



FLOYD COUNTY BOARD OF EDUCATION
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Consent Agenda Item (Action Item): Adopt Bylaw 25-6 into Floyd County Athletic Handbook

Applicable State or Regulations: KHSAA BL-25-6

Fiscal/Budgetary Impact: None

History/Background: Case BL 25-6- What restrictions are in place for those individuals that a school chooses to utilize (not as a coach) who do not meet the provisions of a Level 1 coach or a Level 2 coach, whether paid or not paid?

Persons assigned to duties as assistants within the program shall be limited to the following responsibilities upon approval of such assignment by the proper school authorities and in compliance with all adopted regulations.

This shall not preclude any person qualifying as a Level 1 or Level 2 coach from performing these tasks:

- (1) Under the supervision of a Level 1 or 2 coach, persons not meeting the provisions of a Level 1 or 2 coach can assist with the program by:
 - a. Helping develop plans for daily and long range athletic activities;
 - b. Helping guide participants towards a harmonious team spirit,
 - c. Alerting the coaches to the special needs of individual athletes;
 - d. Providing assistance with supervision of athletes during periods of team travel;
 - e. Recommending the purchase of equipment, supplies and uniforms as appropriate for the health, safety and welfare of student-athletic director.
- (2) No person other than those employed as a Level 1 or 2 coach shall be allowed to participate in any supervisory capacity with interscholastic Sport or Sport-Activity teams, perform any other "coaching duty" as prescribed by the playing rules within a sport, nor shall any otherwise qualified person exceed his respective duties as set forth in this Bylaw.

Recommended Action: Follow KHSAA Bylaw 25-6 which allows volunteers under the age of 21

Contact Person(s): Joe Marson

Principal


Director


Superintendent

Date: June 4, 2021

The Floyd County Board of Education does not discriminate on the basis of race, color, national origin, age, religion, marital status, sex, or disability in employment, educational programs, or activities as set forth in Title IX & VI, and in Section 504.

- (5) Each coach (head or assistant, paid or unpaid) of a sport or sport-activity at all interscholastic levels shall have completed the sports safety course and medical symposium update before assuming coaching duties at any practice or contest.
- (6) The penalty for noncompliance with this section and failure to hold current valid completion credentials shall be immediate suspension from coaching duties or another penalty under Bylaw 27.
- d) KHSAA Rules Clinic for Coaches at the High School Level
- (1) All coaches (head and assistant, paid or unpaid) shall annually attend/complete at least one rules interpretation clinic conducted by representatives of the KHSAA in the sport in which they coach and the school desires to enter a team in postseason play, provided these clinics are conducted under the authorization of the Commissioner.
 - (2) The penalty for noncompliance with this section shall be suspension from coaching duties in all contests for a period not to exceed one year or any penalty otherwise included in Bylaw 27.
- e) Continual Education and Improvement
- As approved by the school or school system, each coach shall be required to demonstrate attendance and participation in continual improvement activities involving the teaching of skills and tactics, evaluation of opponents, and opportunities for adaptation of updated systems to enhance the student participation experience.
- Sec. 4) HIRING AND EMPLOYMENT REQUIREMENTS FOR ATHLETIC DIRECTORS AT THE HIGH SCHOOL LEVEL
- a) All persons designated as high school Athletic Directors shall comply with any adopted regulations as governed by the local Board of Education.
 - b) Compensation for Athletic Directors at the High School Level
- Any person assigned to duties as an Athletic Director at the high school level (grades 9-12) shall be duly employed through the respective board of education, and the entire salary shall be paid through that board by local Board of Education policy.
- Sec. 5) POST HIRE REQUIREMENTS AND REQUIREMENTS FOR CONTINUING DUTIES AS AN ATHLETIC DIRECTOR
- a) Continual Education and Improvement for Athletic Directors hired for the first time before August 1, 2016:
 - (1) Each Athletic Director shall be required to annually demonstrate attendance and participation in continual improvement activities involving twelve (12) hours of educational programs validated by a local board approved credit and produced by:
 - a. The Kentucky High School Athletic Association;
 - b. the Kentucky High School Athletic Directors Association;
 - c. The National Interscholastic Athletic Administrators Association; or
 - d. The Kentucky Department of Education.
 - b) Continual Education and Improvement for Athletic Directors hired for the first time after August 1, 2016:
 - (1) For the first three years holding the position of Athletic Director, each Athletic Director shall be required to annually demonstrate attendance and participation in continual improvement activities involving eighteen (18) hours of educational programs validated by local board approved credit and produced by:
 - a. the Kentucky High School Athletic Association;
 - b. the Kentucky High School Athletic Directors Association;
 - c. the National Interscholastic Athletic Administrators Association; or
 - d. The Kentucky Department of Education.
 - (2) After completing three years holding the position of Athletic Director, each Athletic Director shall be required to annually demonstrate attendance and participation in continual improvement activities involving twelve (12) hours of educational programs validated by a local board approved credit and produced by:
 - a. The Kentucky High School Athletic Association;
 - b. The Kentucky High School Athletic Directors Association;
 - c. The National Interscholastic Athletic Administrators Association; or
 - d. The Kentucky Department of Education.

