

## **PERSONNEL**

### **ATHLETIC COACHES**

The Regional School District #14 Board of Education complies with state law concerning the evaluation and termination of coaches and this policy should be construed consistent with that law. For purposes of this policy, the term "athletic coach" means any person holding a coaching permit who is hired by a local or regional Board of Education to act as a coach for a sport season.

#### **Evaluations**

Any person holding a coaching permit who is employed by the board to coach for a sport season shall be evaluated by his/her immediate supervisor on an annual basis. A copy of such evaluation shall be provided to the athletic coach.

#### **Termination of Employment**

The employment of an athletic coach may be terminated at any time unless he or she has served in the same coaching position for three or more consecutive school years. In such case, the Superintendent may decline to renew or terminate the contract of the coach by providing written notification of that action within ninety (90) calendar days of the end of the season. This does not prohibit a Superintendent from terminating the employment of any athletic coach (including one that has served in the same coaching position for three or more consecutive school years) at any time for reasons of moral misconduct, insubordination or a violation of the rules of the board of education, or because the sport has been cancelled by the Board.

#### **Appeal of Decision to Terminate or Decline to Renew**

An athletic coach who has served in the same coaching position for three or more consecutive years may appeal any such non-renewal or termination decision to the Board in accordance with the following procedures:

- A. The athletic coach must file a written appeal with the Board within ten (10) calendar days of the Superintendent's written notification of non-renewal or termination. Such appeal shall set forth the basis on which the athletic coach seeks review of that decision, and a copy of said appeal shall be sent to the Superintendent. Failure to submit a timely written appeal shall constitute a waiver of any appeal opportunity.
- B. Within a reasonable period of time of its receipt of a written appeal of the Superintendent's decision, the Board or a committee of the Board shall conduct a hearing to consider such appeal. Reasonable notice of the time and place for such hearing shall be issued to the athletic coach.
- C. Prior to the hearing and within a reasonable period of time after receiving an athletic coach's written request, the superintendent shall provide a statement of the reasons for which he or she terminated or declined to renew the athletic coach's contract.
- D. At the hearing, the athletic coach shall have an opportunity to present facts and evidence in support of renewal and/or reinstatement, and the Superintendent shall have the opportunity (but shall not be obligated) to present facts and evidence in

support of the decision of non-renewal and/or termination. With cause shown, the athletic coach may call a limited number of witnesses to testify only if there is a clear need for the presentation of relevant factual information from such witnesses (as opposed to simple expressions of an opinion on the skill or competence of the athletic coach). Cumulative or redundant testimony shall not be allowed.

- E. The Superintendent's decision to terminate or decline to renew the coaching contract shall be affirmed unless the Board determines that the decision was arbitrary and capricious. The coach shall have the burden to prove that the decision was arbitrary and capricious.
- F. Within a reasonable period of time following the hearing, the Board shall make its determination and provide a written decision to the coach. The decision of the Board shall be final.

Legal Reference:

Connecticut General Statutes §10-222e