



JCR Report: Report on High School Athletic Trainers

Joint Chairmen's Report

September 2022



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Table of Contents

Report on High School Athletic Trainers.....	3
Section I – Athletic Trainers per School and Employment Status	3
Number of Athletic Trainers per School and Employment Status for 2021-2022 and 2022-2023	
Academic Year	4
Section II – Athletic Trainers Salary Scale and Hourly Workload	19
Salary Scale and Contracted Hourly Workload for 2021-2022 and 2022-2023 Academic Year	20
Section III - Local Educational Agency Responses	36
Section IV – Local Educational Agency Response on Additional Information for the Committee.....	40

Report on High School Athletic Trainers

The JCR Report for High School Athletic Trainers requests that the Maryland State Department of Education (MSDE) report the following information for the 2021-2022 and the 2022-2023 academic years. Each of the 24 Local Educational Agencies (LEA) and the SEED School was asked to respond on:

- A list of all Maryland high schools and the number of athletic trainers employed
- Employment status (such as part time, full-time, contractual, or hourly)
- Annual average salary and/or average hourly wage
- Average hours worked per month
- Certification status (such as certified teacher, staff, or permanent substitute);
- Hiring requirements
- Sports teams employed as an athletic trainer, disaggregated by gender and sport
- Source of funding for athletic trainers
- Any additional information that would inform the committees on the funding and requirements needed for each Maryland high school to employ at least one athletic trainer.

The report is based on concerns of the budget committees about employment, funding, and requirements for athletic trainers in the Maryland high schools. The report is broken into four sections. Section I provides information on each Maryland public school that is a member of the Maryland Public Secondary Schools Athletic Association (MPSSAA) on the number of athletic trainers per school and their employment status for academic year 2021-2022 and academic year 2022-2023.

Section II provides information on each Maryland public school that is a member of the MPSSAA on the salary scale and hourly workload of each employed or contracted athletic trainer for academic year 2021-2022 and academic year 2022-2023.

Section III of this report details the LEA responses to the certification requirements, hiring requirements, sports teams that employ athletic trainers, and source of funding. Certification requirements for athletic trainer are set by the Maryland Board of Officials Athletic Trainer Licensure regulations.

Section IV of this report details additional information as requested on the funding and requirements needed for each Maryland high school to employ at least one athletic trainer.

Data contained in this report was submitted by each LEA office of interscholastic athletics.

SECTION I – ATHLETIC TRAINERS PER SCHOOL AND EMPLOYMENT STATUS

In Section I of this report, LEAs responded on the number athletic trainers assigned per school and the employment status for each school in their jurisdiction. The report provides information on the 2021-2022 academic year and the 2022-2023 academic year. As noted in the survey, LEAs had allocated positions that were unfilled during the course of the academic year or lost during the academic year. Employment status ranged from professional employee to contracted services through local businesses.

Number of Athletic Trainers per School and Employment Status for 2021-2022 and 2022-2023 Academic Year

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
Annapolis	Anne Arundel	1	1	Contractual - ATI	Contractual - PIVOT
Arundel	Anne Arundel	1	1	Med-star - contractual	Med-star - contractual
Broadneck	Anne Arundel	1	1	Contractual - ATI	Contractual - PIVOT
Chesapeake	Anne Arundel	1	1	Med-star - contractual	Med-star - contractual
Chesapeake Science Point	Anne Arundel	0	0	School covers events with Med Star ATC at local rate of \$35 per hour	School covers events with Med Star ATC at local rate of \$35 per hour
Crofton	Anne Arundel	1	1	Med-star - contractual	Med-star - contractual
Glen Burnie	Anne Arundel	1	1	Med-star - contractual	Med-star - contractual
Meade	Anne Arundel	1	1	Med-star - contractual	Med-star - contractual
North County	Anne Arundel	1	1	Med-star - contractual	Med-star - contractual
Northeast (AA)	Anne Arundel	1	1	Med-star - contractual	Med-star - contractual
Old Mill	Anne Arundel	1	1	Contractual - ATI	Contractual - PIVOT
Severna Park	Anne Arundel	1	1	Contractual -	Contractual -

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
				ATI	PIVOT
South River	Anne Arundel	1	1	Contractual - ATI	Contractual - PIVOT
Southern (AA)	Anne Arundel	1	1	Contractual - ATI	Contractual - PIVOT
Allegany	Allegany	1	1 (Currently not filled)	Contract - PIVOT	Contract - PIVOT
Fort Hill	Allegany	1	1	Contract - PIVOT	Contract - PIVOT
Mountain Ridge	Allegany	1	1	Contract - PIVOT	Contract - PIVOT
Carver A&T	Baltimore County	1	1	ATI- Contractual	ATI- Contractual
Catonsville	Baltimore County	0	0	NA	NA
Chesapeake	Baltimore County	0	0	NA	NA
Dulaney	Baltimore County	1	1	Contractual	Contractual
Dundalk	Baltimore County	0	0	NA	NA
Eastern Technical	Baltimore County	1	1	Contractual	Contractual
Franklin	Baltimore County	1	1	Contractual	Contractual
Hereford	Baltimore County	1	1	Contractual	Contractual

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
Kenwood	Baltimore County	0	0	NA	NA
Lansdowne	Baltimore County	0	0	NA	NA
Loch Raven	Baltimore County	1	1	Contractual	Contractual
Milford Mill Academy	Baltimore County	1	1	ATI- Contractual	ATI- Contractual
New Town	Baltimore County	0	0	NA	NA
Overlea	Baltimore County	0	0	NA	NA
Owings Mills	Baltimore County	0	0	NA	NA
Parkville	Baltimore County	0	0	NA	NA
Patapsco	Baltimore County	0	0	NA	NA
Perry Hall	Baltimore County	0	0	NA	NA
Pikesville	Baltimore County	0	0	NA	NA
Randallstown	Baltimore County	1	1	ATI- Contractual	ATI- Contractual
Sparrows Point	Baltimore County	1	1	ATI- Contractual	ATI- Contractual

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
Towson	Baltimore County	0	0	NA	NA
Western STES	Baltimore County	0	0	NA	NA
Woodlawn	Baltimore County	0	0	NA	NA
ACCE	Baltimore City	0	0	N/A	N/A
Benjamin Franklin	Baltimore City	0	0	N/A	N/A
Carver Vo-Tech	Baltimore City	0	0	N/A	N/A
City	Baltimore City	0	0	N/A	N/A
Coppin Academy	Baltimore City	0	0	N/A	N/A
Digital Harbor	Baltimore City	0	0	N/A	N/A
Dunbar	Baltimore City	0	0	N/A	N/A
Edmondson/We stside	Baltimore City	0	0	N/A	N/A
Forest Park	Baltimore City	0	0	N/A	N/A
Frederick Douglass-B	Baltimore City	0	0	N/A	N/A
Lake Clifton	Baltimore City	0	0	N/A	N/A
Mergenthaler	Baltimore City	0	0	N/A	N/A
National Academy (NAF)	Baltimore City	0	0	N/A	N/A

