

Personnel – Certified/Non-Certified

Athletic Coaches

For the purpose of this policy, the term “athletic coach” means any person holding a coaching permit, permanent or temporary, who is hired by CREC to act as a coach for a sport. The term “athletic coach” under this policy shall include all coaches employed by CREC.

It is the policy of the CREC Council that an athletic coach under employment shall:

1. Adhere to all CREC policies and administrative rules and regulations.
2. At all times act in a professional manner.
3. Serve as a role model for students.
4. Demonstrate competence as a coach and proficiency in a particular sport.
5. Complete all required initial and refresher training courses and review annually current and relevant information on concussions.
6. Complete and review annually the exertional heat illness awareness education program published by the State Board of Education prior to commencing the coaching assignment for the season.

I. Evaluation

An athletic coach employed by CREC shall be evaluated on an annual basis by the athletic coach’s immediate supervisor. The immediate supervisor in this case shall mean the Athletic Director, who will be acting in conjunction with the building principal. An athletic coach shall be provided with a copy of any such evaluation. Volunteer coaches may be evaluated as directed by the Executive Director/designee.

II. Employment of an Athletic Coach

Athletic coaches serve at the discretion of the Executive Director, and their employment in their specific coaching positions (e.g. basketball, golf) may be non-renewed or terminated at any time, except that, athletic coaches who have served in the same coaching position for three or more consecutive school years are entitled to additional protections as set forth in Regulation 4114-R.

The Executive Director/designee may non-renew or terminate the employment of an athletic coach who has served in the same coaching position for three or more consecutive school years by providing written notification of that action no later than ninety (90) calendar days after the end of the season (end of season marked by the CIAC finals for each sport). Nothing in this policy shall prohibit the termination of an athletic coach at any time for reasons of moral misconduct; insubordination; a violation of CREC policies, administrative rules and regulations; or because a sport has been canceled.

If a decision to terminate an athletic coach’s employment is made during the athletic season, the Executive Director/designee shall suspend the coach from duty during the pendency of any hearing conducted pursuant to this policy and Regulation 4114-R.

III. Appeal Procedures

An athletic coach who has served in the same coaching position for three or more consecutive school years may appeal any such non-renewal or termination decision (except if such decision was due to cancellation of the sport) to the CREC Council in accordance with the procedures set forth in Regulation 4114-R.

cf. 5141.8 - Concussions

Legal References: Connecticut General Statutes

10-151b Evaluation by superintendent of certain educational personnel

10-220a In service training

10-222e Policy on evaluation and termination of athletic coaches

10-149 Qualifications for coaches of intramural and interscholastic athletics coaches

10-149b Concussions:training courses for coaches

10-249d Athletic Directors

10-149h Exertional heat illness awareness education program

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CAPITOL REGION EDUCATION COUNCIL
 Hartford, Connecticut

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IV. Appeal Procedures

An athletic coach who has served in the same coaching position for three or more consecutive school years may appeal any such non-renewal or termination decision (except if such decision was due to cancellation of the sport) to the CREC Council in accordance with the following procedures:

- A. The athletic coach must file a written appeal with the CREC Council within ten (10) calendar days of the Executive Director/designee'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 must contain all relevant information that the athletic coach wishes to place before the CREC Council in connection with his/her appeal, including any and all documents that may be relevant. A copy of the appeal shall be sent to the Executive Director/designee. 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 Executive Director's decision, the CREC Council or a committee of the Council, as designated by the Chair, 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 prior to the commencement of the hearing.

At the hearing, the athletic coach shall have the opportunity to present facts and evidence in support of renewal and/or reinstatement, and the Executive Director 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. For good cause shown, the athletic coach may call a limited number of witnesses to testify, if there is a clear need for witnesses to present factual information (rather than simply expressing an opinion on the competence of the athletic coach). Cumulative or redundant testimony shall not be allowed.

- C. The decision of non-renewal or termination shall be affirmed unless the CREC Council or designated committee determines that the decision is arbitrary and capricious. The coach shall bear the burden of proof on this point.
- D. Within a reasonable time following the hearing, the CREC Council or designated committee shall issue a written decision, determining whether the Executive Director acted in an arbitrary and capricious manner in deciding not to renew and/or terminate. A copy of the Council or committee decision shall be provided to the coach.

- E. The decision of the CREC Council or designated committee shall be final and binding and shall not be subject to any further appeal, or administrative challenges, including but not limited to, grievance or arbitration claims.

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Hartford, Connecticut