



Proposal for Substitute/Supplemental Athletic Training Services
for
Union High School

Prepared by: Allan Parsells, MS, LAT, ATC, ITAT
Partner and Vice President of Operations
September 24, 2021



PROPOSAL FOR ATHLETIC TRAINING SERVICES

Premier Sports Medicine, LLC.

Premier Sports Medicine of New Jersey, LLC is pleased to submit this proposal to provide substitute/supplemental athletic training services to support Union High School, its staff, parents and athletes in achieving a goal of player safety and advanced care.

Premier Sports Medicine is the “first name” in athletic training and sports medicine services. We have partnered with dozens of sporting organizations throughout the United States all with the common goal to provide the most comprehensive, high-quality service while not only enhancing, but embracing the commitment to the health and safety of the participating athletes and the event sporting community as a whole. We are passionate about making sure that athletes at all levels stay safe and healthy while participating in the sports they love. Injuries can and do occur, but there are proactive steps that can be taken to minimize risk. When an injury does occur, an athlete's ability to bounce back often times depends on the timing and quality of care he or she receives immediately following the injury. We are a professional team of certified and licensed athletic trainers with outstanding physician support services, along with a number of other community resources and allied health care professionals that can complement our program. Premier Sports Medicine, LLC and its athletic trainers have many combined years of experience providing athletic training services at all levels and with events of every type and scale. Our passion is managing any and all details of the medical team and supplying a superior staff, while working to ensure that services exceed expectations. It is our goal to help keep your athletes where they are supposed to be!

Why You Need Premier Sports Medicine

A well-executed plan can boost credibility with athletes, coaches, administration, prospects, media and other stakeholders. For that reason, hiring a professional outreach athletic training company, such as Premier Sports Medicine of New Jersey, LLC, who understands the profession and framework of a professional program to orchestrate your medical event needs is critical. You need experts who can map out and execute logistical tasks required to deliver the safest experience. As your athletic training provider to turn to in needs like this and your partner for the future, Premier Sports Medicine of New Jersey, LLC can oversee every step in the well-being of every athlete whenever you need us too. We can bring you highly professional services with a “take it and run approach”. Our services decrease time administratively, while providing someone who has done extensive research necessary to provide a full service approach.

Our Objective for Your Program

To provide athletic training / sports medicine services for injured athletes, including evaluation and treatment of injuries, concussion baseline testing as well as CPR/First Aid and AED Training for coaches and administrators, while growing a partnership that will benefit both Union High School and Premier Sports Medicine of New Jersey. By making sports medicine services accessible to all, along with offering consistent services for all Union High School events, our partnership will give an advantage to the league, but also the athletes throughout the league. Not only would our services speed up the continuum of care, but will also give parents the peace of mind knowing their children are in safe hands while participating in Union High School sanctioned athletic events. Premier Sports Medicine of New Jersey, LLC will assign a New Jersey Licensed, BOC certified athletic trainer as directed by Union High School. The assigned athletic trainer will practice athletic training according to the rules and regulations of the Athletic Training Practice Act which is governed by the New Jersey Board of Medical Examiners within the Division of Consumer Affairs.

Our Understanding of Your Needs and Our Responsibilities

The Union High School Program and all involved parties have a well-deserved reputation for quality and greatness. For that reputation to continue to flourish, you must have self-sufficient and viable resources behind you that share the same vision. A true partnership only works when having the same focus and vision to achieve a common goal. That goal from our perspective is the health and safety of your athletes. It is our team approach that helps to bring out the best in all of us. Premier Sports Medicine will work with you and self-sufficiently to develop a plan so athletic training services are tailored to meet the needs of each of your programs at Union High School.

Every program is different -- and special. Each has its own distinct audience, tone, personality and set of business objectives. From day one, Premier Sports Medicine of New Jersey, LLC focuses on streamlining logistics so that your organization's unique qualities shine through, while allowing you as administration to sit back and know that your athletes' safety is our top priority. We work to strategize with administrators to recognize and mitigate risk while providing the finest on-site sports medicine care possible. Premier Sports Medicine is committed to the health and well-being of your athletes.

It is our mission to be the first choice for athletic training and sports medicine care. You can rely on us to manage the end-to-end logistics medically, whenever you need us to do so. We intend to work with only the best physicians and other allied healthcare professionals to provide what any athlete deserves...the best in the field.

We believe that consistency is key. We will provide you with consistency. Consistency with the same athletic trainer will be beneficial for your staff, athletic trainer, coaches, parents and athletes. To make sure your program receives the focus it deserves, we will assign a lead athletic trainer who will oversee the daily needs of your events sports medicine side. This person will focus on making sure that the details are streamlined and communication from top to bottom is smooth and precise. This athletic trainer will be available by phone on a regular basis and will be fully accessible during the necessary times that you ask us to be on campus or at any satellite facility.