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
New Era Academy	Baltimore City	0	0	N/A	N/A
Patterson	Baltimore City	0	0	N/A	N/A
Poly	Baltimore City	0	0	N/A	N/A
Reginald Lewis	Baltimore City	0	0	N/A	N/A
Southwestern	Baltimore City	0	0	N/A	N/A
Western	Baltimore City	0	0	N/A	N/A
Calvert	Calvert	1	1	Contract with Pivot	Contract with Pivot
Huntingtown	Calvert	1	1	Contract with Pivot	Contract with Pivot
Northern (Cal.)	Calvert	1	1	Contract with Pivot	Contract with Pivot
Patuxent	Calvert	1	1	Contract with Pivot	Contract with Pivot
Century	Carroll	1	1	Contract with LifeBridge/Nov aCare	Contract with LifeBridge/Nov aCare
Francis Scott Key	Carroll	1	1	Contract with LifeBridge/Nov aCare	Contract with LifeBridge/Nov aCare
Liberty	Carroll	1	1	Contract with LifeBridge/Nov aCare	Contract with LifeBridge/Nov aCare
Manchester Valley	Carroll	1	1	Contract with LifeBridge/Nov	Contract with LifeBridge/Nov

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
				aCare	aCare
South Carroll	Carroll	1	1	Contract with LifeBridge/Nov aCare	Contract with LifeBridge/Nov aCare
Westminster	Carroll	1	1	Contract with LifeBridge/Nov aCare	Contract with LifeBridge/Nov aCare
Winters Mill	Carroll	1	1 (Currently not filled)	Contract with LifeBridge/Nov aCare	Contract with LifeBridge/Nov aCare
Bohemia Manor	Cecil	1	1	Contract - ATI	Contract with ATI
Elkton	Cecil	1	1	Contract - ATI	Contract with ATI
North East (Cecil)	Cecil	1	1	Contract - ATI	Contract with ATI
Perryville	Cecil	1	1	Contract - ATI	Contract with ATI
Rising Sun	Cecil	1	1	Contract - ATI	Contract with ATI
La Plata	Charles	1	1	Contractual - Pro-Flex Physical Therapy	Contractual - Pro-Flex Physical Therapy
Lackey	Charles	1	1	Contractual - Pro-Flex Physical Therapy	Contractual - Pro-Flex Physical Therapy
McDonough	Charles	1	1	Contractual - Pro-Flex	Contractual - Pro-Flex

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
				Physical Therapy	Physical Therapy
North Point	Charles	1	1	Contractual - Pro-Flex Physical Therapy	Contractual - Pro-Flex Physical Therapy
St. Charles	Charles	1	1	Contractual - Pro-Flex Physical Therapy	Contractual - Pro-Flex Physical Therapy
Thomas Stone	Charles	1	1	Contractual - Pro-Flex Physical Therapy	Contractual - Pro-Flex Physical Therapy
Westlake	Charles	1	1	Contractual - Pro-Flex Physical Therapy	Contractual - Pro-Flex Physical Therapy
Colonel Richardson	Caroline	1	1	Contractual -- Athletic (PIVOT)	Contractual -- Athletic (PIVOT)
North Caroline	Caroline	1	1	Contractual -- Athletic (PIVOT)	Contractual -- Athletic (PIVOT)
Cambridge-SD	Dorchester	1	1	Contractual- PIVOT	Contractual
North Dorchester	Dorchester	1	1	Contractual- PIVOT	Contractual
Brunswick	Frederick	1	1	Contractual- PIVOT	Contractual- PIVOT
Catoctin	Frederick		1	Contractual-	(Pending) Contractual-

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
				PIVOT	PIVOT
Frederick	Frederick	1	1	Contractual- PIVOT	Contractual- PIVOT
Linganore	Frederick	1	1	Contractual- PIVOT	Contractual- PIVOT
Middletown	Frederick	1	1	Contractual- PIVOT	Contractual- PIVOT
Oakdale	Frederick	1	1	Contractual- PIVOT	Contractual- PIVOT
Thomas Johnson	Frederick	1	1	Contractual- PIVOT	(Pending) Contractual- PIVOT
Tuscarora	Frederick	1	1	Contractual- PIVOT	(Pending) Contractual- PIVOT
Urbana	Frederick	1	1	Contractual- PIVOT	Contractual- PIVOT
Walkersville	Frederick	1	1	Contractual- PIVOT	(Pending) Contractual- PIVOT
Northern (Gar.)	Garrett	1	1	Full time	Full time
Southern (Gar.)	Garrett	1	1	Full time	Full time
Aberdeen	Harford	1	1	contractual - ATI	contractual - ATI
Bel Air	Harford	1	1	contractual - ATI	contractual - ATI
C. Milton	Harford	1	1	contractual -	contractual -

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
Wright				ATI	ATI
Edgewood	Harford	1	1	contractual - ATI	contractual - ATI
Fallston	Harford	1	1	contractual - ATI	contractual - ATI
Harford Tech	Harford	1	1	contractual - ATI	contractual - ATI
Havre de Grace	Harford	1	1	contractual - ATI	contractual - ATI
Joppatowne	Harford	1-but unable to fill position	1	contractual - ATI	contractual - ATI
North Harford	Harford	1-but unable to fill position	1	contractual - ATI	contractual - ATI
Patterson Mill	Harford	1	1	contractual - ATI	contractual - ATI
Atholton	Howard	Lost trainer	1 (Currently not filled)	Contractual- Pivot	Contractual- Pivot
Centennial	Howard	Lost trainer	1 (Currently not filled)	Contractual- Pivot	Contractual- Pivot
Glenelg	Howard	Lost trainer	1 (Currently not filled)	Contractual- Pivot	Contractual- Pivot
Hammond	Howard	1	1	Contractual- Pivot	Contractual- Pivot
Howard	Howard	1	1	Contractual- Pivot	Contractual- Pivot
Long Reach	Howard	1	1	Contractual- Pivot	Contractual- Pivot

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
Marriotts Ridge	Howard	1	1	Contractual-Pivot	Contractual-Pivot
Mt. Hebron	Howard	Lost trainer	1	Contractual-Pivot	Contractual-Pivot
Oakland Mills	Howard	1	1	Contractual-Pivot	Contractual-Pivot
Reservoir	Howard	1	1	Contractual-Pivot	Contractual-Pivot
River Hill	Howard	Lost trainer	1 (Currently not filled)	Contractual-Pivot	Contractual-Pivot
Wilde Lake	Howard	1	1	Contractual-Pivot	Contractual-Pivot
Kent County	Kent	1	1	Full Time (Teacher Scale)	Full Time (Teacher Scale)
Seed School of Maryland	Maryland Residential	0	1 (Currently not filled)	NA	Grant Funding
Albert Einstein	Montgomery	0	0	Contractual-Adventist	Contractual-Adventist
Bethesda-Chevy Chase	Montgomery	1	1	Contractual-MedStar	Contractual-MedStar
Clarksburg	Montgomery	1	1	Contractual-Adventist	Contractual-Pivot
Col. Zadok Magruder	Montgomery	1	1	Contractual-MedStar	Contractual-MedStar
Damascus	Montgomery	0	1	Contractual-PIVOT	Contractual-MedStar

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
Gaithersburg	Montgomery	0	1	Contractual- PIVOT	Contractual- Pivot
James Blake	Montgomery	1	1	Contractual- MedStar	Contractual- MedStar
John F. Kennedy	Montgomery	1	1	Contractual- Adventist	Contractual- ATI
Montgomery Blair	Montgomery	1	1	Contractual- MedStar	Contractual- MedStar
Northwest	Montgomery	0	1	Contractual- Adventist	Contractual- MedStar
Northwood	Montgomery	1	0	Contractual- MedStar	Contractual- MedStar
Paint Branch	Montgomery	1	1	Contractual- Adventist	Contractual- ATI
Poolesville	Montgomery	0	1	Contractual- Adventist	Contractual- ATI
Quince Orchard	Montgomery	1	1	Contractual- MedStar	Contractual- MedStar
Richard Montgomery	Montgomery	0	1	Contractual- Adventist	Contractual- MedStar
Rockville	Montgomery	1	1	Contractual- Adventist	Contractual- ATI
Seneca Valley	Montgomery	0	1	Contractual- PIVOT	Contractual- Pivot
Sherwood	Montgomery	1	1	Contractual- MedStar	Contractual- MedStar

