

# TUHSD Athletic Council Special Meeting

## NOTES

Thursday, March 15, 2018

**Present:** Americ Alvarado, Christina Amoroso, Aggie Favoloro (Drake), Courtney Finnegan (Redwood), Chris McCune, Sean Norton (Tam), Jessica Peisch, David Rice, Nate Severin, Jenn Tippet (Redwood), LaSandra White.

**Guests:** Derek Hirai, John Chelini

**Potential District athletic cuts:** At the TUHSD Board of Trustees meeting on March 13, Resolution 17-11, Budget Reductions and Recovery Plan was adopted to cut \$3,000,000 from the 2018-19 budget and an additional \$4,000,000 from the 2019-20 budget. The attached list of potential cuts, including athletic trainers and the athletic coordinator, was not adopted. The Local Control and Accountability Program/Fiscal Advisory Committee (LCAP) will meet and make specific recommendations for budget cuts.

The single agenda item for this meeting is to address ways to retain the UCSF PlaySafe program.

### **Review of where we have been:**

The renewal of the 3-year contract with UCSF PlaySafe was scheduled for the March 13 BOT meeting. The day the proposal was due, notice came out that the District was not planning to renew the contract. (Below is a copy of that proposal with a preamble after this Athletic Council meeting that was sent to the LCAP Committee and the Board of Trustees on March 15.)

Originally, the UCSF contract was with the parent clubs at each school, resulting in inequity between services at each school. The current contract gradually transferred fiscal responsibility for UCSF PlaySafe to the District. The 2017-18 school year was the first where the District assumed full responsibility.

### **Discussion:**

- We have to have athletic trainers. It is now the standard of care for an athletic program although medical coverage is only legally required for all football and boys' lacrosse contests.
- The District needs to consider their legal liabilities if there are injuries in relationship to the cost of the program. The new 3-year contract was proposed to cost \$182,210.00/year.
- Question: Can we reduce the terms of the contract, such as hours or over-time, to lower the overall cost?
- The stakeholders need to be alerted: parents, coaches, players, general community.
- The first LCAP meeting will be the last week of March. The District hopes to come back with recommendations for meeting the \$3,000,000 target for 2018-19 at the April 17 meeting.
- If the Parcel Tax passes in November, this may only be a one-year issue.
- Americ was at the BOT meeting on Tuesday. He felt it was shocking after nine years at Redwood, working up to this respect, to see the athletic trainers among the first list. He and the other trainers felt honored to see how much support there was from all of us as well as those who spoke at the Board meeting. Michael Futterman made a plea for parents to provide the funding.
- Admin has to stay out of political role.
- All three sites operate differently with respect to parent funding of athletics. The Redwood Foundation gives the Benchwarmers a percentage of their funds raised. The Drake Fund requires petitions for specific athletic purposes. The Tam Boosters are a separate entity from the Tam Foundation. The Boosters do not get their mailing list and essentially do independent fund-raising through the team rosters.
- The Redwood Foundation/Benchwarmers have been alerting parents asking for letters. They want this cut on the public record.

- Could we fund the trainers with a District-wide effort? Go Fund Me? Would a change.org petition do any good?
- The parent groups are willing to share the fiscal responsibility for the UCSF PlaySafe program with the District, but that ability varies from school to school. The Drake group doesn't know if it is feasible through The Drake Fund.

**Confirm future meeting dates:**

**Athletic Council:** Tuesdays, 2:30-4:00, Carlisle Creekside  
April 17, 2018

**Athletic Directors Only,** Wednesdays, 1:30,  
May - TBA

**Marin Athletic Foundation**

Golf Tournament: Monday, April 23, 2018, Indian Valley Golf Club  
Outstanding Student Athlete Dinner: Monday, May 7, 2018, Embassy Suites

**NCS Athletic Directors' Association (NCSADA)**

Monday, September 24, 2018, Redwood

**National Interscholastic Athletic Administrators Association (NIAAA)**

San Antonio TX, December 15-18, 2018

**California State Athletic Directors' Association (CSADA)**

Burlingame, April 18-22, 2018, Hyatt Regency

## **Tamalpais Union High School District**

**Date:** March 16, 2018

**To:** Board of Trustees  
LCAP Committee

**From:** Sue Chelini, Athletic Coordinator

**Re: Update on Athletic Council Discussion of Renewal of UCSF Contract**

After receiving the news that the District did not intend to renew the 3-year contract with UCSF PlaySafe for the certified athletic trainers (ATs), I called a meeting of the Athletic Council for Thursday, March 15. Parent groups are represented on the Athletic Council. The single topic was the potential budget cuts for the athletic program including the ATs.

The Athletic Council understood that:

- The District is facing a significant fiscal crisis.
- Cuts will have to be made that will affect the athletic program.
- The list of potential cuts was withdrawn from the resolution passed by the Board of Trustees.
- Items on the list of potential cuts will still be considered at the LCAP meeting in late March.
- Even if the proposed parcel tax passes in November, funds won't be available until the 2019-20 school year.
- District foundations and parent clubs may be asked to underwrite other areas of budget cuts as well as athletics.
- Foundations and parent clubs at the three sites vary in their ability to raise funds on short notice.
- Each site has a different configuration of how the athletic department is funded by parent groups.

- The proposed UCSF PlaySafe contract renewal for three years is at the rate of \$182,210/year which would be \$60,736.67 per site.
- The UCSF PlaySafe contract must be with the District with MOUs from the parent groups to give funds to the District.
- A 3-year contract would lock in costs while a year-to-year contract may have increasing costs.

The Athletic Council concluded that:

- Parent groups do think that ATs are an essential component of the athletic program and would like to help fund them if the District cannot.
- Parent groups need to have lead time in order commit to a sudden, very large expenditure.
- There is more likely to be equity between the schools with regard to ATs if the District shares the cost with the parent groups.

Attached is the rationale for renewing the expiring 3-year contract that had been prepared when I thought this item would be brought to the Board at their March 13 meeting.

