

ATHLETIC TRAINERS

Board of Trustees
Discussion Item

August 10, 2010

Introduction

In 2000-01, under the leadership of President, Trudy Noren, the Redwood Benchwarmers decided that their fund-raising would best serve the athletic program by establishing a position for a certified athletic trainer (AT,C) at Redwood High School.

Initially, the Benchwarmers, with District approval, contract with Presidio Sports and Medicine in San Francisco to provide athletic training services. Subsequently, in Fall, 2002, the District negotiated a job description with CSEA and agreed to hire the AT,C as a part-time (25 hours/week) District employee fully funded through annually-renewed MOUs with the Redwood Benchwarmers. In 2009-10, the Benchwarmers began working with UCSF Medical Center, Department of Orthopedics, Sports Medicine to share the time of the AT,C to create a full-time position. The contact is Anthony Luke, MD.

In addition to this report, the Board is being asked to consider tonight a MOU with Sir Francis Drake HS Benchwarmers for a similar contract with fewer hours worked by the athletic trainer.

Fiscal Impact

The Redwood athletic trainer position has been fully-funded by the Redwood Benchwarmers for over 12 years. The Sir Francis Drake High School Benchwarmers has committed \$26,000 for 2010-11 to support an athletic trainer for 15 hours/week. Tamalpais High School Boosters have not raised enough money to be able to provide these services for their athletic program.

Recommendation

This report has been provided to the TUHSD Board of Trustees for their review at their request.

Prepared by Sue Chelini, TUHSD Athletic Coordinator

Approved by Laurie Kimbrel, Superintendent

TUHSD ATHLETIC TRAINER

What is a Certified Athletic Trainer?

According to the website of the National Athletic Trainers' Association (NATA), to become certified athletic trainers, students must graduate with bachelors or masters degree from an accredited professional athletic training education program and pass a comprehensive test administered by the NATA Board of Certification. Once certified, they must meet ongoing continuing education requirements in order to remain certified.

The primary mission of the high school athletic trainer is the health and safety of the student athlete focusing on prevention of athletic injuries. S/he can assess the safety of the athletic venues and weather conditions, work with coaches for appropriate conditioning for the individual sport, evaluate injuries and make appropriate medical referrals, follow the prescription of a medical professional in rehabilitating an injury, provide education on medical issues related to athletics and consult with athletes and their parents about the athlete's health. The AT,C is on the sideline at many home athletic contests including those where medical coverage is required by CIF (any football and boys' lacrosse game).

Where does the athletic trainer work?

Initially, a space in the outer girls' PE office was carved out for the AT,C's office. Obviously, there was a conflict in the uses. During modernization, a space was enlarged and created for a dedicated office for the AT,C that has both exterior access and proximity to the interior of the gym.

The Benchwarmers' established a budget for providing the space with training tables, an ice machine, a stim machine, hydroculator pack, computer, phone and other equipment needed by the trainer. An annual budget for consumable supplies has also been established with the funding both from the Benchwarmers and the Redwood athletic budget.

Drake is currently working jointly with Drake administration and the UCSF Medical Center, Department of Orthopedics, Sports Medicine to identify an appropriate location for the athletic training office and provide basic furnishings and supplies.

Who have been the Redwood athletic trainers?

The first "athletic trainer" was a PE teacher, Jacque Nowell. She had experience as a trainer, but was not an AT,C. For one year, she also taught an ROP class in Sports Medicine for Redwood students.

Subsequently, the Benchwarmers contracted for two years with Presidio Sport and Medicine to provide a part-time trainer. Following a lawsuit (Gill vs TUHSD), this relationship was terminated. The District developed an agreement with CSEA to establish a job description for an athletic trainer as a part-time placed on step 23.5 of the classified salary schedule. In December, 2002, the initial MOU between the Redwood Benchwarmers' and TUHSD was executed.

Until 2009-10, since this position was part-time, the trainers usually have another position in order to support themselves. The fact that they only earn part-time benefits has also been an issue. Consequently, there has been significant turnover in the trainers, often leaving the position unfilled for months at a time.

In 2009, Athletic Director Karen Barrett made contact with Dr. Anthony Luke of UCSF Medical Center, Department of Orthopedics, Sports Medicine to explore the possibility of hiring an athletic trainer through them. Current, UCSF hires the trainer to work in their sports medicine clinic three mornings a week to create a

full time position. Benchwarmer's pays 75% of his salary, UCSF pays 25% and 75% of the benefits come through the Benchwarmers. **Americ Alvarado is the current Redwood certified athletic trainer.**

What are the trainer's responsibilities?

The regular hours of the Redwood trainer (25 hours/week) have been 2:00-7:00 p.m. on school days. Hours are adjusted during basketball season since games often last until 9:00 p.m. The Drake trainer will only be 15 hours/week initially with more flexible hours. The trainer is paid additional time for contests covered on Saturdays.