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
Springbrook	Montgomery	0	1	Contractual- Adventist	Contractual- MedStar
Thomas S. Wootton	Montgomery	1	1	Contractual- Adventist	Contractual- Pivot
Walt Whitman	Montgomery	1	1	Contractual- MedStar	Contractual- MedStar
Walter Johnson	Montgomery	1	1	Contractual- MedStar	Contractual- MedStar
Watkins Mill	Montgomery	1	1	Contractual- Adventist	Contractual- Pivot
Wheaton	Montgomery	1	1	Contractual- Adventist	Contractual- ATI
Winston Churchill	Montgomery	1	1	Contractual- Adventist	Contractual- Pivot
Bladensburg	Prince George's	0	0	NA	NA
Bowie	Prince George's	1	1	Med-star - contractual	Med-star - contractual
C H Flowers	Prince George's	1	1	Med-star - contractual	Med-star - contractual
Central	Prince George's	0	0	NA	NA
CMIT North	Prince George's	0	0	NA	NA
CMIT South	Prince George's	0	0	NA	NA
College Park Academy	Prince George's	0	0	NA	NA
Croom	Prince George's	0	0	NA	NA

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
Vocational					
Crossland	Prince George's	0	0	NA	NA
Dr. Henry A Wise Jr	Prince George's	1	1	Med-star - contractual	Med-star - contractual
Duval	Prince George's	0	0	NA	NA
Eleanor Roosevelt	Prince George's	1	1	Med-star - contractual	Med-star - contractual
Fairmont Heights	Prince George's	0	0	NA	NA
Frederick Douglass	Prince George's	0	0	NA	NA
Friendly	Prince George's	0	0	NA	NA
Gwynn Park	Prince George's	1	1	Med-star - contractual	Med-star - contractual
High Point	Prince George's	0	0	NA	NA
Int. School at Langley Park	Prince George's	0	0	NA	NA
Int. School at Largo	Prince George's	0	0	NA	NA
Largo	Prince George's	0	0	NA	NA
Laurel	Prince George's	1	0	Pivot - contractual	Pivot - contractual
Northwestern (PG)	Prince George's	1	0	Pivot - contractual	Pivot - contractual

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
Oxon Hill	Prince George's	0	0	NA	NA
Parkdale	Prince George's	1	0	Pivot - contractual	Pivot - contractual
Potomac	Prince George's	0	0	NA	NA
Suitland	Prince George's	0	0	NA	NA
Surrattsville	Prince George's	0	0	NA	NA
Tall Oaks	Prince George's	0	0	NA	NA
Kent Island	Queen Anne's	1	1	Contractual-- Pivot	Contractual - PIVOT
Queen Anne's	Queen Anne's	1	1	Contractual-- Pivot	Contractual - PIVOT
Crisfield	Somerset	0.5 (for the 21- 22 SY we had 1 trainer for the both high schools)	0 at this time (currently advertising)	Full time	Part-time/full- time (depends on who we can find)
Washington	Somerset	0.5 (for the 21- 22 SY we had 1 trainer for the both high schools)	0 at this time (currently advertising)	Part time	Part-time/full- time (depends on who we can find)
Chopticon	St. Mary's	1	1	Contractual - ProFlex	Contractual - ProFlex
Great Mills	St. Mary's	1	1	Contractual-- ProFlex	Contractual-- ProFlex
Leonardtown	St. Mary's	1	1	Contractual - ProFlex	Contractual - ProFlex

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
Easton	Talbot	Shared 1 with SM for 2021 into winter of 2022. Did not have an AT for spring of 2022 and have yet to be able to fill that position.	0 (Currently unfilled)	Contractual-Pivot	It will be contractual
St. Michaels	Talbot	Shared 1 with SM for 2021 into winter of 2022. Did not have an AT for spring of 2022 and have yet to be able to fill that position.	0 (Currently unfilled)	Contractual-Pivot	It will be contractual
Boonsboro	Washington	1	1	Contractual-Pivot	Contractual-Pivot
Clear Spring	Washington	1 (allocated but not filled)	1 (Currently not filled)	Contractual-Pivot	Contractual-Pivot
Hancock	Washington	1 (allocated but not filled)	1 (Currently not filled)	Contractual-Pivot	Contractual-Pivot
North Hagerstown	Washington	1 (allocated but not filled)	1 (Currently not filled)	Contractual-Pivot	Contractual-Pivot
Smithsburg	Washington	1	1	Contractual-Pivot	Contractual-Pivot
South Hagerstown	Washington	1	1	Contractual-Pivot	Contractual-Pivot
Williamsport	Washington	1	1	Contractual-Pivot	Contractual-Pivot

SCHOOL	SCHOOLS SYSTEM	2021 22 Number of Athletic Trainers Employed	2022 23 Number of Athletic Trainers Employed	2021 22 Employment Status	2022 23 Employment Status
J. M. Bennett	Wicomico	1	1	full time	full time
Mardela	Wicomico	1	1	.7 FTE	.7 FTE
Parkside	Wicomico	1	1	full time	full time
Wicomico	Wicomico	1	1	full time	full time
Pocomoke	Worcester	1	1	full time	full time
Snow Hill	Worcester	1	1	full time	full time
Stephen Decatur	Worcester	1	1	full time	full time

SECTION II – ATHLETIC TRAINERS SALARY SCALE AND HOURLY WORKLOAD

In Section II of this report, LEAs responded on the average salary scale or average hourly wage for athletic trainers and the average hours worked per month or per week. The report provides information on the 2021-2022 academic year and the 2022-2023 academic year. As noted by LEAs, the average salary is based on the individual's employment status with the LEA. In some instances, athletic trainers were provided by a business contracted by the LEA. The LEA in these instances is reporting the contract bid amount which does not necessarily reflect the average salary of the athletic trainer, but rather the amount due per school to the contracted business. Each contract with the LEA takes into the amount of additional revenue contracted companies may receive through referrals from athletic injuries. Hours worked refer to contracted hours worked by the LEA with either the employed individual or the contracted business.