## **Tamalpais Union High School District**

**Date:** March 13, 2018

**To:** Board of Trustees

**From:** Lars Christensen, Assistant Superintendent  
Sue Chelini, Athletic Coordinator

**Re: UCSF Contract Renewal for Certified Athletic Trainers**

### **Administrative Recommendation Regarding Certified Athletic Trainers (AT):**

That the Board of Trustees extend the contract between the District and the University of California, Department of Orthopaedic Surgery to provide professional services at each comprehensive school site for three years from August 1, 2018 through July 31, 2021 at the rate of \$182,210.00/year.

These professional services include:

- Certified athletic trainers for 25 hours/week, usually 2:00-7:00 p.m. Monday through Friday to cover practices and home athletic events. The AT and the athletic director will determine priorities for any given week.
- Professional development provided to the AT by 15-hour/week employment at the UCSF Orthopaedic Clinic.
- Up to 110 hours/site for extra-time services of the ATs to cover Saturday, non-school day or late evening home athletic events.
- A physician in attendance at each home football game, both varsity and frosh/soph.
- Pre-participation athletic physicals conducted on a specific date at UCSF for a limited number of athletes per site not to exceed \$30/athlete.
- Access to free sports physicals and cardiac screenings through the annual Playsafe Cardiac Physicals event.
- At least one accessor for the CIF-mandated Wrestling Weight Management Program. The fee for this examination shall not exceed \$10/athlete.
- Administration of pre-concussion testing and post-concussion testing by request. All post-concussion tests will be reviewed by a qualified UCSF physician in addition to the student athlete's own provider.
- Provision for booster clubs to independently contract with the AT to cover services at an away venue.

The new contract has a \$10,660.00 increase over the three-year UCSF contract executed in July 2015 for \$171,550.00.

This 6.2% increase represents the change in salaries and salary-driven benefits over the past three years and will remain stable through the 2020-21 contract year.

**Contract conditions:**

The contract would be negotiated for three years through the 2010-21 school year with costs locked in. If the UCSF salaries or benefits go up, the contracted cost would not change.

- ATs would be full-time employees of UCSF.
- All ATs would be hired and evaluated with District input.
- All benefits would be paid by UCSF.
- If the primary AT assigned to a school was unable to provide services, UCSF would attempt to provide a substitute.
- The ATs would have the benefit of on-going in-service and training through their association with UCSF and working in the UCSF Sports Medicine clinic.
- There are better economies of scale since UCSF PlaySafe is in the business of providing athletic trainer coverage for many schools in the San Francisco area.
- The District will provide a team training room, equipment and medical supplies at each site.

**Contact:**

Anthony Luke MD, MPH,  
Professor of Clinical Orthopedics  
Director, UCSF Primary Care Sports Medicine  
Director, UCSF PlaySafe Program  
UCSF Department of Orthopaedics  
UCSF Department of Family and Community Medicine

**RATIONALE FOR A UCSF CONTRACT:****1. District Responsibility for Personnel**

One of primary functions of any school district is to maintain adequate staff to support its programs and safety of student athletes. It is the responsibility of the district to assume ongoing personnel costs that are associated with its programs. The TUHSD administration and board take this responsibility seriously as demonstrated by a robust level of staffing in both academic and extra-curricular programs. It is interesting to note that the AT position was parent-funded at each site to varying degrees since its inception in 2000-01. With the original UCSF contract, parent contributions were gradually reduced until the District fully-funded ATs in 2017-18.

**2. Parent and Student Expectation**

Over the past seventeen years, the parents and athletes of the District have developed an expectation of the support of an AT for the health and safety of their student athletes. The presence of an AT has become routine and is now considered the standard of care for an athletic program.

**3. Equity between Sites**

In the past three years, the District gradually assumed the cost of the AT and there has been equity in services provided at each site. Previously, there was great disparity in the motivation and ability of parent groups to fund an ongoing AT position. While the Redwood AT eventually became funded consistently by the Redwood Foundation, the Drake and Tam parent groups struggled each year to raise adequate funding and other athletic needs were neglected due to this commitment. Due to lack of funding in September 2014, the Tam Boosters were unable to agree to fund even a 15-hour/week position until a month after the fall sport season began. This was especially significant because football began a week earlier than has been typical.

**4. Benefits of working with UCSF PlaySafe**

UCSF PlaySafe is in the business of health and medical care; the District is not. UCSF PlaySafe is fully responsible for the employment of the ATs including benefits. UCSF PlaySafe would keep our ATs current in their medical practices as they work alongside leaders within the field of orthopaedics. The cost to the District will be locked in for three years. UCSF Medical Center is rank #5 in the US and UCSF Playsafe is under the #6<sup>th</sup> ranked

Department of Orthopaedic Surgery. Student athletes would have expedited access to the specialists in orthopaedics but also utilize the resources of the entire UCSF Medical Center. Additionally, student athletes would have access to a network of providers within other health care centers that UCSF Playsafe have developed.

UCSF Playsafe provide doctors to the District's home frosh/soph and varsity football games. This is not mandated by the CIF and it is a service few schools outside of the UCSF Playsafe program provide during their home football events. UCSF Playsafe program provided doctors to speak to different District schools groups and boost clubs regarding health and safety issues surround athletic participation.

5. Improving Safety

The AT's primary responsibility is the health and safety of student athletes including prevention of injury and evaluation of athletic injuries. In addition, ATs work with coaches to review Emergency Action Plans, develop conditioning programs, suggest safety equipment, assess venues and recommend facility safety needs. ATs assess student athletes' injuries and provide follow-up recommendations, treatments and activity modifications. ATs can also work with prescriptions from physicians and physical therapists to rehabilitate injuries. CIF rules require schools have ATs or other medical personnel available at all football (Frosh-Soph and Varsity) and boys' lacrosse (JV, Varsity) games. Having an AT available during practices and contests may also be considered a "duty of care" responsibility of the District.

6. Reducing Liability

By providing ATs, the district is reducing the potential liability to administrators and coaches while at the same time providing safety to the student athlete. Inequities between sites create potential issues.

