



Board Work Session Date: 7/22/2025

Title: Athletic Coach Stipend Recommendation for 2025-26, 2026-27, 2027-28

Type: Discussion

Presenter(s): Troy Stein, Assistant Principal/Activities Director

Description: In the fall of 2021, Edina Public Schools and EM/E agreed to remove all athletic coaches stipends from the EM/E teacher contract. At the time, less than 15% of athletic coaches were teachers. An Athletic Stipend Committee was formed in the spring of 2022 to determine a new salary schedule for athletic coaches. The school board approved a 3-year stipend schedule (2022-23, 2023-24, 2024-25) that is ending this spring. The following information is a recommendation for an athletic coach stipend schedule for 2025-26, 2026-27, and 2027-28.

Recommendation: To review and discuss the Athletic Coaches Stipend Recommendation from the Athletic Coaches Stipend Committee. We will be seeking approval at the August 11 school board meeting.

Desired Outcomes from the Board: Read and come prepared with questions at the work session.

Attachment(s): See attached

Athletic Stipends Recommendation for 2025-26, 2026-27, 2027-28

Athletic Stipend Committee:

Troy Stein - Assistant Principal/Activities Director

Jaime Gaard Chapman - head girls' tennis coach

Jeff Mace - head girls' swimming & diving coach and assistant boys' swimming coach

Jamie Kirkpatrick - head cross country coach and assistant track & field coach

Jason Potts - football head coach and EHS teacher

Scott Johnson - head boys' swimming & diving coach

The Committee reviewed the current stipend schedule and have appreciated the progress that has been made by the EPS to make athletic coach stipends more competitive in the Lake Conference (see date below).

The recommendation of the Athletic Stipend Committee is as follows:

- Continue with the step athletic stipend schedule that pays all EHS coaches a salary based on the number of weeks in the regular season (and postseason) in which they are coaching.
- Increase the weekly stipend of the first three steps and then add three new steps to the current schedule. This will increase the number of steps in the athletic stipend schedule for athletic coaches to six (6) total.
- Placement of new coaches on the stipend step schedule has followed this procedure the past 3 years. The committee feels this procedure is appropriate to continue:
 - New assistant coaches to Edina are placed on step 1.
 - New head coaches to Edina are placed on step 1, unless they have head coach experience at a comparable high school.
- The Athletic Stipend Committee will reconvene during the 2027-28 school year to assess the structure and more than likely recommend to make one final career increment step to finalize the steps at seven (7).

Edina Public School Athletic Stipends - Head Coaches										
Step	11-WK Season	12-WK Season	13-WK Season	14-WK Season	15-WK Season	16-WK Season	17-WK Season	18-WK Season	Proposed/ WK	Current / Week
1	\$5,916	\$6,454	\$6,992	\$7,530	\$8,068	\$8,605	\$9,143	\$9,681	\$538	\$498
2	\$5,988	\$6,532	\$7,076	\$7,620	\$8,165	\$8,709	\$9,253	\$9,798	\$544	\$504
3	\$6,059	\$6,610	\$7,160	\$7,711	\$8,262	\$8,813	\$9,364	\$9,914	\$551	\$510
4	\$6,237	\$6,804	\$7,371	\$7,938	\$8,505	\$9,072	\$9,639	\$10,206	\$567	
5	\$6,427	\$7,011	\$7,596	\$8,180	\$8,764	\$9,348	\$9,933	\$10,517	\$584	
6	\$6,653	\$7,258	\$7,862	\$8,467	\$9,072	\$9,677	\$10,282	\$10,886	\$605	

EPS Athletic Stipends - Assistant Coaches at 70% of Head Coach

Step	11-Week Season	12-Week Season	13-Week Season	14-Week Season	15-Week Season	16-Week Season	17-Week Season	18-Week Season
1	\$4,141.37	\$4,517.86	\$4,894.34	\$5,270.83	\$5,647.32	\$6,023.81	\$6,400.30	\$6,776.78
2	\$4,191.26	\$4,572.29	\$4,953.31	\$5,334.34	\$5,715.36	\$6,096.38	\$6,477.41	\$6,858.43
3	\$4,241.16	\$4,626.72	\$5,012.28	\$5,397.84	\$5,783.40	\$6,168.96	\$6,554.52	\$6,940.08
4	\$4,365.90	\$4,762.80	\$5,159.70	\$5,556.60	\$5,953.50	\$6,350.40	\$6,747.30	\$7,144.20
5	\$4,498.96	\$4,907.95	\$5,316.95	\$5,725.94	\$6,134.94	\$6,543.94	\$6,952.93	\$7,361.93
6	\$4,656.96	\$5,080.32	\$5,503.68	\$5,927.04	\$6,350.40	\$6,773.76	\$7,197.12	\$7,620.48

EPS Athletic Stipends - Assistant Coaches at 65% of Head Coach

Step	11-Week Season	12-Week Season	13-Week Season	14-Week Season	15-Week Season	16-Week Season	17-Week Season	18-Week Season
1	\$3,845.56	\$4,195.15	\$4,544.75	\$4,894.34	\$5,243.94	\$5,593.54	\$5,943.13	\$6,292.73
2	\$3,891.89	\$4,245.70	\$4,599.50	\$4,953.31	\$5,307.12	\$5,660.93	\$6,014.74	\$6,368.54
3	\$3,938.22	\$4,296.24	\$4,654.26	\$5,012.28	\$5,370.30	\$5,728.32	\$6,086.34	\$6,444.36
4	\$4,054.05	\$4,422.60	\$4,791.15	\$5,159.70	\$5,528.25	\$5,896.80	\$6,265.35	\$6,633.90
5	\$4,177.60	\$4,557.38	\$4,937.17	\$5,316.95	\$5,696.73	\$6,076.51	\$6,456.29	\$6,836.08
6	\$4,324.32	\$4,717.44	\$5,110.56	\$5,503.68	\$5,896.80	\$6,289.92	\$6,683.04	\$7,076.16

Overall Impact to the Athletic Budget

Athletic Director, Troy Stein, and CFO/Director of Finance & Operations, Mert Woodard, have reviewed this recommendation and have been able to confirm that EPS can accommodate and budget for this plan for the next 3 years. EPS is projecting the costing based on all EPS coaches returning. This will more than likely not be the case as you can see in the actual cost from the past 3 years show how many assistant coaches transition on an annual basis.

Projected		Actual	Notes:
22-23	\$835,000	\$820,000	(coaches leave)
23-24	\$846,000	\$780,078	(coaches leave)
24-25	\$856,000	\$829,770	(coaches leave)
25-26	\$910,355		* Assume all return!
26-27	\$938,611		* Assume all return!
27-28	\$968,589		* Assume all return!

2021-22 Average Regular Season Coach Pay in Lake Conference				2024-25 Average Regular Season Coach Pay in Lake Conference		
1	Wayzata	\$5,725		1	Wayzata	\$5,958
2	STMA	\$5,305		2	Minnetonka	\$5,642
3	Eden Prairie	\$5,227		3	Edina	\$5,639
4	Hopkins	\$5,184		4	STMA	\$5,429
5	Minnetonka	\$5,022		5	Hopkins	\$5,418
6	Edina	\$5,013		6	Eden Prairie	\$5,350
7	Buffalo	\$4,279		7	Buffalo	\$4,607

Note: EHS and Hopkins are the two schools who removed stipends from teacher contracts. Thus, both Edina/Hopkins pay through the post-season. Other schools may pay a post season pay which would be more than noted in this document depending on the success of that particular season.