Salary Scale and Contracted Hourly Workload for 2021-2022 and 2022-2023 Academic Year

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
Annapolis	Anne Arundel	\$0	100	\$45,000	100
Arundel	Anne Arundel	\$0	100	\$10,000	100
Broadneck	Anne Arundel	\$0	100	\$45,000	100
Chesapeake	Anne Arundel	\$0	100	\$10,000	100
Chesapeake Science Point	Anne Arundel	School covers events with Med Star ATC at local rate of \$35 per hour	NA	School covers events with Med Star ATC at local rate of \$35 per hour	NA
Crofton	Anne Arundel	\$0	100	\$10,000	100
Glen Burnie	Anne Arundel	\$0	100	\$10,000	100
Meade	Anne Arundel	\$0	100	\$10,000	100
North County	Anne Arundel	\$0	100	\$10,000	100
Northeast (AA)	Anne Arundel	\$0	100	\$10,000	100
Old Mill	Anne Arundel	\$0	100	\$45,000	100
Severna Park	Anne Arundel	\$0	100	\$45,000	100
South River	Anne Arundel	\$0	100	\$45,000	100
Southern (AA)	Anne Arundel	\$0	100	\$45,000	100
Allegany	Allegany	47,500 annum per 40 hours per week	Varies (Contract negotiated for 40 hours per week) Did not have a full time	50,000 annul. per 40 hours per week	160

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
			trainer due to trainer shortages		
Fort Hill	Allegany	47,500 annum per 40 hours per week	Varies (Contract negotiated for 40 hours per week) Did not have a full-time trainer due to trainer shortages	50,000 annul. per 40 hours per week	160
Mountain Ridge	Allegany	47,500 annum per 40 hours per week	Varies (Contract negotiated for 40 hours per week) 160	50,000 annul. per 40 hours per week	160
Carver A&T	Baltimore County	\$21,030	128	\$21,030	128
Catonsville	Baltimore County	NA	NA	NA	NA
Chesapeake	Baltimore County	NA	NA	NA	NA
Dulaney	Baltimore County	\$9,948	91	\$9,948	91
Dundalk	Baltimore County	NA	NA	NA	NA
Eastern Technical	Baltimore County	\$9,948	91	\$9,948	91
Franklin	Baltimore County	\$9,948	91	\$9,948	91

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
Hereford	Baltimore County	\$9,948	91	\$9,948	91
Kenwood	Baltimore County	NA	NA	NA	NA
Lansdowne	Baltimore County	NA	NA	NA	NA
Loch Raven	Baltimore County	\$9,948	91	\$9,948	91
Milford Mill Academy	Baltimore County	\$21,030	128	\$21,030	128
New Town	Baltimore County	NA	NA	NA	NA
Overlea	Baltimore County	NA	NA	NA	NA
Owings Mills	Baltimore County	NA	NA	NA	NA
Parkville	Baltimore County	NA	NA	NA	NA
Patapsco	Baltimore County	NA	NA	NA	NA
Perry Hall	Baltimore County	NA	NA	NA	NA
Pikesville	Baltimore County	NA	NA	NA	NA
Randallstown	Baltimore County	\$21,030	128	\$21,030	128

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
Sparrows Point	Baltimore County	\$21,030	128	\$21,030	128
Towson	Baltimore County	NA	NA	NA	NA
Western STES	Baltimore County	NA	NA	NA	NA
Woodlawn	Baltimore County	NA	NA	NA	NA
ACCE	Baltimore City	N/A	N/A	N/A	N/A
Benjamin Franklin	Baltimore City	N/A	N/A	N/A	N/A
Carver Vo-Tech	Baltimore City	N/A	N/A	N/A	N/A
City	Baltimore City	N/A	N/A	N/A	N/A
Coppin Academy	Baltimore City	N/A	N/A	N/A	N/A
Digital Harbor	Baltimore City	N/A	N/A	N/A	N/A
Dunbar	Baltimore City	N/A	N/A	N/A	N/A
Edmondson/Westside	Baltimore City	N/A	N/A	N/A	N/A
Forest Park	Baltimore City	N/A	N/A	N/A	N/A
Frederick Douglass-B	Baltimore City	N/A	N/A	N/A	N/A
Lake Clifton	Baltimore City	N/A	N/A	N/A	N/A
Mergenthaler	Baltimore City	N/A	N/A	N/A	N/A

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
National Academy (NAF)	Baltimore City	N/A	N/A	N/A	N/A
New Era Academy	Baltimore City	N/A	N/A	N/A	N/A
Patterson	Baltimore City	N/A	N/A	N/A	N/A
Poly	Baltimore City	N/A	N/A	N/A	N/A
Reginald Lewis	Baltimore City	N/A	N/A	N/A	N/A
Southwestern	Baltimore City	N/A	N/A	N/A	N/A
Western	Baltimore City	N/A	N/A	N/A	N/A
Calvert	Calvert	\$25,000	112	\$26,000	112
Huntingtown	Calvert	\$25,000	112	\$26,000	112
Northern (Cal.)	Calvert	\$25,000	112	\$26,000	112
Patuxent	Calvert	\$25,000	112	\$26,000	112
Century	Carroll	0 (\$35 per hour beyond 25 hours per week)	100	0 (\$35 per hour beyond 25 hours per week)	100
Francis Scott Key	Carroll	0 (\$35 per hour beyond 25 hours per week)	100	0 (\$35 per hour beyond 25 hours per week)	100
Liberty	Carroll	0 (\$35 per hour beyond 25 hours per week)	100	0 (\$35 per hour beyond 25 hours per week)	100
Manchester Valley	Carroll	0 (\$35 per hour beyond 25 hours per week)	100	0 (\$35 per hour beyond 25 hours per week)	100

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
South Carroll	Carroll	0 (\$35 per hour beyond 25 hours per week)	100	0 (\$35 per hour beyond 25 hours per week)	100
Westminster	Carroll	0 (\$35 per hour beyond 25 hours per week)	100	0 (\$35 per hour beyond 25 hours per week)	100
Winters Mill	Carroll	0 (\$35 per hour beyond 25 hours per week)	100	0 (\$35 per hour beyond 25 hours per week)	100
Bohemia Manor	Cecil	54,000	100	54,000	100
Elkton	Cecil	54,000	100	54,000	100
North East (Cecil)	Cecil	54,000	100	54,000	100
Perryville	Cecil	54,000	100	54,000	100
Rising Sun	Cecil	54,000	100	54,000	100
La Plata	Charles	40000	120	40,000	120
Lackey	Charles	40000	120	40,000	120
McDonough	Charles	40000	120	40,000	120
North Point	Charles	40000	120	40,000	120
St. Charles	Charles	40000	120	40,000	120
Thomas Stone	Charles	40000	120	40,000	120
Westlake	Charles	40000	120	40,000	120
Colonel Richardson	Caroline	35,000	112	35,000	112

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
North Caroline	Caroline	35,000	128	35,000	128
Cambridge-SD	Dorchester	25,000 annum per 25 hours per week	120	42,000 per 30 hours per week	120
North Dorchester	Dorchester	25,000 annum per 25 hours per week	120	42,000 per 30 hours per week	120
Brunswick	Frederick	Contract: 2,500 per month, per school	100	Contract: 2,500 per month, per school	100-120
Catoctin	Frederick	Contract: 2,500 per month, per school	100	Contract: 2,500 per month, per school	100-120
Frederick	Frederick	Contract: 2,500 per month, per school	100	Contract: 2,500 per month, per school	100-120
Linganore	Frederick	Contract: 2,500 per month, per school	100	Contract: 2,500 per month, per school	100-120
Middletown	Frederick	Contract: 2,500 per month, per school	100	Contract: 2,500 per month, per school	100-120
Oakdale	Frederick	Contract: 2,500 per month, per school	100	Contract: 2,500 per month, per school	100-120
Thomas Johnson	Frederick	Contract: 2,500 per month, per school	100	Contract: 2,500 per month, per school	100-120
Tuscarora	Frederick	Contract: 2,500 per month, per	100	Contract: 2,500 per month, per	100-120