7. Marin County Grand Jury Report

On February 19, 2016, the Marin County Grand Jury issued a report: Head Injuries and Concussions: Are We Keeping Our Children Safe? The District's response relied heavily on our certified athletic trainers and our relationship with UCSF PlaySafe including sideline evaluation, IMPACT Testing, Return to Play and Return to Learn Protocols.

8. Concussion Prevention and Management/Cardiac Care

There has been a considerable amount of attention and press given to the serious issue of concussions over the past few years. There has also been focus on sudden cardiac arrest in youth. As a result, coaches are required to certify with concussion and sudden cardiac arrest training every two years. ATs are trained to recognize signs of both and to act immediately. ATs are authorized to remove athletes from a competition or practice. Their direction cannot be overridden by the athlete, parent or coach.

The California Legislature recently required any athlete diagnosed with a concussion to be out a minimum of seven days after diagnosis and may only return with a written note from an appropriate health care provider.

The injured student athlete must also complete a return to play progression protocol that is no less than 7 days in length. Under the health care provider's direction, the ATs help oversee the return to play progression and assist with notifying the school administration of return to learn recommendations. The AT keeps records of all injuries and will release the athlete to play when they have completed all the necessary steps and appropriate documents have been obtained. .

Currently, District ATs are associated with the UCSF PlaySafe Program. Under that program, at a very reasonable cost, parents have the opportunity to have their students participate in a baseline concussion testing and have cardiac examinations at UCSF. During an early cardiac examination, one unsuspecting Redwood student athlete was diagnosed with a congenital heart defect that needed immediate surgery and could have resulted in sudden cardiac arrest. Following his recovery, the athlete had two more years of successful participation in high school athletics. Under normal circumstances this defect may have gone undiagnosed had the student athlete not participated in the annual Playsafe Cardiac Physicals event.

Since the potential physical and brain-functioning effects of concussions has had so much publicity in recent years, CIF is focusing on sudden cardiac arrest as the next most serious health concern for high school athletes. Continuing our association with the UCSF PlaySafe Program would put TUHSD in the forefront of prevention of such tragedies.

## **QUESTIONS:**

### **What is a Certified Athletic Trainer (AT)?**

According to the website of the National Athletic Trainers' Association (NATA), to become ATs, 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 AT is the health and safety of the student athlete focusing on prevention and rehabilitation of athletic injuries .

Who are the ATs currently working at TUHSD sites?

- Americ Alvarado, MA, ATC, Redwood HS, nine years
- Jessica Domingez, MA, ATC, Tamalpais HS, two years
- Andrew Blood, ATC Sir Francis Drake HS, one year

### **What are the AT's responsibilities?**

The regular hours of the TUHSD AT (25 hours/week) have been 2:00-7:00 p.m. on school days. Responsibilities include:

- Maintain good communication with administration, Athletic Directors and coaches.
- Covering all home football, boys' lacrosse as required by CIF (note: The District would have to pay for other medical coverage in the absence of Athletic Trainers).
- Evaluating injuries or other medical emergencies and making appropriate medical referrals.
- Monitoring student athlete hydration.
- Making a judgment regarding a student athlete's physical ability to play (the decision of an AT cannot be overridden by a student athlete, parent or coach).
- Prepare student athlete clearance reports for coaches.
- Taping and icing student athletes as needed.
- Being on call to coaches during practice for emergencies and athletic injuries.
- Following the prescription of a student athlete's physician or physical therapist on a rehabilitation program.
- Consulting with athletes and their parents about the athlete's health.
- Preparing, restocking and collecting each team's medical kit.
- Working with site administration to develop Emergency Action Plans for each athletic venue on the campus.
- Assessing the safety of athletic venues and weather conditions, including upkeep, sanitation and safety of equipment and venues.
- Providing education for coaches, parents and student athletes about health issues related to athletics such as concussions, MRSA, H1N1 flu, hydration, sudden cardiac arrest, appropriate conditioning and other medically-related issues.
- Keeping records of his/her contacts with athletes throughout the year and providing comprehensive reporting (see attached).

### **What other local schools have an AT?**

All MCAL schools have the services of certified athletic trainers at home games. Marin Catholic, Branson and Justin Siena are MCAL schools with full-time (40 hours/week) ATs. Marin Academy is another local private school that employs an AT. San Rafael, Terra Linda and Tomales contract with Marin General for AT services. Novato and San Marin contract with Sutter Health through Novato General.

### **What AT program does Marin General offer?**

Marin General provides ATs for San Rafael, Terra Linda and Tomales High schools at the cost of \$46,000/school (\$138,000 for 3 schools). Their services are:

- ATs located at sites 30 hours/week providing AT services, no extra time included.
  - All typical site AT services
  - Season specific educational events for parents
  - ImPACT testing for some athletes
- ATs are employed 10 hours/week for Marin General working on:
  - Program development
  - Summer strength and conditioning
  - Designated MGH outreach projects
  - ImPact testing for local club teams

Marin General is one of the many Marin-based organizations participating in ConcussionSmart Marin which is working to educate the community about concussions; inform physicians, coaches, athletic trainers and clinicians about the latest research pertaining to youth concussions; in order to treat and manage youth concussions in a standard manner according to current best practice. It maintains a website at [www.concussionsmartmarin.org](http://www.concussionsmartmarin.org) .

