

## **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.

#### **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.

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, as amended by P.A. 13-41

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CAPITOL REGION EDUCATION COUNCIL  
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