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
		school		school	
Urbana	Frederick	Contract: 2,500 per month, per school	100	Contract: 2,500 per month, per school	100-120
Walkersville	Frederick	Contract: 2,500 per month, per school	100	Contract: 2,500 per month, per school	100-120
Northern (Gar.)	Garrett	Per unit 1 contract	160	Per unit 1 contract	160
Southern (Gar.)	Garrett	Per unit 1 contract	160	Per unit 1 contract	160
Aberdeen	Harford	\$65000 salary + benefits/school	32 hrs/week at schools	\$65000 salary + benefits/school	32 hrs/week at schools
Bel Air	Harford	\$65000 salary + benefits/school	32 hrs/week at schools	\$65000 salary + benefits/school	32 hrs/week at schools
C. Milton Wright	Harford	\$65000 salary + benefits/school	32hrs/week at schools	\$65000 salary + benefits/school	32hrs/week at schools
Edgewood	Harford	\$65000 salary + benefits/school	32 hrs./week at schools	\$65000 salary + benefits/school	32 hrs./week at schools
Fallston	Harford	\$65000 salary + benefits/school	32 hrs./week at schools	\$65000 salary + benefits/school	32 hrs./week at schools
Harford Tech	Harford	\$65000 salary + benefits/school	32 hrs./week at schools	\$65000 salary + benefits/school	32 hrs./week at schools
Havre de Grace	Harford	\$65000 salary + benefits/school	32 hrs./week at schools	\$65000 salary + benefits/school	32 hrs./week at schools
Joppatowne	Harford	\$65000 salary + benefits/school	32 hrs./week at schools	\$65000 salary + benefits/school	32 hrs./week at schools

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
North Harford	Harford	\$65000 salary + benefits/school	32 hrs./week at schools	\$65000 salary + benefits/school	32 hrs./week at schools
Patterson Mill	Harford	\$65000 salary + benefits/school	32 hrs./week at schools	\$65000 salary + benefits/school	32 hrs./week at schools
Atholton	Howard	\$21,200	100	\$42,000	160
Centennial	Howard	\$21,200	100	\$42,000	160
Glenelg	Howard	\$21,200	100	\$42,000	160
Hammond	Howard	\$21,200	100	\$42,000	160
Howard	Howard	\$21,200	100	\$42,000	160
Long Reach	Howard	\$21,200	100	\$42,000	160
Marriotts Ridge	Howard	\$21,200	100	\$42,000	160
Mt. Hebron	Howard	\$21,200	100	\$42,000	160
Oakland Mills	Howard	\$21,200	100	\$42,000	160
Reservoir	Howard	\$21,200	100	\$42,000	160
River Hill	Howard	\$21,200	100	\$42,000	160
Wilde Lake	Howard	\$21,200	100	\$42,000	160
Kent County	Kent	\$70,352	150	\$70,352	150
Seed School of Maryland	Maryland Residential	NA	NA	NA	NA
Albert Einstein	Montgomery	\$30,000	Varies (Contract negotiated for 25 hours per	\$60,000	150 (school year) / 75 (summer)

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
			week) Did not have a full time trainer due to trainer shortages		
Bethesda-Chevy Chase	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75 (summer)
Clarksburg	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75 (summer)
Col. Zadok Magruder	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75 (summer)
Damascus	Montgomery	\$30,000	Varies (Contract negotiated for 25 hours per week) Did not have a full-time trainer due to trainer shortages	\$40,000	150 (school year) / 75 (summer)
Gaithersburg	Montgomery	\$30,000	Varies (Contract negotiated for 25 hours per week) Did not have a full-time trainer due to trainer shortages	\$40,000	150 (school year) / 75 (summer)
James Blake	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75 (summer)

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
John F. Kennedy	Montgomery	\$30,000	125	\$70,000	150 (school year) / 75 (summer)
Montgomery Blair	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75 (summer)
Northwest	Montgomery	\$30,000	Varies (Contract negotiated for 25 hours per week) Did not have a full-time trainer due to trainer shortages	\$40,000	150 (school year) / 75 (summer)
Northwood	Montgomery	\$30,000	125	\$70,000	150 (school year) / 75 (summer)
Paint Branch	Montgomery	\$30,000	125	\$70,000	150 (school year) / 75 (summer)
Poolesville	Montgomery	\$30,000	Varies (Contract negotiated for 25 hours per week) Did not have a full-time trainer due to trainer shortages	\$60,000	150 (school year) / 75 (summer)
Quince Orchard	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75 (summer)
Richard	Montgomery	\$30,000	Varies (Contract	\$40,000	150 (school year) / 75

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
Montgomery			negotiated for 25 hours per week) Did not have a full-time trainer due to trainer shortages		(summer)
Rockville	Montgomery	\$30,000	125	\$60,000	150 (school year) / 75 (summer)
Seneca Valley	Montgomery	\$30,000	Varies (Contract negotiated for 25 hours per week) Did not have a full-time trainer due to trainer shortages	\$40,000	150 (school year) / 75 (summer)
Sherwood	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75 (summer)
Springbrook	Montgomery	\$30,000	Varies (Contract negotiated for 25 hours per week) Did not have a full-time trainer due to trainer shortages	\$40,000	150 (school year) / 75 (summer)
Thomas S. Wootton	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75 (summer)
Walt Whitman	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
					(summer)
Walter Johnson	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75 (summer)
Watkins Mill	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75 (summer)
Wheaton	Montgomery	\$30,000	125	\$70,000	150 (school year) / 75 (summer)
Winston Churchill	Montgomery	\$30,000	125	\$40,000	150 (school year) / 75 (summer)
Bladensburg	Prince George's	NA	NA	NA	NA
Bowie	Prince George's	30,000	100+	30,000	100+
C H Flowers	Prince George's	30,000	100+	30,000	100+
Central	Prince George's	NA	NA	NA	NA
CMIT North	Prince George's	NA	NA	NA	NA
CMIT South	Prince George's	NA	NA	NA	NA
College Park Academy	Prince George's	NA	NA	NA	NA
Croom Vocational	Prince George's	NA	NA	NA	NA
Crossland	Prince George's	NA	NA	NA	NA
Dr. Henry A	Prince George's	30,000	100+	30,000	100+

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
Wise Jr					
Duval	Prince George's	NA	NA	NA	NA
Eleanor Roosevelt	Prince George's	30,000	100+	30,000	100+
Fairmont Heights	Prince George's	NA	NA	NA	NA
Frederick Douglass	Prince George's	NA	NA	NA	NA
Friendly	Prince George's	NA	NA	NA	NA
Gwynn Park	Prince George's	30,000	100+	30,000	100+
High Point	Prince George's	NA	NA	NA	NA
Int. School at Langley Park	Prince George's	NA	NA	NA	NA
Int. School at Largo	Prince George's	NA	NA	NA	NA
Largo	Prince George's	NA	NA	NA	NA
Laurel	Prince George's	30,000	100+	30,000	100+
Northwestern (PG)	Prince George's	30,000	100+	30,000	100+
Oxon Hill	Prince George's	NA	NA	NA	NA
Parkdale	Prince George's	30,000	100+	30,000	100+
Potomac	Prince George's	NA	NA	NA	NA
Suitland	Prince George's	NA	NA	NA	NA

