

## COACHES CONTRACTS AND COMPENSATION PLANS

Any person hired by the New Hanover County Board of Education in a faculty position who also is assigned coaching responsibilities must continue to fulfill the duties and responsibilities as a coach as a condition to continued employment as a faculty member, and failure to do so is grounds for dismissal under state law.

Any contract of employment entered into between the Board and a faculty member who also is assigned coaching duties and responsibilities must contain a statement in the Special Conditions provision of the contract that a primary consideration of the employment as a faculty member includes coaching duties and responsibilities, and that failure to continue and fulfill said coaching duties and responsibilities is cause for dismissal. The elimination of coaching duties that may result in a reduction of compensation does not constitute a demotion.

The assignment of extracurricular and co-curricular duties will be the responsibility of the principal. The opportunity for assignment of extracurricular and co-curricular duties will be open to all qualified faculty members.

Coaching assignments require additional responsibility or time beyond that which is required of other employees who are in the same position in the basic salary schedule. Coaches who perform such additional assignments may be awarded extra compensation. The Superintendent or designee will designate assignments that are accorded extra compensation and the amount of such compensation.

Any person who performs coaching assignments must have the necessary skills and be sufficiently responsible to perform the duty. Priority in selection of licensed employees for a coaching assignment shall be given to qualified faculty within the school. Second priority shall be for qualified faculty working within the school system. Qualified non-faculty may be recruited and employed as coaches when qualified faculty is unavailable.

In compliance with federal laws, New Hanover County Schools administers all educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability or gender, except where exemption is appropriate and allowed by law.

LEGAL REF: NCGS §115C-47, -325(a)(4)

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