Case BL-25-1- What is coaching as used in Bylaw 25?

Coaching is defined as any activity by the coach at a time the athletes are participating in skills (either preparatory or specific to that sport) in a setting in which skills are taught, refined, or practiced. Coincident participation by a coach and an athlete in a sport such as a golf outing, where the coach and athlete(s) are not entered as a entry or group, or in an activity such as distance running with many runners but no direct coaching, would not specifically be considered coaching.

Case BL-25-2- What is a Coach as referred in Bylaw 25?

Coaching is the act or regularly teaching, training, development or execution of specific processes, including any and all skills, tactics, techniques or strategies, by which an individual attempts to improve the individual or a team's ability to perform in sports or sport-activity competition.

It is not required that the teaching, training, development or execution be solely specific to the skills and tactics of the sport, but could also include position specific training, overall physical conditioning training or general aspects applicable to all sports. Individuals who perform these functions specifically on behalf of the coach or school, even at outside venues, shall be considered to be coaching.

Any person, paid or unpaid, that performs these functions is considered a coach.

This includes specialized instructors such as hitting and catching coaches, regular cheer or dance instructors, goalie coaches and other individuals who are providing instruction.

All persons meeting these definitions of a coach are subject to the restrictions and requirements of Bylaw 25.

Case BL-25-3- Are there positions or opportunities for involvement as referred in Bylaw 25?

The Head Coach is the head varsity coach for each sport unless stated specifically within the provision of the rule. A person's designation as "head junior varsity coach" is simply an assistant coach within the varsity team with respect to this rule.

Case BL-25-4- Are there positions within specific Sports or Sport-Activities that are not considered coaches and therefore not required to meet the requirements of Bylaw 25?

Yes. There are several examples within the various programs of the KHSAA. Each of these examples, while not necessarily requiring compliance with all provisions of Bylaw 25, would require that all involvement be with the approval of proper school authorities and under the supervision of a fully qualified and compliant Level 1 or 2 coach.

Such examples include:

- (1) *The boat captain in bass fishing whose specific duties are limited by competition regulations and whose involvement is primarily the supervision of the participating students to properly monitor safety regulations; and*
- (2) *The choreographer of a cheer or dance routine whose involvement and scope are limited to the introduction, teaching and refinement of specific action patterns contracted by the school;*

Even if not specifically required, it is always recommended that at minimum, any of these non-coaches should meet the regulatory requirements of Level 2 coaches defined within Bylaw 25.

Case BL-25-5- Are Sport-Activities coaches required to meet the requirements of Bylaw 25?

Yes. All requirements within Bylaw 25 also apply to Archery, Bass Fishing, Bowling, Competitive Cheer, Dance and Esports coaches.

Case BL-25-6- What restrictions are in place for those individuals that a school chooses to utilize (not as a coach) who do not meet the provisions of a Level 1 coach or a Level 2 coach, whether paid or not paid?

Persons assigned to duties as assistants within the program shall be limited to the following responsibilities upon approval of such assignment by the proper school authorities and in compliance with all adopted regulations.

This shall not preclude any person qualifying as a Level 1 or Level

2 coach from performing these tasks:

(1) Under the supervision of a Level 1 or 2 coach, persons not meeting the provisions of a Level 1 or 2 coach can assist with the program by:

- Helping develop plans for daily and long range athletic activities;
- Helping guide participants towards a harmonious team spirit;
- Alerting the coaches to the special needs of individual athletes;
- Providing assistance with supervision of athletes during periods of team travel;
- Recommending the purchase of equipment, supplies, and uniforms as appropriate for the health, safety, and welfare of student-athletes; and
- Performing other non-coaching duties assigned by the principal, athletic director.

(2) No person other than those employed as a Level 1 or 2 coach shall be allowed to participate in any supervisory capacity with interscholastic Sport or Sport-Activity teams, perform any other "coaching duty" as prescribed by the playing rules within a sport, nor shall any otherwise qualified person exceed his respective duties as set forth in this Bylaw.

Case BL-25-7- What elective courses are required by the Board of Control for those coaches with less than sixty-four (64) hours of college as stipulated in Bylaw 25, Sec. 1(b)(4)(d)?

