Work Crew Hiring Stipulations and Client Service Process (available at www.scholarathletics.net/workethic). I agree to abide by all policies, rules, and procedures, including but not limited to:

- Maintaining eligibility requirements (e.g., 2.0 GPA, good standing with school, active participation in sports, community service).
- Adhering to safety protocols, including required clothing (sweatpants, closed-toe shoes, work boots recommended, no shorts, open-toe shoes, Crocs, or dress shoes) and equipment (goggles, gloves highly recommended, water, snacks).
- Maintaining active Cash App and PayPal accounts for payment processing (no cash shared).

- Arranging my own transportation to job sites, with the understanding that Scholar Athletics may assist at its discretion or allow rides with designated personnel with parental/guardian consent for minors.
- Providing 5 warm market referrals during onboarding and periodically to maintain active status.
- Understanding that I participate at my own risk, and Scholar Athletics is not liable for injuries, illnesses, or damages (including during travel or work activities) unless caused by gross negligence.

I acknowledge that, upon hiring, I will be debriefed on Scholar Athletics' proprietary service delivery standards to ensure high-quality performance and alignment with the Work Crew's mission. I understand that failure to comply with these policies may result in suspension or termination.

Scholar-Athlete Signature: _____

Date: _____

Parent/Guardian Acknowledgment (Required for Minors Under 18)

I, the undersigned parent/guardian, confirm that I have read and understand the Scholar Athletics "Work Ethic" Work Crew Hiring Stipulations and Client Service Process and consent to my child's participation. I agree to support my child in meeting all requirements, including obtaining a Youth Employment Certificate (YEC), signing waivers, maintaining payment accounts, providing transportation, and adhering to safety standards. I acknowledge that Scholar Athletics is not liable for injuries, illnesses, or damages unless caused by gross negligence and that my child participates at their own risk.

Parent/Guardian Name: _____

Parent/Guardian Signature: _____

Date: _____

Submission Instructions

- Submit this form during onboarding via www.scholarathletics.net/workethic or email to dnix@scholarathletics.net.

- For questions, contact Scholar Athletics at dnix@scholarathletics.net or 704-425-0648.

General Terms

These stipulations supplement the Work Crew's Terms and Conditions (available at www.scholarathletics.net/workethic). Scholar Athletics may update them with notice. Disputes will be resolved under North Carolina law, with jurisdiction in Mecklenburg County courts.

Contact Information

- Email: dnix@scholarathletics.net
- Phone: 704-425-0648
- Website: www.scholarathletics.net/workethic

By applying or booking, you acknowledge these stipulations. Thank you for supporting the development of tomorrow's leaders through the privilege of participating in the Work Crew, driven by hard work, community service, and a referral-based mission that inspires excellence.