Coaches have the athletic trainer's cell phone number if an issue occurs during practice or an uncovered contest. The trainer's responsibilities include:

- Covering all home football, boys' lacrosse and varsity basketball games: assessing and responding to any injuries or other medical emergencies, paying attention to hydration. A trainer's judgment that an athlete should not play is final.
- Preparing, restocking and collecting each team's medical kit
- Evaluate the safety of athletic venues including upkeep, sanitation and safety of equipment
- Taping and icing athletes as needed.
- Educate coaches, parents and athletes about health issues such as concussions, MRSA, H1N1 flu, hydration, sudden cardiac arrest, appropriate conditioning and other medically-related issues.

What is the trainer's typical day?

Americ usually arrives at 2:00 p.m. Athletes may seek him out during seventh period if they do not have a class. A typical day for him includes:

- Taping and icing athletes before practice or a contest
- Making the rounds of the athletic venues at the beginning of practice or a contest to assess that team's needs. He will also observe athletes to see if a player may appear injured and do a quick assessment.
- Covering home contests as needed, but particularly all football and boys' lacrosse games.
- Making the rounds of the athletic venues after practice or a contest to make sure everything is OK.
- Taping and icing athletes after a practice or a contest.
- If an athlete has been injured, especially with a suspected concussion, he will wait with him/her until an adult arrives. He will describe the injury and make recommendations about seeking medical attention or home treatment.
- Following up on injury evaluation and treatment whether or not the athlete has sought medical attention. Occasionally, he will work under the direction of an orthopedist or physical therapist in the rehabilitation of an injury.

Americ has kept records of his contacts with athletes during 2009-2010 as indicated by the chart on the next page. The discrepancies between months show shorter school-day months and seasons with fewer teams/athletes. The 'Month' chart also includes the non-emergency contacts with student athletes for taping, icing and other services.

Injury Sites	2009-10
Ankle	11
Chest	0
Clavicle	3
ENT	0
Elbow	0
Eye	0
Elbow	0
Face	0
Fibula/Calf	0
Finger	0
Foot	1
Forearm	0
Groin	3
Hand	0
Head	2
Hip	0
Knee	6
Neck	5
Patella	3
Shoulder	3
Thigh	0
Teeth/Mouth	0
Thumb	0
Tibia/Shin	4
Toe	2
Wrist	2
Upper Arm	0
Upper Back	6
Lower Back	0
Other	0
Total	47

Gender	Number
Male	30
Female	13
Total	43

Month	Contacts
August	143
September	304
October	212
November	120
December	15
January	17
February	40
March	170
April	197
May	196
TOTAL	1414

Sport	Number
Baseball	4
Waterpolo	0
Basketball	10
Cross-Country	0
Lacrosse	4
Football	16
Golf	1
Soccer	4
Softball	1
Cheerleading	0
Swimming	0
Tennis	1
Track	1
Volleyball	1
Wrestling	2
Total	47

What other local schools have an athletic trainer?

Marin Catholic is the only other MCAL school with a certified athletic trainer. Marin Academy is another local private school that does employ a trainer. Some schools contract with an AT,C on a per game basis to cover their medical needs.

What is the Redwood Benchwarmer budget for the athletic trainer?

The Benchwarmers cover the following costs for the athletic trainer:

- Salary as placed on the District classified salary schedule, step 23.5 including longevity steps
- Salary-driven benefits
- Over-time for covered contests on non-school day
- Team medical supplies
- Training room equipment and supplies

Benchwarmer records indicate the following expenditures for the certified athletic trainer.

- 2004-2005: \$23,280 (and Allan Reeves was the trainer)
- 2005-2006: \$27,931
- 2006-2007: \$32,692
- 2007-2008: \$43,656
- 2008-2009: Not available
- 2009-2010: \$44,460
- 2010-2011: Projected estimate \$50,000 (which is estimated to be at least 50% of their budget next year).

The jump in the funding amount from 2006-2007 to 2007-2008 was because in all of the prior years the trainer was waiving the District health care benefits. Beginning in 2007-2008, Benchwarmers was funding 75% of the paid health care benefits.

Benchwarmer Presidents have been

- 2001-02 through 2002-03 Trudy Noren
- 2003-04 through 2004-05 Skip Kneische
- through 2005-06 Mike Cunningham
- 2006-07 through 2009-10 Hank Wirta

What are the medical costs in the athletic budget without a trainer?

CIF requires medical supervision (a physician, EMT, paramedic or AT,C) to be provided by the home team at all football (freshman, JV and varsity) and boys' lacrosse (JV and varsity) contests including league, pre and post-season events. While the cost varies depending on the provider and number of home games, medical coverage is approximately \$125 per game. The athletic budget typically covers approximately \$6,000 in medical coverage.

Sport	Average # Home Games Excluding Playoffs	Cost @ \$150/game
Football, Varsity	7	\$1,050
Football, JV	6	\$900
Football, Freshman	6	\$900
Lacrosse, Boys' Varsity	12	\$1,800
Lacrosse, Boys' JV	10	\$1,500
Total per school		\$6,150

How has the TUHSD Athletic Council been involved?

