

ATHLETIC TEAM COACHES

Selection Process:

Notice of all vacancies for athletic coach positions will be posted at the school and will be advertised. No Administrator will be considered in the selection process for coaching.

The Athletic Director will screen applications for appropriate qualifications, competencies, and experience. The Athletic Director will conduct interviews and check references. The Superintendent will make the recommendation for hire to the School Board for approval.

All persons approved by the Board for coaching positions will be subject to criminal background checks consistent with Board Policies GBCD and IIOC. Persons who have been selected for coaching positions may be hired on a conditional basis, pending a successful completion of the criminal records check.

Coaches Eligibility:

Persons selected for coaching positions must meet the “Coaches Eligibility” criteria established by the NH Interscholastic Athletic Association (NHIAA). Coaches must also receive ongoing and continuing education and training as required or recommended by NHIAA. Additionally, persons selected for coaching positions must be at least 21 years of age, have a valid driver’s license and have at least a high school diploma.

Compensation:

Coaches will be compensated at the rate established in the district’s operating budget and/or collective bargaining agreement, if applicable.

Continuation and Dismissal:

A Coach’s contract will be for one season only. The Athletic Director will perform an evaluation no later than 45 days after each sport season. At that time, coaches will be notified of their re-appointment in a post-season conference. Based on the evaluation at the post-season conference, the AD will make a recommendation for the following year, or post the position for a new appointment. The recommendations for re-appointment or new appointment will be made to the Superintendent and forwarded to the School Board for approval.

A coach may be dismissed from his/her duties at any time for unprofessional conduct, violation of School Board policies, violation of expectations and responsibilities, and/or any unethical behavior that places students in danger or places the District in an unprofessional light.

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Code of Ethical Conduct:

Coaches are required to adhere to all school board policies relative to codes of conduct, behavior, and expectations. Additionally, coaches are required to adhere to all standards of sportsmanship established in School Board policies and/or by NHIAA.

Violation of any code of conduct may result in immediate termination and/or dismissal.

Legal References:

RSA 189:13-a, School Employee and Volunteer Criminal History Records Check
<http://www.nhiala.org/PDFs/2147/coacheseligibility.pdf>

1st Reading: December 11, 2017

2nd Reading: January 22, 2018

Adopted: January 22, 2018