Working with Premier Sports Medicine brings more advantages than you might think. Premier Sports Medicine brings with it access to a number of the best athletic trainers, other allied healthcare providers, physicians and other services, thus building a true sports medicine team for the benefit of the athlete. You will have access to additional staff should the need arise. With this approach, communication is key and with everyone coming from the same company, you will have just that.

Emergency Action Plans

Premier Sports Medicine always prepares and is ready to execute an emergency action plan should the need arise during your event. We do have protocols in place that ensure the proper care and safety of any participant that might be injured during your event. This protocol involves not only our onsite athletic trainers, but also our supervising physicians as well as the local emergency services and hospital systems. PSM looks to put together emergency action plans for each location where Union High School sanctioned events are located.

Concussion Program

Premier Sports Medicine takes pride in offering a concussion program to ensure best practice and streamlining of care for those who have a suspected head injury. Premier Sports Medicine is proud to use ImPACT. ImPACT (Immediate Post-Concussion Assessment and Cognitive Testing) is a computerized concussion evaluation tool used to assist medical doctors, psychologists, athletic trainers, and other licensed health care professionals in determining an athlete's ability to return to play after suffering a concussion. Given the potential complexity of concussions, it is important that the management of concussion be individualized. ImPACT testing measures the athlete's symptoms, as well as verbal and visual memory, processing speed and reaction time. ImPACT objectively evaluates the athlete's post injury condition and helps to track recovery for safe return to play. ImPACT can be used by athletes ages 5-59 and is recommended to be repeated yearly.

The Premier Sports Medicine Concussion Program follows in line with the New Jersey Interscholastic Sports-Related Concussions and Head Injury Policy. Below are details on the protocol and its implementation.

Step 1: Concussion is suspected

- Conduct sideline assessment.
- ImPACT mobile apps such as Sideline or PCSI may be utilized in this step by the athletic trainer.
- If a concussion is suspected, immediately remove from play/activity.
- Athletic trainer sets up a referral with a concussion specialist (MD/DO/PhD).
- Conduct vestibular screening.
- At the discretion of trained medical personnel, conduct brain imaging through MRI, CT scan

Step 2: Post-Injury Testing and Treatment Plan

- Athlete to take supervised post-injury test 24-72 hours after injury.
- Athletic trainer continues to coordinate ongoing care with a concussion specialist (MD/DO/PhD).
- Team coordinates care between athlete, parent, MD/DO/PhD, athletic trainers, teachers, and coaches.
- Does the athlete need additional / more extensive neuropsychological testing? If so, refer to a Neuropsychologist.
- Does the athlete need vestibular/physical therapy? If so, refer to Physical Therapist.

Step 3: Is Athlete Ready for Non-Contact Activity

Criteria:

- A. Symptom free at rest and with cognitive exertion.
- B. Post-injury ImPACT test within normal range of baseline. C. Normal vestibular evaluation.
- If A, B, C are not met, return to Step 3.
- If A, B, C are met, obtain written clearance for progression to activity by a supervising professional that has specific training in concussion management.
- Implement stepwise return-to-play progression, beginning with light non-contact activity progressing to full non-contact exertion, with the approval of a trained medical professional.

Step 4: Determining Safe Return-to-Play

- Return-to-play decisions should always be made by a concussion specialist (MD/DO/PhD).
- No recurring symptoms at rest or following physical or cognitive exertion.
- ImPACT test scores back to baseline.
- Athlete's final ImPACT score is set as their new baseline.

Injury Documentation

Premier Sports Medicine has joined forces with InjureFree to document injuries as well as to help keep athletes safer all around the country. InjureFree is a web-based injury documentation platform for schools and youth sport organizations, which streamlines access to community healthcare services.

Problems

Health Care Access - Hugely inconsistent and inefficient access to proper healthcare services across youth sports

Data Aggregation - Lack of structured, actionable data on youth sports injuries. To improve care, inform legislative policy and provide valuable guidance to business

Risk Management - Schools and sports organizations must comply with new state laws, particularly regarding suspected concussions. Civil and criminal liability are an increasing concern

Care-Coordination - Needed technology boost for communication and documentation between ALL interested parties, including mandatory return-to-play and/or return-to-school clearance

System Costs - Improper professional care of point-of-injury costs insurers, costs parents, costs organizations

Solution

InjureFree is a SaaS platform streamlining documentation and communication for all caregivers and stakeholders, improving healthcare access for injured children, particularly within a critical 24-48 hour window. A HIPAA/FERPA compliant solution, InjureFree tracks regulatory compliance and regional health data, providing a compelling and actionable data set for interested parties.

