



Dear MSHSCA Membership;

As we travel down a road never traveled before, the MSHSCA is strongly encouraging school districts to compensate their spring coaches and advisors in full even with the late start date and potential cancellation of the spring season totally. The MSHSCA Board of Directors have listed rationale for why school districts should compensate their coaches/advisors in full. We continue work hard for our membership during these difficult times.

We are sending you this so you have the information we have shared with the MSHSL and MnIAAA. We want all members to collectively use common language with their Superintendents, Activity Directors and School Board members. We have also included an Excel spreadsheet which shows what individual schools are currently planning at this time. Please share this information as you see fit.

Rationale for paying coaches and activities advisors in the spring of 2020:

- Coaches and activity advisors are distance coaching just as teachers are distance teaching while schools are closed.
- Many spring seasons started before the quarantine started and coaches and activity advisors have continued to work by distance with student-athletes in the hope the season will resume.
- Coaches and advisors are staying connected to their student-athletes to support their student-athletes during this emotionally stressful time.
- Coaches and activity advisors put in some of the longest hours of all school district employees between their teaching and coaching/advising duties. They do so without concern for their rate of pay. Coaches do not work on a clock or keep track of hours. They do what is necessary to coach their teams and stay on task until what needs to be done is completed. They often put in more time to better prepare their teams.
- Coaches and activity advisors spend more time directly interacting with the student-athletes and parents than most other staff. Those long hours create positive interactions that are numerous and consistent. Those positive interactions are very important because they shape the community's positive perception of our school district.
- Coaches and activity advisors have always gone the extra mile for the student-athletes, the parents, the district and the community. This is an opportunity to show our coaches and advisors that they are truly important to the overall function of our district.
- Coaches and advisors work well beyond their seasons to build and promote their programs, only a portion of their work is during the season.
- Once this pandemic crisis is over, coaches and advisors will be working extra hard and putting in longer hours than usual to regain what so many people feel has been lost to the pandemic.
- When making the decision regarding coaches' pay this spring, please consider how you will be treating all of the other employee groups in your school district. Also, consider how your coaches will feel if they are not treated with the same respect.
- If the district decides to not pay coaches and activity advisors, or only pay them a portion of their stipend, how do you expect them to feel about the district when so many districts across the state are paying full stipends?
- Coaches & activity advisors committed to their assignments months ago and therefore passed up other opportunities for employment and now hope that school district would show them the same loyalty. Also, due to massive layoffs other employment opportunities are not available.
- Good coaches and advisors are hard to find! Not paying coaches and activity advisors may result in coaches and advisors leaving to go where they feel better supported.
- Many school districts find it hard to fill coaching and activity advisor positions already without developing a reputation for not paying stipends.
- The paying of coaches and activity advisors is a budgeted expense that should not be used as a savings for school districts. Booster clubs should also pay the stipends they have taken responsibility for paying. In some districts, participation fees cover part of the stipends paid to coaches and advisors, however, there will be a savings from the bus transportation and officials that was not used for the quarantine portion of the season.
- Coaches and advisors work long hours out of love and passion for their programs, student-athletes and their communities. However, please understand that income is also important to their family's financial health.
- This could affect career coaches the rest of the life because it could impact their "high 5" for their retirement.
- If coaching and activity advising stipends are not paid it would be most unfair to the head positions because a large portion of their jobs is accomplished before and after the season.

[Paying coaches_.pdf](#)

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