



## Red Wing High School Activities Office

2451 Eagle Ridge Drive

Red Wing, Minnesota 55066

Paul M. Hartmann – Activities Director

---

### Personnel Committee Proposal (Draft)

For numerous years, our student-athletes have been fortunate to have a reliable supervisor of our weight room after school. In a typical year, this staff member would open the room for 1.5 - 2 hours each day, 2-4 days per week. This stipend negotiated through Education MN, has ranged in amount. For the 2019-20 school year, the stipends below were paid for each of the following seasons:

\* Fall; \$1,620

\* Winter; \$2,267

\* Spring; \$1,836

**\*\*\*Total = \$5,723**

While these individuals were held in high regard, they were paid and worked as monitors of our weight room. They may have used the facility, they may have brought other work into the room, but their main job was to supervise our students in the room.

As part of the transition to the 2019-20 school year into 2020-21, we were fortunate to hire a strength and conditioning coach. This individual creates workouts for all of our athletic teams through a strength training app (paid for by our Booster Club) called *TrainHeroic*. In addition to those student athletes that workout in our weight room during their “offseason”. A typical week for this strength training coach has looked like this:

#### Hours

##### Actively Coaching

Monday/Wednesday/Friday - 6:00am - 8:00am

3:00pm - 6:00pm

Saturday

9:00am - 10:00am

Total Per Week = 16 Hrs.

##### Prep/Clean-up

Monday/Wednesday/Friday - 5:30am - 6:00am

6:00pm - 6:30pm

Total Per Week = ~ 3 Hrs.

Programming

Sunday 10:30am - 1:00pm

Tuesday/Thursday 1:00pm - 1:30pm Total Per Week = 3.5 Hrs.

**Total Weekly = 22.5 Hrs**

Scheduling

Initial Schedule + Weekly Schedule = 6+ Hrs.

Additional work duties include organizing times with head coaches to determine times that work with their practice/competitive schedule. This also includes creating spreadsheets sent out each week to coaches with their weekly schedule.

At Red Wing High School, we are very fortunate to have hired this individual to allow our strength programs to align with each other and to work towards a common goal. It should also be noted that this individual has worked with our PE teachers to train them on proper techniques and the science of nutrition and health and human performance.

As noted above, this individual does not work as a supervisor. They are working as a coach. I'm asking the personnel committee to consider paying this individual at a coaches salary for that season. With respect to fiscal responsibility, I would like their salaries to be the same salary as our lowest paid head coach for that season. Based on the same 2019-20 schedule, these are:

\* Fall - \$3,891

\* Winter - \$5,294

\* Spring - \$3,891

**\*\*\*Total = \$13,076**

**Cost Increase -- \$7,353**

As we sit here today this individual's degree is **Bachelors of Science - Health & Human Performance - Exercise and Sports Science**. They are working towards their Masters Degree in this area.

Additional certifications are listed below:

Certifications

**American College of Sports Medicine - Certified Exercise Physiologist**

ACSM Certified Exercise Physiologists are fitness professionals with a minimum of a bachelor's degree in exercise science qualified to pursue a career in university, corporate, commercial, hospital, and community settings. ACSM-EPs not only conduct complete physical assessments – they also interpret the results in order to prescribe appropriate, personalized exercise programs.

### **U.S.A Weightlifting - Level 1 Coach**

As the national governing body for the sport of weightlifting, USA Weightlifting (USAW) is the most trusted resource for weightlifting knowledge and education. For over 30 years, we have been educating coaches about weightlifting, optimizing lifting technique, implementing proven programming systems, and building champions. Our USA Weightlifting Level 1 and Level 2 courses are the perfect blend of hands-on learning, in-depth discussions of technical progressions, and science-based programming information.

### **U.S.A Track & Field - Level 1 Coach**

The Level 1 course is the cornerstone of the USATF Coaching Education Program. Led by USATF certified instructors, the 21.5 hour live course covers all events and related sports science in a straightforward manner by emphasizing fundamentals, rules, safety and risk management, and teaching progressions. Certified by the National Council for Accreditation of Coaching Education (NCACE), the course prepares an individual to coach at the junior age, high school, and club division level.

### **Functional Movement Systems - Level 1**

The core focus of the Functional Movement Screen is to set a movement baseline in order to assist in your ability to create more effective training and programming decisions. This screening tool and approach has been effectively utilized in a variety of training settings from traditional fitness to elite professional sports.

### **American Red Cross - Adult/Child/Baby First aid/AED/CPR Training U.S. Center For SafeSport Certification**

As a school, our goal is to continue to hire highly qualified individuals, with the knowledge and skills necessary to train our student athletes. If we would ever be in a situation where we needed to hire a supervisor, the stipend would return to the "Weight Room Supervisor" role as found in Appendix B of the master agreement.

Thank you for your consideration.

Paul M. Hartmann