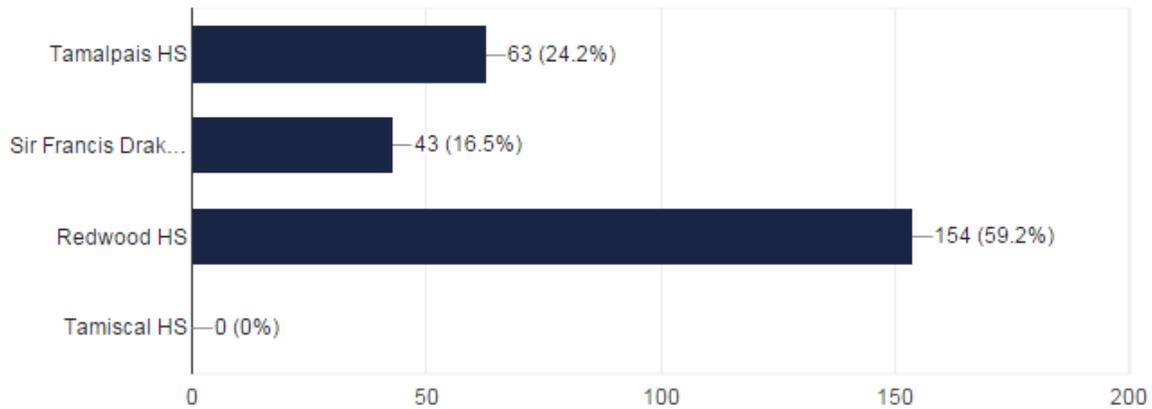
### **Surveys**

See below for the results of surveys conducted about the UCSF ATs in Fall, 2017. Athletes, parents and coaches were surveyed. There are several hundred narrative comments that were too lengthy to include in this already lengthy document. If anyone would like to see the comments, the link can easily be made available by emailing [schelini@tamdistrict.org](mailto:schelini@tamdistrict.org).

# **TUHSD PARENTS/GUARDIANS SURVEY:**

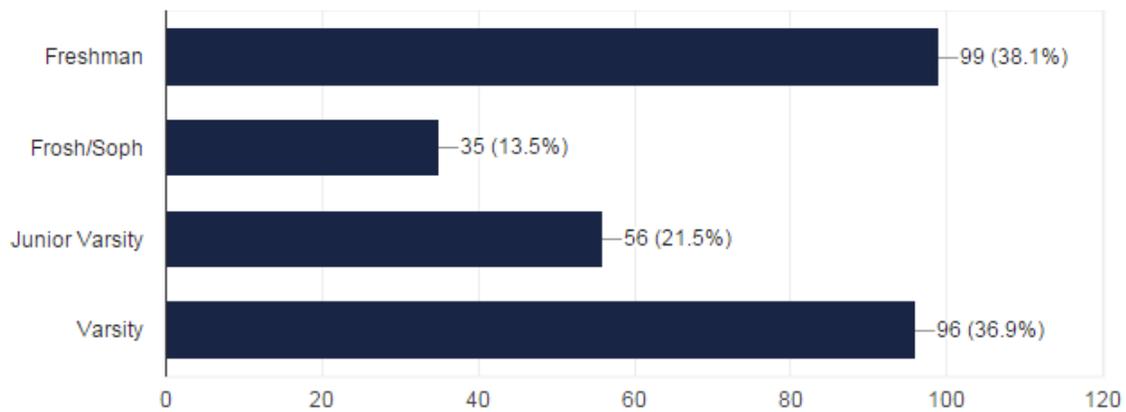
## School?

260 responses



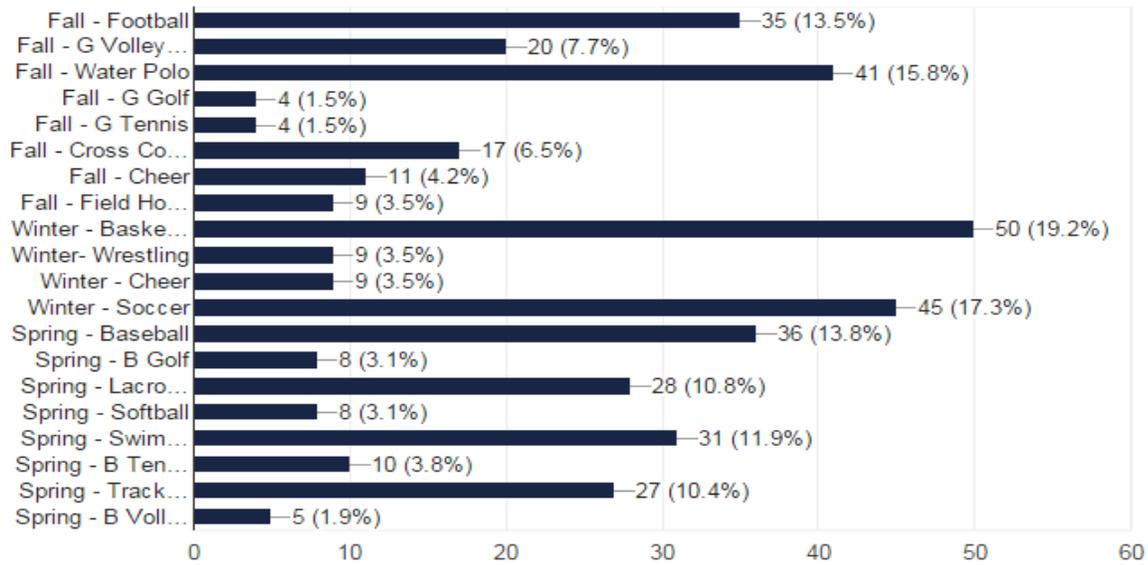
## What is the grade level of your athlete(s)?