In addition to the base requirements including age, high school graduation, background check, sports safety course and NFHS Fundamentals of Coaching, the following elective courses provided through the NFHSLearn.com education platform shall be required prior to the first contest or scrimmage:

- Engaging Effectively with Parents,
- Teaching and Modeling Behavior,
- Teaching Sports Skills OR a sports specific course, and
- Concussions in Sports; and
- Additional requirements as may be specified by the local school board.

Case BL-25-8- Is it permissible for a person who is employed in one district, but serves as a full-time teacher in another district, to be employed to coach?

Yes. This person can be hired. However it should be noted that if these schools were not in the same school district under the same Board of Education, this person would be considered a Level 2 coach for the purposes of this bylaw.

Case BL-25-9- Is it permissible for a coach at a high school level team to coach another level within the school district outside of the Limitation of Seasons for the sport?

Yes. As hiring decisions are to be made at the local level, any provisions preventing a coach from being involved with his/her own players in play outside of the high school team DO NOT APPLY to other levels of play where the coach is hired by the same local Board of Education for interscholastic play. For example, the high school coach (any member of the staff) COULD be hired to coach the middle school basketball team within the same local Board of Education, even if a member of that middle school team had played on the high school level (freshmen, junior varsity or varsity).

Schools are cautioned that involving school coaches with nonhigh school teams, particularly in middle schools which feed more than one high school, should be monitored to ensure that problems related to Bylaw 16 (Recruitment) do not surface due to this coaching.

Case BL-25-10- What restrictions are in place for schools who hire coaches who are retiring as teachers but want to remain in coaching?

Individuals retiring from service to Kentucky schools, either as members of the Kentucky Teachers Retirement System, or the Kentucky Employees Retirement System, should consult the system with regard to re-employment provisions.

Certified employees will need to have a KTRS Form E30 approved, which can only be done post-retirement, in order to comply

with the regulations of the system.

In addition, school representatives should note that a retired coach who is no longer teaching in the district becomes a Level 2 Coach and is required (if not already completed) to successfully complete the Coaching Education program and other Level 2 requirements.

Case BL-25-11- Does retiring, resigning or otherwise being relieved of coaching duties waive any of the requirements for coaching if the coach is later asked to come back into coaching in that sport at that school?

No. A coach resigning, retiring or being otherwise relieved of coaching following a sports season does not relieve himself/herself of the responsibilities such as medical symposium attendance if in fact they are rehired for the following year.

Case BL-25-12- Does the KHSAA have regulations regarding job postings for the hiring of coaches?

No. Bylaw 25 includes the requirements for those holding positions, but hiring, posting and employment policies are established at the local school district level. Schools shall comply with published rules on all postings within the district, as well as all other KDE hiring regulations.

Case BL-25-13- Are coaches required to be paid a salary and how do member schools hire coaches?

No, there are no salary requirements. Bylaw 25 restrictions apply whether or not the coach is paid, regardless of the level (freshmen, junior varsity, varsity). Bylaw 25 states that "any person assigned to coaching duties at any level (grades 9-12) shall be duly employed through the respective board of education, and the entire coaching salary shall be paid through such board in accordance with local Board of Education Policy." The provisions specifically address all Level 1 and Level 2 coaches. These coaches shall be designated, appointed, approved, or hired within the published policies of the Local Board of Education.

Coaching salaries (including whether or not coaches are paid) are the jurisdiction of the Board of Education through the budgeting process.

There may be some cases, at the discretion of the school and school system, where Level 1 or 2 coaches are appointed at no salary.

This is permissible as long as they have been duly designated through the policies of the local school or Board of Education. If a salary is paid, it shall be paid entirely through the local Board of Education.

The KHSAA has no jurisdiction as to whether or not persons that are neither Level 1 nor Level 2 are used within the athletic program.

Local Board of Education policies should address persons that do not meet the requirements of a Level 1 or 2 coach, and the terms and conditions of their designation shall be in accordance with applicable state law.

Case BL-25-14- Is it permissible for a coach to receive in-service credit for Sports Safety Course, Medical Symposium or Coaching Education Attendance?

This is a local district option. The Kentucky Department of Education no longer has specific approval for certain types of in-service credit.

According to the department, the four basic (traditional) days and the additional five days, if part of the approved program of in-service in a district, may count in any manner approved by the local district.

Such things as workshops and conferences, particularly on timely topics such as HIV and blood borne pathogen education, are not only approvable, but also encouraged by the department. The important key is the inclusion in the local district in-service or professional development program.

Case BL-25-15- What is/are the approved NFHS Coaching Education Course(s) per Bylaw 25, Sec. 3 and who has to take the coaching education course?

Per Bylaw 25, Sec. 3, all coaches at KHSAA member schools, paid or unpaid, varsity, junior varsity or freshman, are required to complete a coaching education course, with the exception of