

ATHLETIC TEAM COACHES

SELECTION PROCESS

Notices of all vacancies for athletic coach positions will be posted at the school and will be advertised as necessary, to be determined by the Superintendent. The School Board recognizes that the provisions of the collective bargaining agreement may give qualified teachers priority in interviews and selection for vacant coaching positions.

The athletic director and/or principal will screen applications for appropriate qualifications, competencies, and experience. The athletic director and principal will conduct interviews. The principal will check references.

All persons approved for coaching positions will be subject to criminal background checks, consistent with Board Policies **GBCD** and **IJOC**. 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 New Hampshire 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 and have at least a high school diploma or equivalent.

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

All coaching positions will be for one season only. The athletic director and principal will make re-appointment proposals for the following season. The recommendation for re-appointment will be sent to the Superintendent for approval.

A coach may be dismissed from their 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.

Code of Ethical Conduct

Coaches are required to adhere to all school board policies related 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 Designated School Volunteer Criminal History Records Check

Adopted: 5/06/2024