

## **Special Employment of Non -Licensed Coaches and Activities Supervisors**

The School Board believes that co-curricular activities, including athletics, are important to the general educational development of the child. It directs that appropriate action be taken to insure capable supervision, coaching, and direction of all District adopted programs before and after usual classroom hours.

Because of the difficulty in staffing all of these co-curricular program positions with licensed staff members and through legislative action providing for the staffing of such program positions by non-licensed persons, the following special employment policies are established:

1. Efforts to employ qualified regularly licensed staff members for co-curricular positions shall be exhausted before recruiting qualified but non licensed persons;
2. Demonstrated knowledge and skills as well as commitment and temperament shall be considered in determining the qualifications of non licensed applicants;
3. Before offering a special contract, a background review shall be conducted.
4. Any person employed under this policy shall be covered under Workman's Compensation Insurance during the time of service;
5. Any person employed under this policy shall not serve in a supervising or in an instructional role during usual classroom hours. However, such persons could be employed in regular classified jobs;
6. Any person employed under this policy may be terminated at any time when it is deemed to be in the best interests of the District.
7. If involved in athletic coaching, the person must hold a valid Red Cross First Aid Card and/or complete a District approved sports injury care training program. High school coaches must also complete the National Federation of High School Coaches Certification Program. Middle school coaches will also be encouraged to obtain the certification.

END OF POLICY

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**Legal Reference(s):**

[ORS 326.603](#)  
[ORS 327.107](#)  
[ORS 332.505](#)