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
Surrattsville	Prince George's	NA	NA	NA	NA
Tall Oaks	Prince George's	NA	NA	NA	NA
Kent Island	Queen Anne's	\$30,000	30+ per week	\$30,000	30+ per week
Queen Anne's	Queen Anne's	\$30,000	30+ per week	\$30,000	30+ per week
Crisfield	Somerset	Per unit 1 contract	varies	Part-time: \$40 per hr/ full-time: teacher salary	varies
Washington	Somerset	\$40 /per hour	varies	Part-time: \$40 per hr/ full-time: teacher salary	varies
Chopticon	St. Mary's	\$32/hour	Varies (approx 100 hours/month)	\$39/hour	Varies (approx 100 hours/month)
Great Mills	St. Mary's	\$32/hour	Varies (approx 100 hours/month)	\$39/hour	Varies (approx 100 hours/month)
Leonardtown	St. Mary's	\$32/hour	Varies (approx 100 hours/month)	\$39/hour	Varies (approx 100 hours/month)
Easton	Talbot	School pays 27,500 for 1 AT between two schools	100+ between the two schools	45,000 1 AT split between two schools	120+ between the two schools
St. Michaels	Talbot	School pays 27,500 for 1 AT between two schools	100+ between the two schools	45,000 1 AT split between two schools	120+ between the two schools
Boonsboro	Washington	\$43,200.00 annually	40 hours per week	\$43,200.00 annually	40 hours per week

SCHOOL	SCHOOLS SYSTEM	2021 22 Annual Average Salary or Average Hourly Wage	2021 22 Average Hours Worked per Month or per Week	2022 23 Annual Average Salary or Average Hourly Wage	2022 23 Average Hours Worked per Month or per Week
Clear Spring	Washington	\$43,200.00 annually	40 hours per week	\$43,200.00 annually	40 hours per week
Hancock	Washington	\$43,200.00 annually	40 hours per week	\$43,200.00 annually	40 hours per week
North Hagerstown	Washington	\$43,200.00 annually	40 hours per week	\$43,200.00 annually	40 hours per week
Smithsburg	Washington	\$43,200.00 annually	40 hours per week	\$43,200.00 annually	40 hours per week
South Hagerstown	Washington	\$43,200.00 annually	40 hours per week	\$43,200.00 annually	40 hours per week
Williamsport	Washington	\$43,200.00 annually	40 hours per week	\$43,200.00 annually	40 hours per week
J. M. Bennett	Wicomico	51,518 starting salary	35	51,518 starting salary	35
Mardela	Wicomico	51,518 starting salary	35	51,518 starting salary	35
Parkside	Wicomico	51,518 starting salary	35	51,518 starting salary	35
Wicomico	Wicomico	51,518 starting salary	35	51,518 starting salary	35
Pocomoke	Worcester	\$49,707 starting salary	40 hours per week	\$49,707 starting salary	40 hours per week
Snow Hill	Worcester	\$49,707 starting salary	40 hours per week	\$49,707 starting salary	40 hours per week
Stephen Decatur	Worcester	\$49,707 starting salary	40 hours per week	\$49,707 starting salary	40 hours per week

SECTION III - LOCAL EDUCATIONAL AGENCY RESPONSES

In Section III of this report, LEAs responded on the LEA requirements for certification status of employed certified athletic trainers (ACT), the LEA hiring requirements, desegregated sport teams that employ athletic trainer services, and the source of funding for contracted athletic training services. LEAs reported that since the Maryland Board of Physicians oversee the requirements and licensure of ATC, the LEA requirements for certification and hiring practices are identical in requiring Maryland Board of Physician's Licensure.

LEAs with contracted services for ATC report that they employ ATC for all male and female LEA sponsored interscholastic athletic programs. The majority of funding for ATC is through local Board of Education, LEA funding, or local funds. LEA's reported other funding sources as certified professional educator, paraeducator, or extra duty assignments. LEA funding sources may or may not cover all schools within a LEA or are split between schools in a LEA.

Local Educational Agency	Certification Status of Employed Athletic Trainers	Hiring Requirements	Sport Teams that Employ an Athletic Trainer	Source of Funding
Anne Arundel	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Allegany	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Baltimore County	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	School Board Contract/Extra Duty Assignment Stipend for certified professional educators who are certified athletic trainers.
Baltimore City	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	NA – There are no contracted athletic trainers at the time of this report	NA

Local Educational Agency	Certification Status of Employed Athletic Trainers	Hiring Requirements	Sport Teams that Employ an Athletic Trainer	Source of Funding
Calvert	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	Budgeted by the LEA
Carroll	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	Zero-bid contract (Overtime hours paid from LEA Budget)
Cecil	Maryland Board of Physician's Licensure per Maryland State Law .	Meet all licensure requirements of the Maryland Board of Officials .	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Charles	Maryland Board of Physician's Licensure per Maryland State Law .	Meet all licensure requirements of the Maryland Board of Officials .	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Caroline	Maryland Board of Physician's Licensure per Maryland State Law .	Meet all licensure requirements of the Maryland Board of Officials .	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Dorchester	Maryland Board of Physician's Licensure per Maryland State Law .	Meet all licensure requirements of the Maryland Board of Officials .	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Frederick	Maryland Board of Physician's Licensure per Maryland State Law .	Meet all licensure requirements of the Maryland Board of Officials .	All male and female school sponsored interscholastic	School Board Contract

Local Educational Agency	Certification Status of Employed Athletic Trainers	Hiring Requirements	Sport Teams that Employ an Athletic Trainer	Source of Funding
	Law.	Officials.	athletic programs.	
Garrett	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	General Funds – paid as a certified professional educator.
Harford	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Howard	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Kent	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	Local Budget (newly created staff position in 2021-2022)
Maryland Residential	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	The SEED School did not have an employed athletic trainer at the time of this report	Available grant funds are being procured to hire an ACT.
Montgomery	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Prince	Maryland Board of	Meet all licensure	All male and female	LEA Office of Athletics'

Local Educational Agency	Certification Status of Employed Athletic Trainers	Hiring Requirements	Sport Teams that Employ an Athletic Trainer	Source of Funding
George's	Physician's Licensure per Maryland State Law .	requirements of the Maryland Board of Officials .	school sponsored interscholastic athletic programs.	Budget
Queen Anne's	Maryland Board of Physician's Licensure per Maryland State Law .	Meet all licensure requirements of the Maryland Board of Officials .	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Somerset	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	Local General Funds
St. Mary's	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	Contract/Operating Funds of LEA
Talbot	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Washington	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	School Board Contract
Wicomico	Maryland Board of Physician's Licensure per Maryland State	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	LEA Funds

Local Educational Agency	Certification Status of Employed Athletic Trainers	Hiring Requirements	Sport Teams that Employ an Athletic Trainer	Source of Funding
	Law.			
Worcester	Maryland Board of Physician's Licensure per Maryland State Law.	Meet all licensure requirements of the Maryland Board of Officials.	All male and female school sponsored interscholastic athletic programs.	LEA Funds

SECTION IV – LOCAL EDUCATIONAL AGENCY RESPONSE ON ADDITIONAL INFORMATION FOR THE COMMITTEE

In Section IV of this report, LEAs were asked to provide any additional information that would inform the committees on the funding and requirements needed for each Maryland high school to employ at least one athletic trainer. on the number athletic trainers assigned per school and the employment status for each school in their jurisdiction. The report provides information on the 2021-2022 academic year and the 2022-2023 academic year. As noted in the survey, LEAs had allocated positions that were unfilled during the course of the academic year or lost during the academic year. Employment status ranged from professional employee to contracted services through local businesses.

