

## **Interscholastic Athletic Coaches**

*Policy Code:* **5016/7450**

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The Guilford County Board of Education believes students who participate in athletic activities benefit from the experience in many ways. The most important benefits of athletic activities at the schools are educational, not athletic, and students deserve to be in an environment that fosters educational growth, sportsmanship, and fellowship. Coaches of interscholastic athletics must possess a commitment to the values and ideals of the Board.

### **Selection of Athletic Coaches**

Coaches should be licensed instructional or licensed instructional support personnel, of the school at which they coach to the extent feasible. In the event that no instructional staff member of the school is willing and able to coach a particular team, principals and athletic directors shall seek other qualified professionally licensed GCS employees, such as instructional staff of other GCS schools or professionally licensed central office employees, to assume paid coaching positions. Other qualified GCS staff members may be selected as coaches if coaching duties would not conflict with the GCS job responsibilities.

Volunteer coaches who are individuals not otherwise employed by the school system may be selected, but only in the event that no employee coach is available and in accordance with any administrative rules established by the Superintendent. Principals and athletic directors should seek the most qualified and competent coaches to fill vacancies within the guidelines of this policy and applicable administrative regulations.

### **Student Safety**

All coaches must undergo rigorous background checks and on-boarding processes, regardless of whether they are serving as employees or volunteers. They should be trained and aware of the purposes, policies, goals, and rules applicable to interscholastic athletics in Guilford County. Further, all coaches must be trained and aware of issues surrounding student safety and appropriate boundaries.

### **Code of Conduct**

Principals and athletic directors must also be active in supporting the professional growth of all coaches through evaluation to help coaches improve their skills and effectiveness. To that end, the Board directs the Superintendent to establish procedures that support the Board's goals, and to require coaches and assistant coaches to read, sign, and adhere to a Code of Conduct for Coaches consistent with this policy. Additionally, the Superintendent is directed to establish regulations to assist schools in filling the positions of interscholastic coaches and evaluation of athletic coaches to meet the expectations of the NCHSAA, the State, and the Board of Education.

### **Coaching Stipends**

Coaches may be paid a minimal volunteer stipend or an extra duties stipend. Regardless of such stipend, coaching does not entitle any person to additional employment benefits. Volunteer

coaches have no right to employment and may be removed at any time for any reason or no reason. Employees who serve as coaches may be removed from their extra duties at any time for any reason or for no reason.

Legal References: 629 F. Supp. 2d 544 *Purdham v Fairfax County School Board*; [Department of Labor Opinion Letter FLSA2005-51](#)

Cross References: [Staff-Student Relations](#) (policy 4040/7310), School Volunteers (policy 5015)

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Revised: March 6, 2018; May 10, 2022 (recoded from policy GBDBA); [date]

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