



Book	Policy Manual
Section	Second Reading by Board
Title	EMPLOYMENT OF PERSONNEL FOR CO-CURRICULAR/EXTRA-CURRICULAR ACTIVITIES
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Status	Second Reading
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3120.08 - EMPLOYMENT OF PERSONNEL FOR CO-CURRICULAR/EXTRA-CURRICULAR ACTIVITIES

The ~~School~~ Board may find it necessary to employ, on a part-time basis, coaches or activity sponsors. Employment of coaches in sports governed by the WIAA shall be consistent with WIAA rules and guidelines.

~~Members of the District's professional staff will be afforded first opportunity for coaching positions, provided they are qualified for the position.~~

X] As openings occur they shall be noticed in appropriate locations. ~~[END OF OPTIONAL PARAGRAPH]~~

[X] Applications for co-curricular/extra-curricular activities will be made in writing to the ~~()~~ Activities/Athletic Director **(X)** Talent & Culture Department_____ . ~~[END OF OPTIONAL PARAGRAPH]~~

~~[]~~ The Activities/Athletic Director will vet the candidates and conduct interviews which will include another member of the Administration. ~~[END OF OPTIONAL PARAGRAPH]~~

[Drafting Note: Select either Option #1 or Option #2]

Option #1

~~[]~~ The District Administrator shall make a recommendation to the Board for approval.

Option #2

[X] The ~~District Administrator~~ Superintendent or designee is responsible for making employment decisions for co-curricular/extra-curricular positions. ~~END OF OPTIONS]~~

The Superintendent shall require that each person employed as a coach or activity sponsor has the appropriate qualifications, has been properly interviewed, and signs an electronic agreement ~~which that~~ includes the **specifics of the assignment**, conditions of employment, compensation arrangements, and agreement termination procedures, which shall normally allow for termination at will.

Any such appointment may be terminated by the Superintendent for any reason that is not arbitrary or capricious.

~~There must also be verification that a satisfactory background check has been conducted by the District through appropriate State agencies or other applicable means.~~ There must also be verification that the District through appropriate **State agencies or other applicable means has conducted a satisfactory background check.**

Coaching/advisory duties accepted by a **teaching or administrative staff member** ~~member of the teaching staff or administrative staff~~ shall not be incorporated into the staff member's regular teaching or administrative contract. There shall be no guarantee or reasonable expectation that a coach/advisor will receive an offer to coach/advise in the same position the following school year. Compensation for coaching/advising duties shall be determined by the Board. Nonrenewal procedures are not applicable to coaching/advising assignments.

Any coach/advisor not offered similar duties in any subsequent year may not pursue a grievance through Policy 3340 – Grievance Procedure or Policy 4340 – Grievance Procedure.

T.C. 8/6/21

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Cross References

[ag3120.08 - APPOINTMENT OF PERSONNEL TO COMPENSATED CO-CURRICULAR AND EXTRA-CURRICULAR ACTIVITIES](#)

Last Modified by Ellen Suckow on December 2, 2024