

NOVATO UNIFIED SCHOOL DISTRICT

Board Policy

SERIES 4000

POLICY 4127

TEMPORARY ATHLETIC TEAM COACHES

The Board of Trustees recognizes the importance of hiring qualified temporary athletic team coaches for the district's athletic program. Qualification criteria established in accordance with the law and district standards and priorities shall ensure that all temporary coaches possess an appropriate level of competence, knowledge and skill. All coaches shall be subject to Board policy, administrative regulations and the code of ethical conduct.

A temporary athletic team coach is defined as a person, certificated or non-certificated for classroom instruction, hired to supervise, instruct or manage an athletic team in a limited assignment capacity. The team is also applicable to a certificated employee who supervises or instructs athletics in addition to the regular assignment.

Athletic team coaches will be selected based on the qualifications for the particular sport. Preference will be given to currently employed certificated teachers who are qualified in accordance with the standards set forth in this policy. Non-certificated coaches will only be used to fill open positions if not qualified teachers can be found. (EC 44919)

Reference:

EDUCATION CODE

- 35179.7 Interscholastic athletic program and activities
- 44010 Sex offense
- 44011 Controlled substance offense
- 44424 Conviction of a crime
- 44808 Liability when students are not on school property
- 44919 Classification of temporary employees

CODE OF REGULATIONS

- 5531 Supervision of extracurricular activities of pupils
- 5590-5596 Duties of/criteria for temporary athletic team coaches

CTA v Rialto Unified School District, (1997) 14 Cal. 4th 627
San Jose Teachers Association, CTA, NEA v. Barozzi, (1991) 230 Cal.App.3d 1376, 281

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I. SELECTION PROCESS

- A. Notices of vacancies for athletic coach positions will be posted at all sites and will be advertised in appropriate locations. Qualified coaches will be given priority in interviews and selection in accordance with Ed Code 44919(b).
- B. Completion of the district-approved application form for athletic coach positions must be submitted by the established deadline. Applicants will be informed of the expectations of the position.
- C. Applications will be screened for appropriate qualifications, competencies, and experience by the athletic director and principal, or his/her designee.
- D. For head coaches, interviews will be conducted by the principal or designee, with the athletic director and at least one other person designated by the Booster Club President or designee, who does not have a child involved in the sport.

For assistant coaches, the head coach will conduct interviews, with the athletic director and at least one other person designated by the Booster Club, who does not have a child involved in the sport.
- E. The principal or designee will check references and a recommendation for hire will be approved by the principal and forwarded to the Human Resources Division prior to the onset of the season.
- F. The Superintendent will make the recommendation for hire to the Board for approval prior to the beginning of the season of sport.
- G. Proposed reappointment of a coach must be reviewed by the athletic director, principal or his/her designee. Input from parents and students will be considered. The recommendation for reappointment will be forwarded to the Board for approval.

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II. CRITERIA FOR SELECTION

A. Required Qualifications (CR Title 5, 5592)

Knowledge, skill and competence must be demonstrated as follows:

1. CIF required certification under the American Sport Education Program.
2. Care and prevention of athletic injuries, basic sports injury first aid, and emergency procedures:
 - a. Completion of a college-level course in the care and prevention of athletic injuries and possession of a valid cardiopulmonary resuscitation (CPR) card; or
 - b. A valid sports injury certificate or first aid card, and a valid cardiopulmonary resuscitation (CPR) card; or
 - c. A valid Emergency Medical Technician (EMT) I or II card; or
 - d. A valid trainer's certification issued by the National or California Athletic Trainers' Association (NATA/CATA); or
 - e. Practical experience under the supervision of an athletic coach or trainer or experiences assisting in team athletic training and conditioning and both valid CPR and first aid cards.
3. Coaching theory and techniques in the sport or game being coached:
 - a. Completion of a college course in coaching theory and techniques; or
 - b. In-service programs arranged by a school district or county office of education; or
 - c. Prior service as a student coach or assistant athletic coach in the sport or game being coached; or
 - d. Prior coaching in community youth athletic programs in the sport being coached; or
 - e. Prior participation in organized competitive athletics at high school level or above in the sport being coached.