260 responses



## Sport(s)

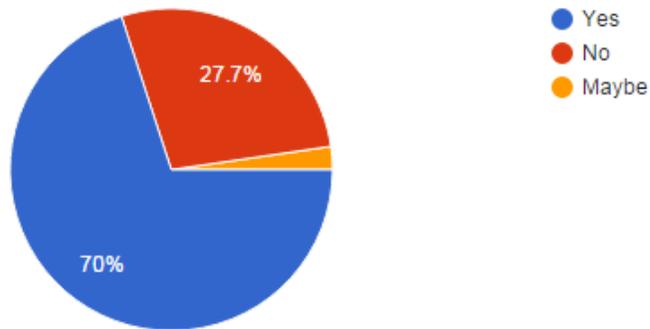
260 responses



## Are you aware that your school has a certified athletic trainer (ATC) available for teams and athletes?

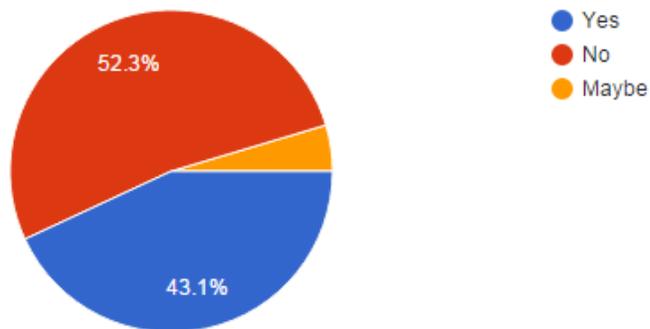


260 responses



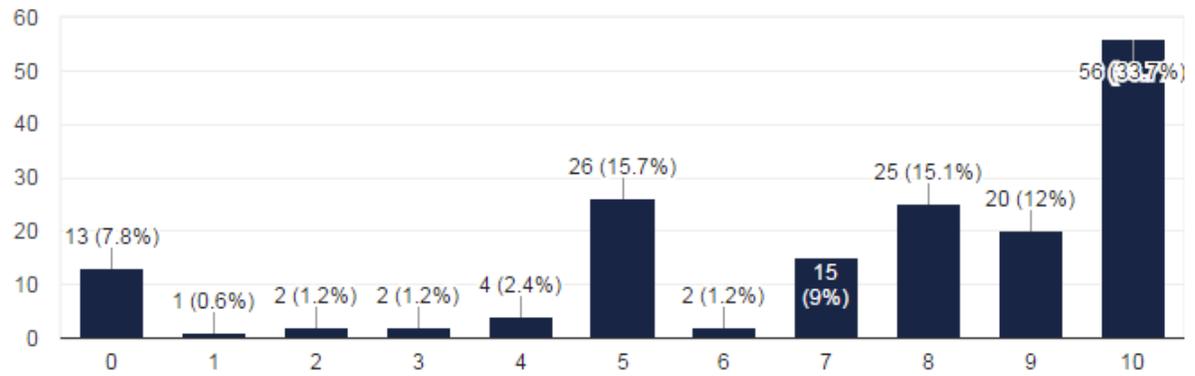
## Has your athlete seen the ATC for an injury, treatment, rehab, etc?

260 responses



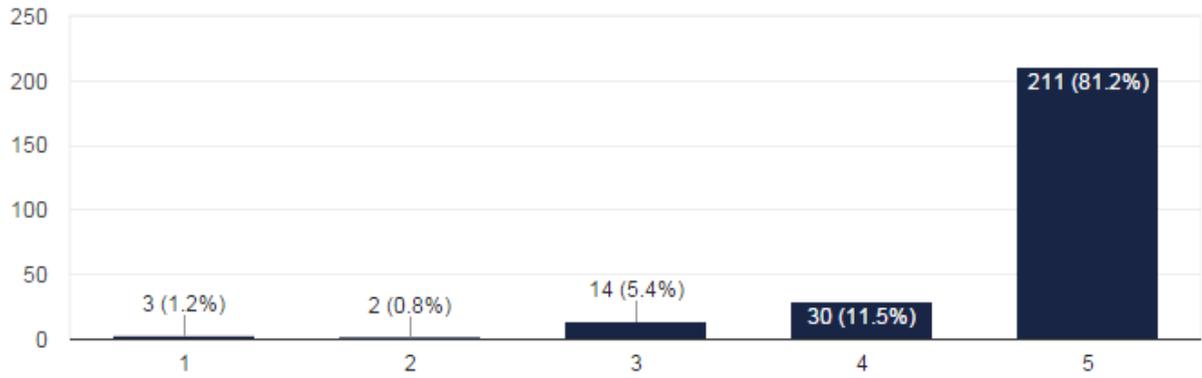
## If your athlete has seen an ATC, how confident do you feel in the ATC's assessment or treatment of your child's injury?

166 responses



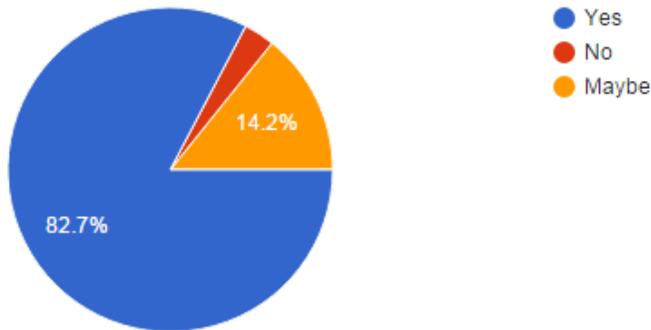
## How important is it that an ATC is available at school for teams and athletes?

260 responses



## Does having an ATC available at your school give you more confidence about the safety of the athletic program?

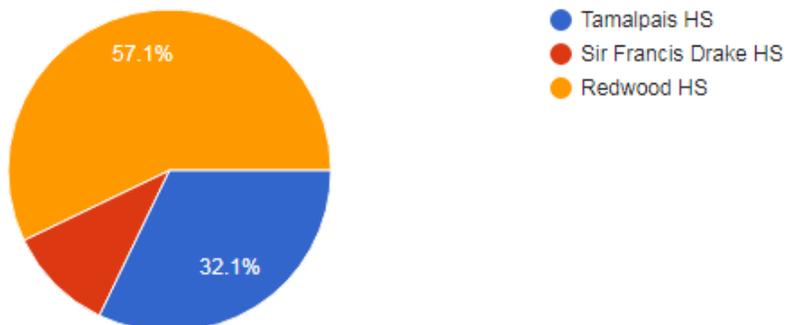
260 responses



# TUHSD COACHES SURVEY:

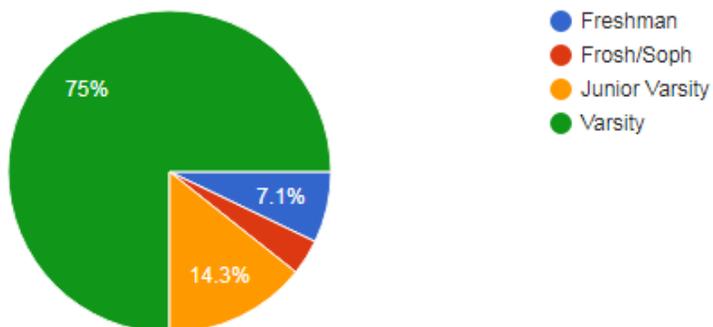
## School?