The Athletic Council has always supported positive initiatives for athletics. During 2009-2010, a question arose about why Tam and Drake did not have trainers. The following is an excerpt of the Athletic Council notes from their September 28, 2009 meeting:

1. **Athletic Trainer:** Eric Saibel and Pete Donoff would like to explore the possibility of an Athletic Trainer (AT,C) at Drake. In the interests of safety, Drake thinks a trainer is a service to which their students should have access. A trainer's decision pre-empts a coach, player or parent and takes the emotion out of assessing an injury.

Sue and Bob Walter described how the position of athletic trainer was established at Redwood. Although there is a TUHSD classified job description, the position is considered categorical (only funded by outside money). A yearly agreement is signed by the Redwood Benchwarmers to pay for the athletic trainer for 25 hours/week plus part-time benefits and over-time as needed for about \$44,000 per year. A training room was created at Redwood during modernization. Training room supplies come from the athletic budget and the Benchwarmers. Ken shared that \$44,000 would be over 70% of the Drake Benchwarmer budget. Eric suggested that Drake and Tam might be able to share a trainer. Jamie Firmage will check for interest with the Tam Boosters. If Tam Boosters are interested, Tam and Drake representatives will get together to explore the possibilities. Tam and Drake would also need to identify and equip a facility.

The follow-up on November 23, 2009 was:

1. **Athletic Trainer Equity:** The Drake Benchwarmers and Tam Boosters have not met about pooling resources for an athletic trainer. Even though they both consider a trainer a valuable asset and a necessity to a quality athletic program, they do not have sufficient on-going funding to commit to such a program at this time.

Future Plans at Redwood:

Americ is aware of a high interest among the Redwood student athletes in learning about the field of sports medicine. At UCSF, the trainers often work with the students at their schools to establish Sports Medicine Clubs that could promote careers in sports medicine and athletic training. Students could learn about body mechanics and injury prevention. Field trips could be arranged to a professional team's training room. With training, interested students could assist with taping, hydration and other aspects of the trainer's responsibilities.

TAMALPAIS UNION HIGH SCHOOL DISTRICT

CERTIFIED ATHLETIC TRAINER JOB DESCRIPTION

Any certified athletic trainer hired by the Tamalpais Union High School District must be certified by the National Athletic Trainers Association as well as have current CPR and First Aid certification.

Requirements of this position are as follows:

1. Prevention of athletic injuries and illnesses.
2. Evaluation of athletic injuries/illnesses and appropriate medical referral.
3. First aid and emergency care.
4. Rehabilitation and reconditioning.
5. Organization and administration.
6. Counseling and education.

I. Prevention of injuries

- a. Application of protective devices such as tape, bandages, or braces.
- b. Advice about equipment purchases.
- c. Selecting and properly fitting protective equipment (i.e., helmets, pads, etc.).
- d. Reducing environmental hazards.
- e. Working cooperatively with the coaches in setting up and carrying out a program of conditioning for the athletes.
- f. Conducting pre-season sports physical evaluations and screenings in cooperation with a physician.

II. Evaluations of Athletic Injuries and Illnesses

- a. Palpation.
- b. Range of motion assessment.
- c. Tests for functional joint stability.
- d. Brief neurological examination.
- e. Documentation of information obtained in the initial examination and physical referral, if necessary.

Approved Board of Trustees: October 22, 2002

05/25/10

**CERTIFIED ATHLETIC TRAINER
MEMORANDUM OF AGREEMENT
2010-2011**

This Memorandum of Agreement is entered into between the Tamalpais Union High School District (District) and the Redwood High School Benchwarmers (Benchwarmers). Please refer to AR 3290. All agreements are with adherence to all applicable California Education Code Provisions.

The Benchwarmers agree to:

- Donate funds to the District for hiring a certificated athletic trainer for 25 hours per week including the athletic trainer salary and salary-driven benefits. The total cost for the trainer currently is \$47,463, including 75% paid health benefits.
- Fund any increases in the trainer's salary that may occur during the 2010-2011 school year. The salary, salary-driven benefits, and Health & Welfare total may increase due to any negotiated settlement with the union. Health & Welfare may also increase due to any changes made by employee during Open Enrollment period.
- Pay the District as invoiced per quarter ending September 30, December 31, March 31, and June 30.
- Provide training room supplies.

The District agrees to:

- Hire and supervise the athletic trainer. The work year shall be 184 days.
- Provide a training facility.
- Place the trainer at salary range 23.5.
- Invoice the Benchwarmers for any/all additional costs due to changes in salary/benefits during the course of the 2010-2011 school year, if necessary.

The District and Benchwarmers have each executed this Memorandum of Agreement by their authorized representatives as of the dates indicated below:

Tamalpais Union High School District

Redwood High School Benchwarmers

Laurie Kimbrel, Superintendent

Hank Wirta, President

Date

Date