

To the Members of the Board:

I am writing the board for the purpose of requesting two changes for the next wrestling season. The two changes I am proposing are adjusting the current 9th grade stipend to a full assistant coaching stipend, and then adding two wrestling coaches to my staff. Wrestling is growing and we are in desperate need of the additional help.

Currently the wrestling team has a stipend that is designated for a 9th grade coach and is appropriated "D" on the salary schedule. I would like that 9th grade coach be on the "F" salary schedule to be aligned with the other assistant coaches. The starting difference is \$455 and the ending difference is \$640 between the two stipends. I simply do not feel the coach allocated the 9th grade coaching stipend deserves less pay when calculating the 8 weekends spent at wrestling tournaments, and the additional meets required to full fill the coaching requirement. I am not sure how a 9th grade stipend was originally determined as appropriate compensation, however I believe an educated guess is it was set when the 9th graders were at the junior high and not at the high school and the 9th grade season was shorter in length. This is no longer the case and as a result the salary schedule needs to be reassessed for the 9th grade wrestling coach. The JV and 9th grade wrestling coaches carry the same responsibilities and attendance for tournaments and the pay should be equal for both coaching positions.

The Minico Wrestling team is desperately under staffed to meet the needs of our wrestling team (number of participating students) during tournament competitions. We currently have 4 coach stipends: 1 head coach and 3 assistant coaches. For every varsity wrestling tournament there is a corresponding JV tournament that directly conflicts with the varsity tournament. I need to have myself and two other coaches at every varsity tournament to ensure a coach is in the corner for every match wrestled in the tournament. This is due to multiple mats, with multiple wrestlers, wrestling during a tournament competition. Varsity tournaments are limited to one wrestler per weight class, and it is at these tournaments where seeding criteria is determined for the state wrestling tournament. It is a logistic nightmare trying to make it to every match on time, especially in the early rounds to ensure a coach is in the corner for each match. That leaves sending 1 coach to the JV tournament; this is a problem because unlike varsity, there are multiple JV wrestlers allowed to enter the tournament in the specific weight classes. We have had up to 5 wrestlers in the same weight class which means wrestlers are wrestling at the same time on different mats. Currently we are unfairly forced to send kids to the mat without a coach; we have even had to rely on parents of wrestlers to fill the void, something I would like to get away from. Having been a wrestler myself there is not a worst feeling in the world than wondering right before the match if a coach is going to show up to be in your corner. As with most sports, wrestling is a mental game, and having enough coaches to coach can help alleviate pre match anxiety. A football, basketball, or baseball team only needs 1 coach in order to coach his team during competition, and an assistant coach help see things that the head coach might not see. This is not the case for wrestling. Wrestlers need at least 1 coach at the match, but because we are so understaffed for the number of participants we are spread too thin and simply not able to get to every match. We have a thriving and successful wrestling

program at Minico, it is a good problem to have a large number of students involved in an extracurricular activity. I am proud of the turnout of kids wanting to participate in wrestling, and having enough staff to support the amount of participants should not be a deterrent to kids coming out for the wrestling team. When kids worry about not having a coach in their corner, they may feel we are picking what matches we are at, this goes against the team mentality I heavily promote with my wrestlers. As head coach I have worked hard to stress the "Spartan Way" with my wrestlers. It is a mindset that I believe wholeheartedly and am constantly striving to have my kids buy in to; that as Spartans we are in this together. More importantly I have their back and they have my back, when we are not showing up for matches I am failing the kids on the JV team and I am contradicting my own mission statement.

For the reasons above you can see we are desperate for a change in the stipend as well as needing an additional two more coaches to the current staff. Please take the time to consider these two requests and if you have have questions please call me at (208) 921-0818.

Respectfully,

A handwritten signature in black ink that reads "Boe Rushton". The signature is written in a cursive, slightly slanted style.

Boe Rushton