28 responses



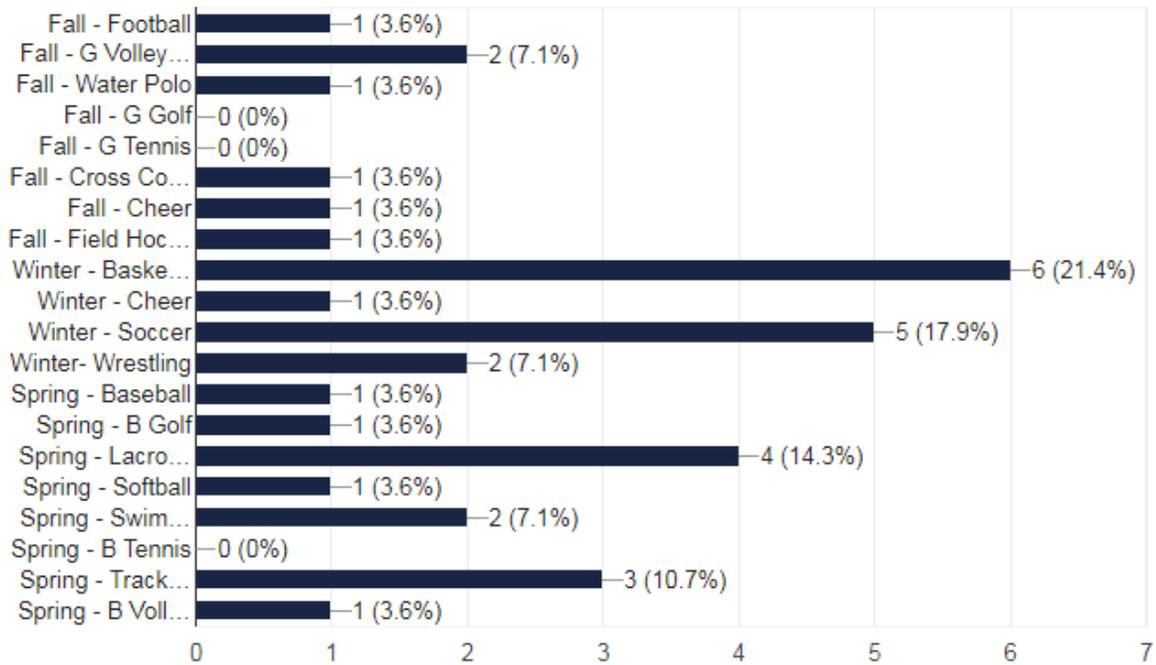
## What level do you coach?

28 responses



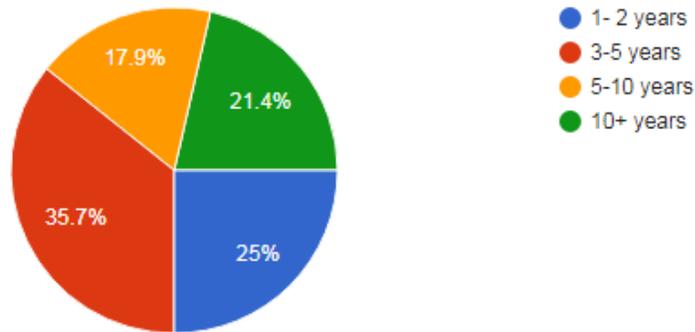
# Sport(s)

28 responses



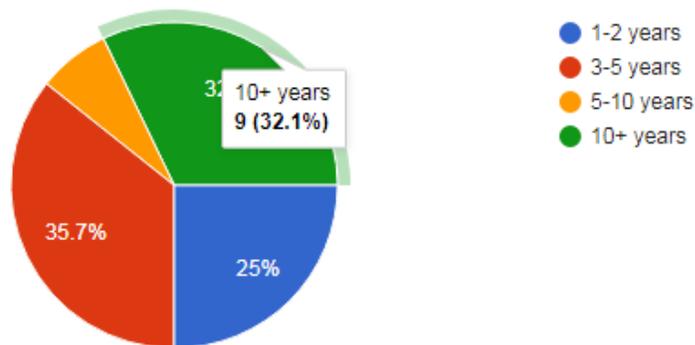
## How many years have you been coaching in the Tamalpais Unified High School District?

28 responses



## How many years have you coached outside the Tamalpais Unified High School District?

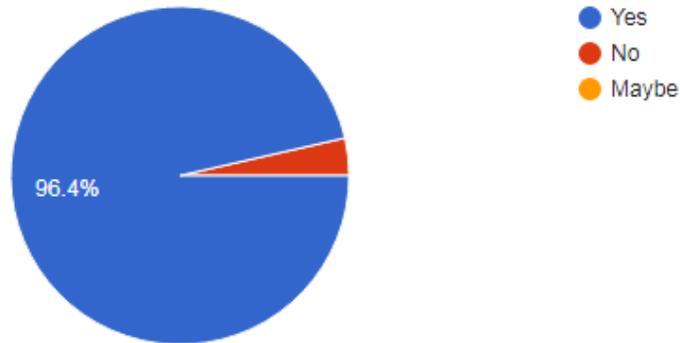
28 responses



Are you aware that your school has a certified athletic trainers (ATC) available for teams and athletes?



