

GEA – ATHLETIC TEAM COACHES

SELECTION PROCESS - Notices of all vacancies for athletic coach positions will be posted internally at the school and externally as necessary using District protocols. The Athletic Director and/or School Principal will screen applications for appropriate qualifications, competencies, and experience. The Athletic Director and School Principal 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 IJOC. Persons who have been selected for coaching positions will 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) and athletic criteria established by the Epping School District. Coaches must also receive ongoing and continuing education and training as required or recommended by NHIAA and the District.

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. Educational experience is preferred, however, equivalent athletic experience in a non-school setting with student team sports will be considered.

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 School Principal will make re-appointment proposals for the following season. The recommendation for re-appointment will be made by 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.

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, school and district handbooks, and/or by NHIAA. Violation of any code of conduct may result in immediate termination and/or dismissal.

Statutory/Regulatory/Policy/Handbook Cross References

RSA 189:13-a (School Employee and Volunteer Criminal History Records Check)

Policy GBCD (Background Investigation and Criminal Records Check)

Policy IJOC (Volunteers)

Policy JJI (Student Athletics and Eligibility)

Handbook (Referenced in Athletic Handbooks)

APPROVED: January 19, 2012

PREVIOUS POLICY: None

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