

PROFESSIONAL AND CERTIFICATED STAFF SUPPLEMENTAL CONTRACTS

Certain positions assigned to individuals may require extra responsibility or extra time beyond that required of all certificated staff members. When the Board and administration determine the need, personnel assigned to such positions are provided supplemental contracts and supplemental compensation.

A teacher who is offered and undertakes a supplemental assignment, including but not limited to a coaching duty, enters into a one-year limited contract with the Board, which automatically terminates upon the expiration date.

All assignments accorded extra compensation are designated by the Board, as is the compensation for such assignments. Contracts for such assignments are awarded by the Board upon the recommendation of the Superintendent.

Pay for supplemental assignments is based upon work performed beyond regular duties and beyond the regular workday.

The Board directs the Superintendent/designee to identify supplemental contract positions that supervise, direct or coach a student activity program which involves athletic, routine/regular physical activity or health and safety considerations. Upon the identification of the position, the individual must complete the requirements established by the Ohio Department of Education, and State law.

Coaching Personnel

The Board recognizes the importance of employing qualified coaches for the District's interscholastic athletic teams. The Board further recognizes that qualified coaches are not always available from within the District's certificated staff. The Board, therefore, encourages the selection of coaches from a wide base of applicants, including certificated staff members from within the District, certificated personnel outside of the District and nonteaching applicants.

It is the belief of the Board that the head varsity coach is responsible for the development of sequential skill-building and overall program development in grades 7-12. In order to give overall guidance to the program, the head varsity coach assumes responsibility as follows:

1. is involved in the selection of coaches, grades 7-12;
2. is involved in the evaluation of coaches, grades 7-12 and
3. is involved in considering the reemployment of coaches, grades 7-12.

When a certificated employee vacates a head varsity coaching position, all coaches and assistant coaches in the named sport will be asked to resign the supplemental contract in the coaching position or will not be renewed. It is further understood that the head varsity coach shall communicate to the assistant coaches, grades 7-12, expectations for scouting responsibilities, practice length/procedures and skills techniques to be taught along with the philosophy and procedures necessary for total program development.

[Adoption date: August 14, 2001]

[Re-adoption date: December 11, 2001]

[Re-adoption date: April 22, 2013]

[Re-adoption date: May 11, 2015]

LEGAL REFS.: ORC 3313.53; 3313.539
3319.08; 3319.11; 3319.111; 3319.303; 3319.39
3707.52
OAC 3301-20-01
3301-27-01

CROSS REFS.: GBQ, Criminal Records Check
GCB, Professional and Certificated Staff Contracts and Compensation Plans
IGD, Cocurricular and Extracurricular Activities
IGDJ, Interscholastic Athletics

CONTRACT REF.: Teachers' Negotiated Agreement