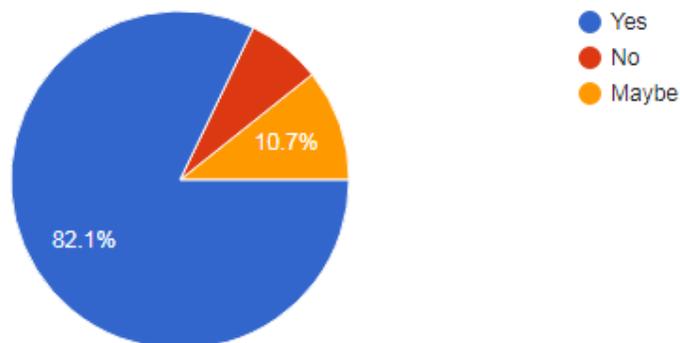
28 responses



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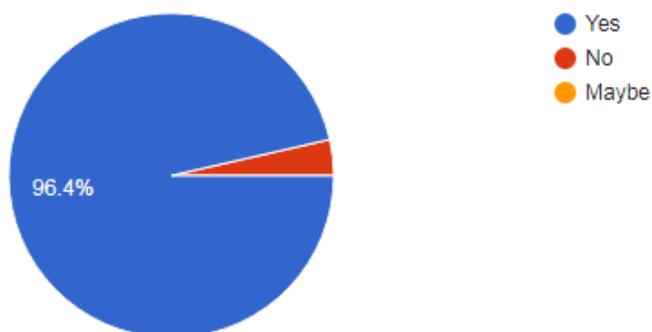
Have you utilized the ATC for any preventative services (ex. conditioning, team/coach first aid training, taping/brace fitting, stretching, etc)?

28 responses



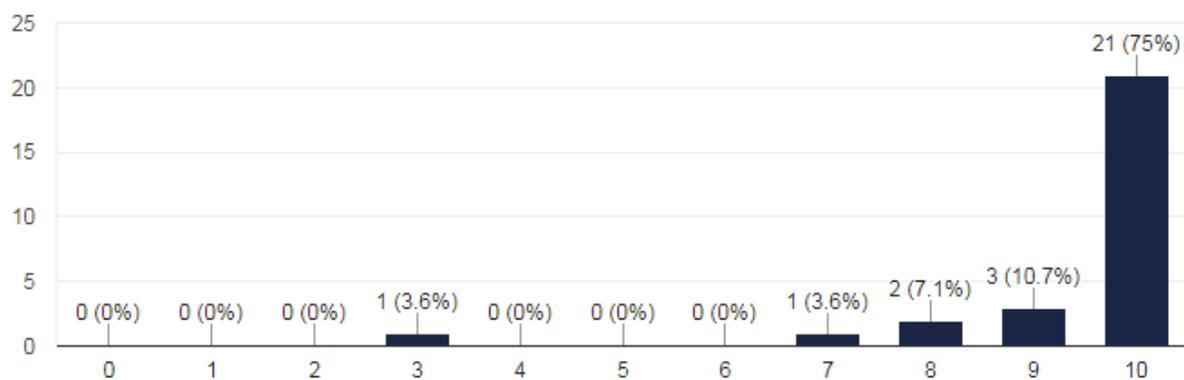
## Have you ever referred an athlete injured in practice or a contest to the athletic trainer?

28 responses



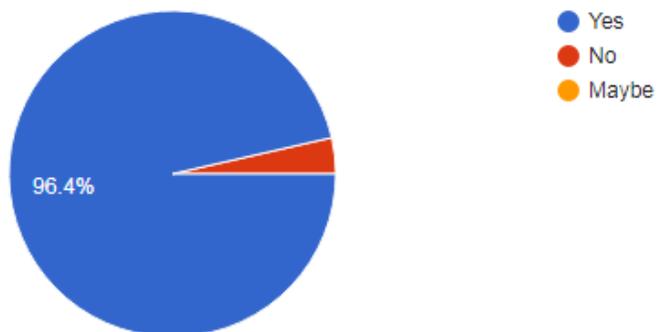
## How confident are you with the quality of the services of the ATC?

28 responses



Does having an ATC available at your school give you more confidence about the safety of the athletic program?

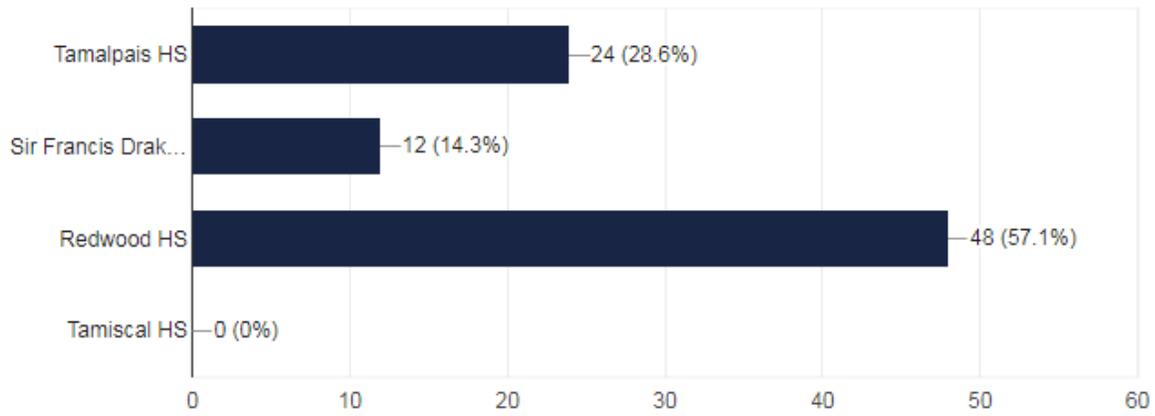
28 responses



**TUHSD ATHLETES SURVEY:**

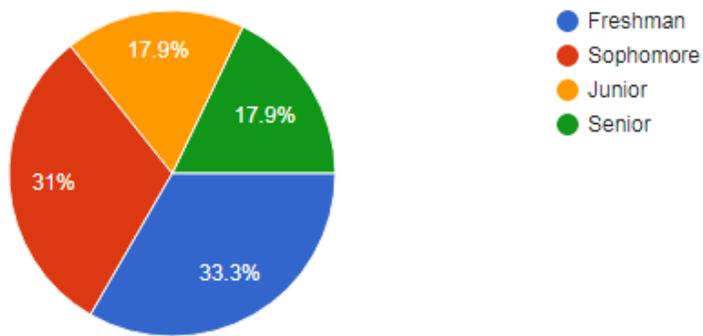
## School?

