

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT	Policy Code: GEA
Policy Committee: 12 10 20 & 03 11 21 School Board First Read: March 17, 2021 School Board Second Read Adoption: April 7, 2021	Page 1 of 1

## **HIRING OF COACHES**

### Selection Process

Notices of all Oyster River Cooperative School District vacancies for athletic coach positions will be posted at the school and will be advertised as necessary, to be determined by the Superintendent.

All open positions will be advertised. The athletic director and/or principal will screen applications for appropriate qualifications, competencies, and experience. The athletic director and principal will conduct interviews. The athletic director and principal will check references. The Superintendent will make the recommendation for hire to the School Board for approval each year.

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 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, 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

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 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 and/or by NHIAA.

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

Cross Reference:

GBCD – Background Investigation and Criminal Records Check

IJOC - Volunteers

Legal References:

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