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4. Knowledge of the rules and regulations pertaining to the sport or game being coached, the rules, and, at high school level, the regulation of the California Interscholastic Federation and the Marin County Athletic League (North Coast Section).
5. Child or adolescent psychology as it relates to sports participation.
 - a. Completion of a college-level course in child psychology in adolescent or sports psychology; or
 - b. Completion of a seminar or workshop on human growth and development of youth; or
 - c. Prior active involvement with youth in school or community sports program.

B. Required Qualifications

Demonstrated success and/or knowledge as listed on the Temporary Athletic Coach job announcement (Exhibit A).

C. Additional Requirements (Code of Regulation Title 5, 5593)

1. Written documentation from a licensed physician, renewable every four years, certifying that the applicant is free from tuberculosis and any other contagious disease that would prohibit certificated teachers from teaching.
2. The district shall not use any non-certificated temporary coach who has been convicted of any sex offenses (EC440100), controlled substances (EC44011), and any other offenses detailed in ED44424 or any offense involving moral turpitude or evidencing unfitness to associate with children. The coach shall be subject to fingerprinting and criminal record checks.

III. COMPETENCY REQUIREMENT EXCEPTIONS

The Superintendent or designee may waive competency requirements for persons enrolled in appropriate training courses leading to acquisition of the competency, provided such persons serve under the direct supervision of a fully qualified coach until the competencies are met. (Code of Regulations, Title 5, Section 5593)

IV. COMPENSATION

The athletic teams and coaching staff approved for funding are listed in Policy 6145.1, Athletics. Changes can only be made by approval of the Board of Trustees. All coaches, certificated and non-certificated, shall be paid on the same salary schedule as established in contract with the Novato Federation of Teachers.

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III. EVALUATION

Coaches shall be evaluated by the principal or designee. The district-approved evaluation form must be completed within four weeks of the conclusion of the season. The purpose of the evaluations is to assure quality coaching; it is also the basis for the recommendation to rehire.

IV. DISMISSAL/RELEASE

A coach may be dismissed at any time for unprofessional conduct, for violation of expectations and responsibilities as outlined in the job description and/or in the code of ethical conduct, or for an unsatisfactory evaluation. Termination or release shall be determined by the principal or designee.

IV. VOLUNTEER COACHES

Volunteer athletic team coaches shall meet all of the qualification criteria required of volunteers (Policy 1240) and temporary athletic team coaches employed by the district. If they do not meet the criteria for coaches, they must be under the direct supervision of a fully qualified coach.

V. CODE OF ETHICAL CONDUCT

Employees providing supervisory or instructional services in interscholastic athletic programs and activities shall: (Code of Regulations, Title 5, Section 5596)

1. Show respect for players, officials and other coaches.
2. Respect the integrity and judgment of game officials.
3. Establish and model fair play, sportsmanship and proper conduct.
4. Establish player safety and welfare as the highest priority.
5. Provide proper supervision of students at all times.
6. Use discretion when providing constructive criticism and when reprimanding players.
7. Maintain consistency in requiring all players to adhere to the established rules and standards of the game and the Novato Unified School District athletic contract.
8. Properly instruct players in the safe use of equipment
9. Avoid exerting undue influence on a student's decision to enroll in an athletic program at any public or private post-secondary educational institution.
10. Avoid exerting undue influence on students to take lighter academic course(s) in order to be eligible to participate in athletics.

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11. Avoid suggesting, providing or encouraging any athlete to use non-prescriptive drugs, anabolic steroids or any substance to increase physical development or performance that is not approved by the U.S. Food and Drug Administration, U.S. Surgeon General, or the American Medical Association.
12. Avoid recruitment of athletes from other schools.
13. Follow the rules of behavior and the procedures for crowd control as established by the Board and the league in which the district participates.
14. Support student academic success.
15. Support the total school athletic program.

Board Adopted: October 28, 1997
Revised: August 7, 2001; December 18, 2007