84 responses



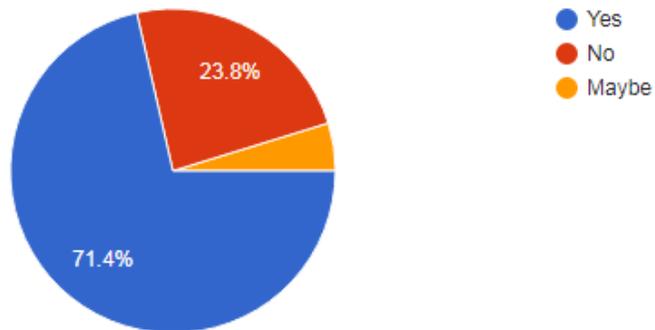
## What grade level are you?

84 responses



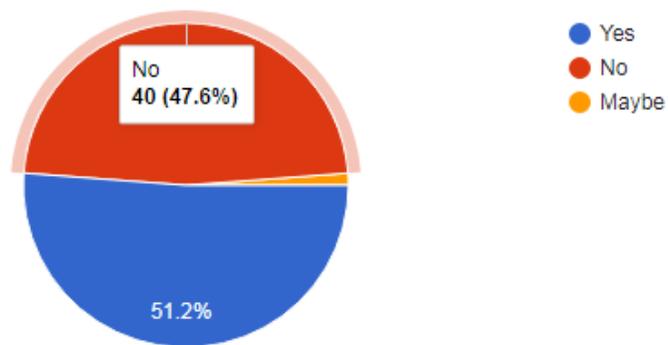
Are you aware that your school has a certified athletic trainer (ATC) available for teams and athletes?

84 responses



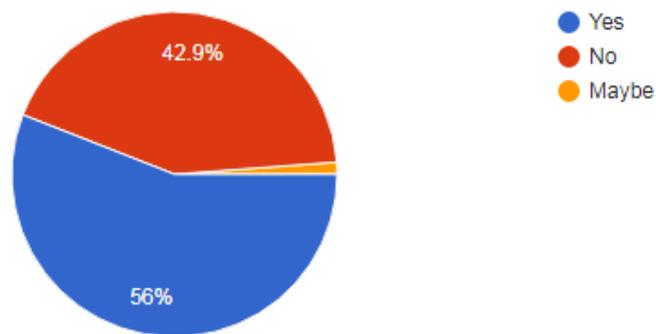
Have you ever used the services of the ATC to prevent an injury (i.e. training program, taping, ice, etc.)?

84 responses



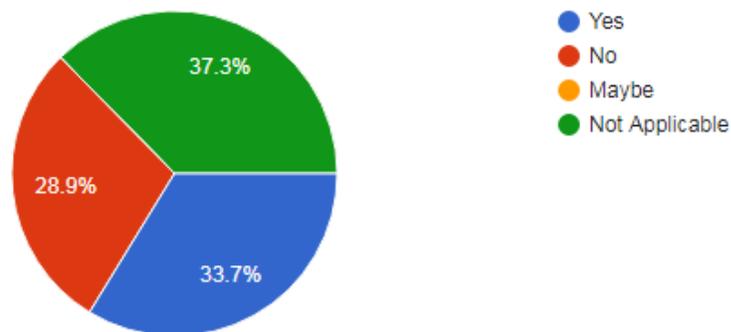
## Has you ever been injured at practice or a contest?

84 responses



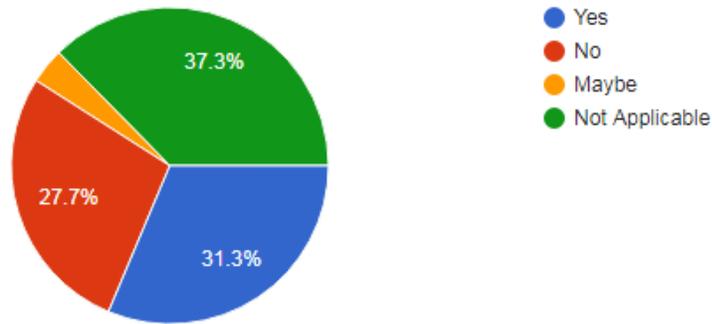
## If you have been injured at a practice or contest, did you use the services of the ATC at the time of injury?

83 responses



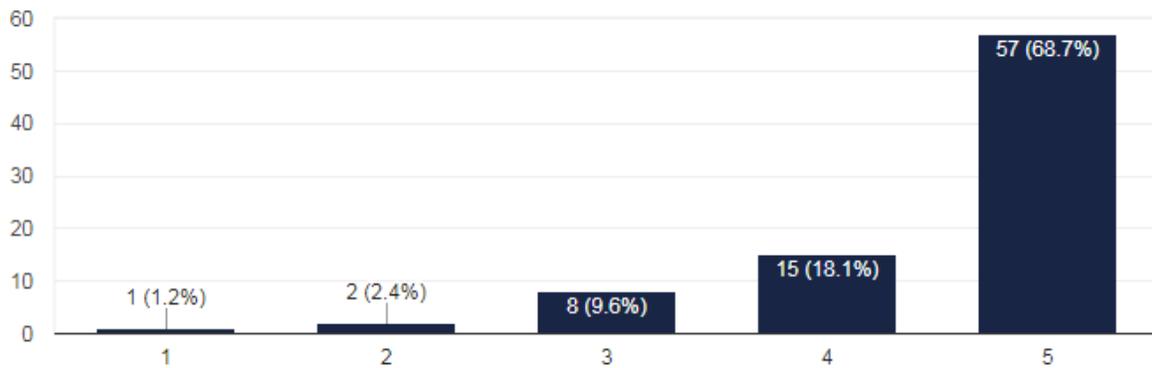
If you were injured, did you use the services of the ATC following the injury (i.e. treatment, rehab)?

83 responses



How important is it to you that an ATC is available at school for teams and athletes?

83 responses



# Does having an ATC available at your school give you more confidence about the safety of the athletic program?

84 responses

