­­SUGAR SALEM SCHOOL DISTRICT #322 POLICY

TITLE: Coaches Hiring Policy NUMBER: 5130  
 NEW: July 2007

REVISED: December 2012

All coaches in the Sugar-Salem School District assume the responsibility of maintaining an extra-curricular program of the highest caliber.

The head varsity coach at the high school is responsible, in conjunction with the school principal and athletic director of the high school or junior high, to hire all coaches in his or her discipline from seventh to twelveth grade. All other coaches are assistant to the head coach.

When hiring head coaches the high school principal and/or athletic director will convene a hiring committee made up of the principal, athletic director, and at least 4 other members. These members may include parents, patrons, teachers, or other coaches. The principal and athletic director will consider, but are not obligated to accept, committee member’s recommendations as they come to a final decision on whom to recommend. Building principals, in conjuction with athletic directors, are responsible for recommendations of termination of head coaches. Such recommendations shall be made to the Superintendent of Schools who will convey each to the Board of Trustees. Those making recommendations shall provide supporting documentation and evidence.

When hiring assistant coaches, the head coach will advertise and perform a thorough search. He or she will plan and conduct interviews for each position with an interviewing committee. This committee should include the head coach, building athletic director, one or two parents, and one or two teachers. The principal may attend these interviews at his or her discretion.

The principal, athletic director, and head coach will jointly make a recommendation to the Superintendent and Board of Trustees at the first possible board meeting.

The head coach shall have the right to recommend termination of other coaches in his/her discipline. This recommendation will be made to the building principal and althletic director and is subject to their approval. Such recommendations shall be made to the Superintendent of Schools who will convey each to the Board of Trustees. The head coach shall provide supporting evidence for any recommendation of termination.

The Board of Trustees is the body soley responsible for hiring in Sugar Salem School District and nothing in this, or any other document, may hinder, inhibit, or obstuct it from fulfilling this duty.