Local Educational Agency	Additional Information for the Committee on the funding and requirements needed for each Maryland high school to employ at least one athletic trainer
Anne Arundel	No additional information was provided
Allegany	Due to athletic trainer shortages, we have had to share a trainer between schools at times. We have begun advertising to hire athletic trainers and place them on our teacher's scale with benefits. There were not enough qualified applicants to move forward this year. We will be looking at this option in the future.
Baltimore County	Baltimore County Public Schools (BCPS) is following state and local guidelines set up to help protect the student athletes including new State of Maryland legislative from House Bill 836 regarding mandates for Emergency Action Plans, Automated External Defibrillators (AED), and cold-water immersion. In addition, BCPS has been at the forefront of student-safety related to Concussion Management, Heat and Hydration, Sickie Cell, Sudden Cardiac Arrest, COVID, Pre-Participation Physicals, etc.

Local Educational Agency	Additional Information for the Committee on the funding and requirements needed for each Maryland high school to employ at least one athletic trainer
	<p>The critical missing piece to ensure that these legislated policy and procedures are carried out equitably across all sports participants is the full time certified athletic trainer (ATC) dedicated to each school. Schools without ATC's place this burden upon Athletic Directors, School Nurses, and coaches. The following is designed to provide information on the needs and issues of why all secondary high school athletic programs should have a full-time athletic trainer assigned to the school to ensure the safety and well being of our student athletes.</p> <p>BCPS currently operates with athletic trainers in multiple ways. BCPS has two athletic trainers who are also teachers within their building. For schools without teachers in the building, BCPS has secured ATCs through contractual agreements. With the current part time contractual agreements, there are many sports that get extremely limited athletic training coverage. While this is not intentional, larger sport participation i.e., football, take more of the athletic trainers contracted time than other sports. Girls' soccer, field hockey, or cheerleading are examples of sports that may not have medical coverage, which can create a safety issue as well as an equity issue.</p> <p>Athletic trainers can make a significant difference in sports safety. Schools with an athletic trainer report that their student athletes sustain fewer injuries (both acute and recurring) than athletes at schools without athletic trainers. Having athletic trainers on staff also improves the rate of early detection of dehydration, head injuries, other sports-related health issues and general medical health issues.</p> <p>The current contracted athletic trainer outreach model is not fulfilling the needs of Baltimore Count Public Schools as the largest contractor is unable to fully staff needed positions. There are many factors driving this:</p> <ul style="list-style-type: none"> • Clinic and hospital-based organizations are having difficulty hiring and retaining athletic trainers; therefore, limiting the number of certified athletic trainers available to our school system. • Many of these positions are entry level, generally lower pay, lower benefits and have high turnover rates leaving schools without services. Subsequently, school systems need to be able to hire certified athletic trainers to receive appropriate compensation, and benefits that would allow for a more stable career option. • COVID-19 sent many ATCs who were unable to generate a sustained income with the amount of cancelled youth sport events into other professions. • The National Athletic Trainers Association and College/Universities changing athletic trainer certification requirements from bachelors to master's degree has changed the dynamics on the number of athletic trainers certified annually. Brand new athletic trainers will incur six years as compared to four years of collegiate tuition debt to enter the ATC workforce. <p>Currently, only 8 of the 24 BCPS high schools have part time athletic trainer coverage leaving the majority of BCPS high schools without proper medical coverage for their athletic program. This not only creates a coverage issue, but this</p>

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	<p>also creates an equity issue as many of the schools located in lower socio-economic communities are among the schools that do not have coverage. Interviews with other secondary school jurisdictions that employee full time athletic trainers paid on the same scale and benefits as certified educators (Fairfax VA. School System and District of Columbia School System), report their full time ATC's remain in their positions much longer than those serving in dual capacity roles as teacher/athletic trainers, or those in split-time or part-time positions. Optimal consistent care can be established the longer the athletic trainer remains with the organization.</p> <p>Furthermore, establishing continuity of care will directly affect the confidence that parents, athletes, physicians, administrators, school nurses and coaches will have in the program. The value of the athletic trainer is multidimensional, including risk minimization, cost containment, medical services, academic success as well as administration and organization. BCPS school administrators, school board members and athletic directors as well as parents, students and community members all benefit from the unique value that is provided by the athletic trainer.</p>
Baltimore City	<p>City Schools is currently working to finalize a contract with an athletic training vendor; the earliest this will be completed is August 2022.</p> <p>This is a layered and complex issue for school districts. I think all districts recognize the need for athletic training services but are challenged by the critical shortage of trainers, therefore hiring and retention issues must be addressed.</p> <p>City Schools plans to have all schools covered in the next 3-4 years with certified athletic trainers, initially working with a contracted athletic training service to support with recruiting, hiring, continuing education, and supervising physician requirements. We anticipate the cost to average approximately 40k per school which will be a portion of the average salary of 48k plus 24% for benefits per trainer. Assigned trainers will be responsible for home coverage for all programs offered at the school but may be contracted for other events.</p>
Calvert	<p>Cost is going to double next year. Possibly making this a system position at a cost of \$75,000 per school. State assistance would be a great help.</p>
Carroll	<p>The model we are using is not sustainable. The turnover is greatly due to paying ATCs so poorly and providing no benefits.</p>
Cecil	<p>No additional information was provided</p>
Charles	<p>Charles County Public Schools has contracted with Pro-Flex Physical Therapy to provide athletic training services by NATA certified athletic trainers for each of our seven high schools. Our contract for the 2022-2023 academic school year is just under \$280,000.00 and only provides coverage from the beginning of fall</p>

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	<p>sports (August 10, this school year) through the spring championship seasons (Memorial Day). Pro Flex attempts to hire athletic trainers for each high school and employed last year four full time athletic trainers and three part time athletic trainers to provide equal coverage for each high school from approximate 1:45 PM during the school day and through the end of practices and/or competitive events. Due to the pay that they can offer it is very common that the schools may face a rotation of athletic trainers as many leave for high paying positions with more benefits during the school year. The additional education requirements to qualify for NATA certification with the low salaries has made it difficult for many systems throughout the county to secure proper coverage. Pro-Flex is currently offering sign on bonus of \$5,000.00 to attract candidates with limited success. The owner of the company often pays beyond the allowances of the contract from their company to secure athletic trainers as well and I question how much longer they are willing to continue that practice.</p> <p>We are lucky in Charles County to have the coverage that we do enjoy for the costs that we are charged compared to many school systems throughout the country, but our current system is not sustainable. I feel that if we were able to secure the athletic trainers as full-time school board employees on at least the teacher scale based on their education and experience, our ability to attract and retain these skilled individuals would be increased. There is a shortage of certified athletic trainers that are entering the profession throughout the country which will continue to leave athletic programs vulnerable to provide these needed skilled medical employees.</p>
Caroline	No additional information was reported
Dorchester	<p>Historically, the usage of a contracted athletic trainer (AT) in Dorchester County began in 2017 for two high-schools through the PIVOT company. Both of my high-schools are in the 1A category. The contract was set for 25 hours per week for two AT's- North Dorchester High School and Cambridge- South Dorchester High School. Both ATs were exceptional in their jobs and their expertise, professionalism, dedication, and ability to work with student-athletes, parents, coaches, staff, and the community was immeasurable. They were a valued component of both athletic departments!</p> <p>Then the COVID-19 pandemic hit in March 2020 and both of the ATs left for varied reasons: one became a full-time staff member in a neighboring county (more money, more benefits, and more inclusive to his high-school) and the other left for maternity reasons and became a teacher.</p> <p>For the academic seasons of 2020-2021 and 2021-2022, the PIVOT organization was unable to produce any contracted candidates for the aforementioned years, NOT by a lack of trying. As the supervisor, I was privy to four interviews and with solid contenders, but the lack of a live-able wage, they turned down the offers. PIVOT did provide some emergency coverage on less than dates for both years. Dorchester County borrowed some ATs from other counties. Primarily, many of</p>

