

**RECRUITING AND HIRING COACHES
AND/OR EXTRACURRICULAR ADVISORS**

1. Positions will be posted and filled in accordance with all applicable provisions within the current contract with the Schodack Central Faculty Association.
2. All coaches of interscholastic sports must be qualified for appointment pursuant to the applicable regulations of the Commissioner of Education. Although the Board of Education reserves the right to appoint any such qualified individual, it believes that priority for initial appointment in a sport should generally respect the following order of descending priority. In the event the administration recommends the appointment of a coach that is not in accord with this priority plan, such recommendation shall include an explanation for the departure.
 - a. Currently employed Schodack teachers with experience or expertise in a given sport that is deemed satisfactory to the Board;
 - b. Current employees of Schodack in non-teaching positions with experience or expertise in a given sport that is deemed satisfactory to the Board;
 - c. Certified teachers not employed in Schodack who have experience or expertise in a given sport that is deemed satisfactory to the Board;
 - d. Non-teachers with experience or expertise in a given sport that is deemed satisfactory to the Board.

Once a person has been appointed to a coaching position for a particular sport, they will be given preferential consideration for reappointment to that sport over any new applicant, even if the new applicant previously resigned as coach of that sport, regardless of item 2. A.–d. above.

3. Although the Board of Education reserves the right to appoint any such qualified individual, it believes that priority for initial appointment in a sport should generally respect the following order of descending priority. In the event the administration recommends the appointment of a coach that is not in accord with this priority plan, such recommendation shall include an explanation for the departure.
 - a. Schodack teachers
 - b. Schodack staff
 - c. District residents
 - d. All others

Once a person has been appointed to a particular advisor position, they will be given preferential consideration for reappointment to that activity over any new applicant, even if the new applicant previously resigned as advisor to that activity, regardless of item 3. a. – d. above.

4. Positions not filled will be advertised through electronic recruitment means and/or in local newspapers.
5. Positions which become available during the school year will be posted in an

applicable location in each school, if possible, 5 days in advance of filling the vacancy. If the vacancy is not filled, it will be advertised through electronic recruitment means and/or in local newspapers. Priorities established above for filling coaching and extracurricular advisor positions will be adhered to.

Adoption date: September 10, 2020