

BRICK TOWNSHIP BOARD OF EDUCATION

District Policy Manual

Personnel

Series 4000

Athletic Coaching Positions

Policy 4111.2

Date Adopted:

Date Revised:

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Date Reviewed:

The Board of Education shall appoint coaches, advisors, physicians and other necessary supervisory personnel to provide a safe and efficient athletic program, upon recommendation of the Superintendent of Schools. The Superintendent of Schools shall also ensure that training programs/regulations are developed for all extracurricular athletic activities and that all physical facilities involved in any competition in which district schools take part shall be adequate, safe and sanitary.

All coaching vacancies shall be advertised by notices posted in all schools within the district. In the event that no qualified applicant is found from within the district, the vacancy shall then be advertised in the local newspaper(s) and in such other places as the Superintendent of Schools deems reasonable for no less than seven consecutive days.

Priority in the hiring of coaches shall be governed by the following guidelines:

- A. A qualified certified teacher currently employed by the Board of Education.
- B. If the Superintendent of Schools/designee determines that no individual meets the requirements of the preceding paragraph, a qualified certified teacher employed by another school district.
- C. If the Superintendent of Schools/designee determines that no individual meets the requirements of the preceding paragraph, a qualified holder of a county substitute certificate.
- D. If the applicant is a teacher, his/her teaching performance must be satisfactory as demonstrated by teacher evaluation. When an applicant is from another district or possesses a substitute certificate, the applicant may be requested to provide evaluations from another district.

Prohibition of District Administrators as Volunteer Coaches

In order to be able to meet the educational needs of the district, administrators are not permitted to coach any sports or volunteer to coach any sports programs within our district.

The demands of coaching would interfere with the administrator's duties, including, but not limited to: student discipline; district personnel matters and parent meetings. As a coach, the administrator may find himself/herself in conflict with his/her duties as a coach and a school administrator, in that the administrator may be required to supervise crowd control at games and/or practices while performing the role of an athletic coach.

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An administrator serving as a volunteer athletic coach for an out of district athletic program might have similar conflicts between the role of a district administrator and a coach.

In determining whether an applicant(s) is “qualified” as that term is used above, the Superintendent of Schools/designee may consider the following:

- A. An individual who possesses the fundamental skills and ability to coach the particular sport for which applicant seeks the position, having complete field knowledge of the particular sport and the ability to properly discipline student in the participation of the sport.
- B. An individual who has the ability to establish rapport and to foster the development, attitudes and performance skills of the students.
- C. An individual who has the actual experience including playing and/or coaching experience at the high school level or higher, in the particular sport for which the applicant seeks the coaching position.

If no qualified applicant is available to fill the position, the Superintendent of Schools may waive one or more of the qualifications listed above. All candidates are subject to Criminal History Background Checks, as per Title 18A:6-7.1. Qualified candidates are to adhere to the standards of professional conduct as becoming of a role model for the welfare of children.

Volunteer Athletic Coaches

The Board of Education recognizes the services of volunteer athletic coaches bring unique skills to the district, enrich the athletic program, assist the district’s coaching staff members in the performance of their duties, and enhance the relationship between the school district and the community. The Board directs a program for the utilization of volunteer athletic coaches.

The Superintendent of Schools/designee will be responsible for the recruitment and screening of volunteer athletic coaches and their assignments. The district is not obligated to utilize the proffered services of a volunteer athletic coach whose abilities or interests do not serve the needs of the school district as determined by the Superintendent of Schools. Coaching volunteers must be persons of known character, responsibility, and integrity and must be recommended by the Superintendent of Schools and approved by the Board of Education prior to assuming any coaching responsibilities. The Superintendent of Schools/designee will prepare and promulgate rules of conduct for volunteer athletic coaches. Each volunteer athletic coach will be given a copy of this policy and the rules of conduct. All candidates are subject to Criminal History Background Checks, as per Title 18A:6-7.1.

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Guidelines for the Service of Volunteer Athletic Coaches

Volunteer athletic coaches:

- A. May serve only under the direction and immediate supervision of a head and/or assistant coach employed by the Board;
- B. Must clearly understand their duties and responsibilities and perform no services outside those duties;
- C. Serve only in a support capacity and only head or assistant coaches employed by the Board are responsible for the supervision and instruction provided to pupils participating in the athletic program;
- D. Shall respect the individuality, dignity and worth of each pupil;
- E. Must exercise discretion in disclosing any confidential pupil matters the coach becomes aware of as a result of their volunteer responsibilities;
- F. Must consult with the Superintendent of Schools/designee regarding any matters or questions regarding their duties and responsibilities;
- G. Shall receive no financial remuneration;
- H. Shall not be an administrator within the school district;
- I. May be immediately relieved of their volunteer responsibilities, with or without cause, by the Athletic Director with such action to be recommended to the Board by the Superintendent of Schools at the next Board of Education Meeting following the action by the Superintendent of Schools.

The Superintendent of Schools shall report annually to the Board on the number of volunteer coaches serving in the district, the duties performed by volunteer coaches and the number of volunteer hours served, by school athletic program.

Administrative Procedure

- A. All volunteer coaches are to be approved by the Board of Education based on the request of the immediate program supervisor, Athletic Director, building principal and/or the Superintendent of Schools.
- B. All approved volunteers are authorized to supplement the work of paid professional and paraprofessional staff members under whom they are assigned.
- C. It is understood that volunteer coaches are not substitutes for paid staff members nor are they authorized to speak formally or informally for the athletic program or the district.
- D. Staff members to whom volunteer coaches are assigned are responsible for the direct guidance and supervision of the volunteer coaches.
- E. The Board of Education reserves the right to accept, deny, retain or terminate the services of any volunteer coach. This may be accomplished through the Superintendent of Schools, as the Board's authorized representative.

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Legal References

- NJSA 10:5-1 et seq. Law Against Discrimination
18A:11-1 General mandatory powers and duties
18A:11-3 Voluntary associations regulating conduct of student activities; membership; rules and regulations; appeals
18A:19-14 Funds derived from student activities
18A:27-4 Power of boards of education to make rules governing employment of teacher, etc.; employment thereunder
18A:35-20 Participation in courses in which verbalization unessential to understanding of subject matter; location of and children in bilingual programs
18A:42-5, -6 Certain student organizations declared harmful
34:13A-1 et seq. New Jersey Employer-Employee Relations
- NJAC 6A:7-1.1 et seq. Managing for Equality and Equity in Education
6A:8-3.2 Career education and counseling
6A:9-5.19 Athletics personnel
6A:16-2.2 Required health services
6A:30-1.1 et seq. Evaluation of the Performance of School Districts
6A:32-9.1 et seq. Athletics Procedures
6A:32-14.1 Review of mandated programs and services
20 U.S.C.A. 4071-4074 - Equal Access Act
20 U.S.C.A. 1681 et seq. - Title IX of the Education Amendments of 1972
- Krupp v. Bd. of Ed. of Union County Reg. H.S. Dist. #1, 278 N.J. Super. 31 (App. Div. 1994) cert. den. 140 N.J. 277 (1994)
- Good News Club v. Milford Central School, 121 U.S. 2093 (2001)
- NJSIAA Constitution, Bylaws, Rules and Regulations