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	<p>the Bayside Conference 8 counties had concerns with a lack of an athletic trainer.</p> <p>Other than our luck in having an athletic trainer for about 30 events in the last two years, the primary and secondary job functions of the athletic trainer in either of my high-schools have been performed by:</p> <ul style="list-style-type: none"> -Supervisor of Athletics -Coaches (Head and Assistant) -Athletic Director/Assistant Athletic Trainer -EMTs -County Ambulance at football games -Nurses/Interns -Student Interns (water, medical kits, and inventory) -Teachers -Former ATs- part-time status -Principal/Assistant Principals -Parents -Supervisor of Nurses staff -Student-athletes themselves <p>By not having certified Athletic Trainers consistently and not being to hire qualified candidates on a contracted basis, our county could have been at risk for a lawsuit or even worse...impacted by a death of an athlete.</p> <p>For the academic year of 2022-2023, the Executive Team of Dorchester County Public Schools and the ATHLETICO Company (absorbed the PIVOT Company) negotiated for a \$34,000 increase in their contracts and there are still no applicants. The trend has been for Athletic Trainers to seek full-time status in school systems with increased pay and benefits such as vacation, etc.</p> <p>However, for some smaller Maryland counties with money shortages, the addition of FTE's could tax their budgets. Therefore, financial assistance to entice Athletic Trainers to become full-time school employees may be needed across all Maryland counties.</p>
Frederick	<p>Currently, only 6 schools have been filled. We have been told it is increasingly difficult for companies to secure ATs due to the new (Master's Degree) requirement and low pay at the high school level. Would like to consider full time</p>

Local Educational Agency	Additional Information for the Committee on the funding and requirements needed for each Maryland high school to employ at least one athletic trainer
	(teacher level) positions. Due to shortage of athletic trainers, ATCs have split time between schools
Garrett	Northern Garrett High School's full-time trainer left to take a job at a college leaving a vacancy. We have had this job posted for weeks on multiple job sites, but have yet to have an applicant.
Harford	Athletic Trainers are at a premium. During the 21-22 school year, Harford County operated with 8 trainers for our 10 high schools due to multiple reasons - change in degree requirements at the post secondary level; cancelled seasons due to COVID forcing many qualified personnel to seek employment elsewhere; MD licensure requirements, etc. All of these things made the pool of qualified AT's very limited. Two of our schools had very minimal coverage by Athletic Trainers (AT) for injury assessment, follow up care, and treatment on the sideline. Trainers were not shared between schools. Sharing trainers doubles the responsibility for the AT and decreases the level of care for the athletes. Trainers were not willing to do this. Parents within our communities have been accustomed to having AT's on the sideline and were very upset when all schools were not covered.
Howard	HCPSS pays Pivot directly and they pay the trainers with our money and additional pay from their company. There is currently a significant shortage of qualified athletic trainers nationwide. We have more than doubled our budget for this service with the hopes of attracting athletic trainers from around the state and nation. So far, we are only able to fill 7 of 12 schools in our system with only a few weeks to go before the fall season starts. This shortage will put our school systems in a precarious situation as we try to comply with the newest legislation. This will place a significant burden on coaches, ADs, and athletic departments to provide adequate coverage for practices and athletic events throughout the years to come.
Kent	No additional information was reported.
Maryland Residential	The SEED School has never had an athletic trainer, however, the SEED School is in the process of hiring someone through grant funding. The SEED School has contracted EMT coverage for Football Events.
Montgomery	Montgomery County Public Schools (MCPS) is committed to the health and safety of our student-athletes, consistent with the R.A.I.S.E. core values of the MCPS interscholastic athletics program. In addition to implementing national, state, and local guidance in health and safety procedures and protocols, MCPS is entering the 10th year of our athletic training program (including two pilot years). The program includes a school district contract with outside vendors that provide an athletic trainer for each school. In addition to providing the athletic trainer, each vendor is positioned to support the prevention and rehabilitation of injuries

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	<p>through their respective practices. These referrals, combined with a stipend amount to the vendor, have funded the athletic trainer program. At the onset of the program, this was a mutually beneficial model for both entities.</p> <p>However, over time and particularly in the past two years, it has become increasingly difficult to staff athletic trainers in this model. This is due to several factors:</p> <p>Vendors are struggling to hire and retain athletic trainers at competitive salaries</p> <p>Referrals are not as frequent and dependable due to the saturation of options for families</p> <p>The National Athletic Trainers Association and College/Universities have changed athletic trainer certification requirements from a bachelors to a master's degree, which has reduced the graduating class sizes and positioned athletic trainers to take higher level and higher paying jobs.</p> <p>The absence of sports during COVID-19 drove many athletic trainers to other medical professions, oftentimes at higher salaries. These individuals left vacancies that have not been filled due to the other factors</p> <p>Moving forward, MCPS is conducting an analysis of the current model, with hopes of providing an infrastructure that will better support the employment of a full-time, consistent athletic trainer at each high school. For the coming year, contract compensation has been increased significantly for select schools, through an equity lens, to assist with addressing the shortfall. This has provided some relief; however, a shortage of qualified applicants still remains. Other options include continuing with a contracted vendor in an enhanced model or considering making athletic trainers employees of the school district. There are challenges with each path forward; however, MCPS is committed to doing everything possible to provide this integral component of student-athlete health and safety, as well as serving schools from an equity perspective.</p>
Prince George's	<p>Prince George's County is in dire need of trainers. We started with trainers at approx. 24 high schools and now down to 5. We continue to keep the money in our budget, however, the companies are complaining that they do not even have trainers applying due to new certification requirements. This puts a strain on all of our athletic programs, not to mention possible major injuries/incidences.</p> <p>The trainers have been able to maintain a wealth of knowledge and protocol to our</p>

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	athletes and coaches. Although coaches are trained with the basic, we are by no means an expert. We've had no lawsuits this past year due to trainers being at events. Even though some schools do not have trainers, every game has been covered with the few trainers giving more than they should during the seasons. Safety, safety, safety is always the most important aspect of our athletic programs. Trainers are very important for the safety of all programs.
Queen Anne's	PIVOT has not been able to fill an ATC for the past year so we have hired another Athletic Trainer to fill the void. When the ATC is out because of an illness, there is no one else to cover.
Somerset	The current trainer that we had for the 2021-22 SY just resigned. We are currently looking for 2 trainers so each HS would have their own. We are currently advertising for ATs for both of our HS. If we can secure 1 it will be a split position. The hope is to find two.
St. Mary's	Funding should be provided for each local jurisdiction to hire a 1.0 FTE as an athletic trainer. Counties that can pay their trainer as a teacher and provide system medical benefits will be able to attract and retain candidates as these positions are in very high demand.
Talbot	TCPS pays Pivot directly and they pay the trainers with our money and additional pay from their company. Due to a shortage of athletic trainers and minimal salary, we have not been able to find a new athletic trainer since ours left in Spring of 2022. Would love to be able to support a in house athletic trainer as a staff member and not contractual. If we had assistance in funding, I believe we would be able to hire a AT as a staff member and would not have to worry about constantly negotiating with a 3rd party.
Washington	Due to shortage of athletic trainers, ATCs have split time between schools. Washington County is currently looking for three athletic trainers so that each highs school would have their own.
Wicomico	No additional information was reported.
Worcester	No additional information was reported.