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 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. The Principal will make the recommendation for hire to the Superintendent for approval.

All persons approved by the Superintendent for coaching positions will be subject to criminal background checks, consistent with Board Policies GBCD and IJOC and School Board will be notified of those coaches that have been appointed or re-appointed. 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 High School 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.

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 determine re-appointments ~~s~~ for the following season. The recommendation for re-appointment will be made by the Principal and forwarded to the Superintendent 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.

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.nhiaa.org/PDFs/2147/coacheseligibility.pdf

First Reading:	June 22, 2016
Second Reading:	August 3, 2016
Adopted:	August 3, 2016
Reviewed:	November 18, 2026