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ADRIENNE USHER, DEPUTY SUPERINTENDENT
BRANDY HOWARD, CHIEF ACADEMIC OFFICER
TROY WOOD, CHIEF OPERATIONS OFFICER

TO: Dr. Jesse Bacon
Dr. Adrienne Usher

FROM: Dr. Althea Hurt, Director of Human Resources

DATE: May 5, 2026

RE: **Item for the MAY Board Meeting - Extra Duty Job Description - HS Strength & Conditioning Coach**

We are seeking approval to rename the “**Head Conditioning Coach**” position to “**High School Strength and Conditioning Coach.**” The attached job description has been updated to reflect current **KHSAA compliance standards**. Please note that this is an extra-duty role, and the associated stipend will continue to be paid out over 26 pay periods.

Attachment: Job Description

OUR MISSION IS TO INSPIRE AND EQUIP OUR STUDENTS TO SUCCEED IN LIFE

BULLITT COUNTY PUBLIC SCHOOLS IS AN EQUAL EDUCATION AND EMPLOYMENT INSTITUTION

\$8,075 (26 checks)

#6600 (Certified)

8601 (Classified)

Job Title: High School Strength and Conditioning Coach

Location: Bullitt County Public Schools (BCPS)

Reports To: School Principal and High School Athletic Director

Employment Type: Extra Duty

Position Summary

Bullitt County Public Schools is seeking a qualified Strength and Conditioning Coach to support student-athlete development across all high school athletic programs. This position is responsible for implementing performance training programs that align with the educational mission of interscholastic athletics and the standards set forth by the Kentucky High School Athletic Association (KHSAA). The coach will emphasize safety, proper supervision, sportsmanship, and the physical and educational well-being of all student-athletes. He/She will work directly with both high school and middle school athletes and be responsible for training coaches and students.

Duties and Responsibilities

- Design and implement comprehensive strength, speed, agility, and conditioning programs that are developmentally appropriate and sport-specific
- Ensure all training activities comply with KHSAA rules, including limitations related to out-of-season activities, supervision, and athlete safety
- Provide direct supervision and/or education of coaching staffs for all conditioning sessions in accordance with KHSAA and district guidelines
- Instruct proper techniques in strength training, movement efficiency, and injury prevention
- Collaborate with athletic directors and coaching staff to ensure training programs support KHSAA-sanctioned sports and activities and seasonal regulations including limitation of seasons and KHSAA Dead Period (June 25-July 9).

- Promote the values of sportsmanship, ethical conduct, and fair play consistent with KHSAA and BCPS expectations
 - Monitor student-athlete participation to ensure adherence to eligibility, attendance, and health/safety requirements in conjunction with head coaches and the athletic director
 - Maintain a safe and organized training environment, ensuring all equipment meets safety standards
 - Support injury prevention and return-to-play efforts in coordination with athletic trainers, following KHSAA and BCPS health and safety recommendations
 - Educate student-athletes on nutrition, hydration, recovery, and responsible decision-making
 - Uphold and enforce district and KHSAA and BCPS policies regarding student conduct and supervision
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Minimum Qualifications

- Bachelor's degree in Exercise Science, Kinesiology, Sports Performance, or related field (preferred).
 - Certification from a nationally recognized organization (e.g., NHSSCA, NSCA-CSCS, NASM, USAW, or equivalent) (preferred/required based on position)
 - Current CPR/AED and First Aid certification (or ability to obtain upon hire)
 - Completion of any required KHSAA rules clinics, safety courses, or compliance training (or ability to obtain upon hire)
 - Experience working with middle and high school athletes
 - Strong understanding of KHSAA bylaws and BCPS policies, including athlete safety, supervision, and participation guidelines
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Work Hours

- Requires early morning, after-school, and occasional weekend hours
 - Work performed in both indoor (weight room) and outdoor athletic settings
 - Must be able to demonstrate exercises and safely lift/move equipment
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Compensation

Salary or stipend will be based on Bullitt County Public Schools' approved pay schedule and experience.

Equal Opportunity Employer Statement

Bullitt County Public Schools is an Equal Opportunity Employer. The district does not discriminate on the basis of race, color, national origin, age, religion, sex, or disability in employment or educational programs.