Injury Documentation and Reporting Made Easy

InjureFree allows any authorized user to create an injury report. Authorized users may be coaches, athletic trainers, teachers, school nurses, and parent volunteers. Simple drop down menus enable you to document what happened to whom, when, and what was done about it. You do not have to be a trained medical professional. Medical staff users can classify/diagnose an injury in the initial report or after receiving the real-time alert and evaluation. Proper documentation is the first step in the care process. PSM-NJ athletic trainers will electronically document any and all injuries that occur through this program. This is the safest, most secure and easily accessible method for all. This improves accessibility to documentation, communication and follow-up on injuries that have occurred. To make this endeavor a bit easier, sharing basic information with PSM on athletes such as name, date of birth, parent's names and phone numbers can be helpful. This information can be uploaded and allow more streamlined note taking, but also gives us a means of contact in an emergency for all coaches, athletes, etc. when on the road traveling or when paperwork is not easily accessible. Other documents such as medical history forms, physicals and doctors clearance notes can also be easily and safely stored in this program.

Connected Care

When an injury report is entered, this specific report goes to all authorized stakeholders, such as the coach, athletic trainer, principal, school nurse, parent, and/or league manager. The administrator of the account sets the "permissions", so only those who need to see the injury report will see it, creating another layer of privacy. This injury report can then be sent to your doctor. Your doctor can log in to the system with the unique injury report code and document treatments and clearances. These healthcare updates then go to all authorized recipients, so everybody is informed as to the athletes status. In that way, InjureFree provides a connected care community. Knowing the recovery status of an injured athlete may help prevent returning to activity too soon.

Additional benefits of InjureFree include...

- Coaches and staff can enter injury reports and easily see who has return-to-play/learn clearance from any connected device.
- Parents receive injury reports from the school on any connected device and can forward the reports to their own physicians.
- Doctors, School Nurses and Athletic Trainers are able to create, update and edit comprehensive injury treatment reports.
- Administrators have access to real-time mobile injury reports of the entire team and can compare injury rates between programs.
- Club teams can enter injury reports and easily see who has return-to-play/learn clearance from any connected device.
- Easily customizable platform to collect injury data on teams as well as sports equipment and new training/education.

Premier Sports Medicine of NJ extends to Union High School the use of InjureFree. This will increase accessibility to PSM of NJ athletic trainers if a situation arises where injury follow up is required.

Resources

We align ourselves with who we feel are only the best medical professionals. We will work with your coaches, administration and parents to help ensure that your athletes and staff stay at the forefront of every medical decision made. Premier Sports Medicine has the assistance of multiple supervising physician's throughout the United States, including in New Jersey. Premier Sports Medicine also has relationships and access to assistance from a number of medical providers around each location including some of the most well respected hospital systems, emergency medical doctors, and urgent care facilities, further complementing our network of doctors, athletic trainers and other allied healthcare professionals that would be beneficial to a group like the Union High School. Premier Sports Medicine of New Jersey's Supervising Physician in New Jersey is Stephanie Adam, DO of Summit Medical Group. Dr Adam is a sports medicine trained, Board Certified by the Orthopaedic Surgeon and on staff at Summit Medical Group. Summit Medical Group is a leader in advanced treatments for patients with orthopedic and sports-related injuries. From surgical sports medicine expertise to innovative therapy and athletic injury rehabilitation, their sports medicine physicians and specialists provide the most comprehensive treatment for athletes. They are constantly conducting research and developing new techniques. They are sports medicine specialists who are experienced in diagnosing and treating the full spectrum of sports injuries. Their understanding of the needs of athletes at all levels far surpasses others in the area.

Further, Premier Sports Medicine has connections with other companies and individuals in the sports medicine arena that benefit the organizations we service, their communities and athletes. These relationships will yield benefit to the participants no question, but could yield sponsorship dollars, product, services, etc to you in the future, allowing us to take the program to new heights, TOGETHER!

Liability Insurance

Premier Sports Medicine, LLC agrees to maintain an active professional liability insurance policy for the duration of this agreement. If requested by Union High School, Premier Sports Medicine, LLC will provide a certificate of insurance prior to start of this contract for the company and each and all certified and licensed athletic trainers who will provide athletic training services. The coverage limits shall not be less than one million dollars (\$1,000,000) per claim and three million dollars (\$3,000,000) aggregate.

Recommendations and Pricing

It is recommended that Premier Sports Medicine hire and manage a certified and licensed athletic trainer(s) who would be accessible and available to work with Union High School. This will help to ensure the safety of every athlete. You will find proposed rates below that include staffing, any athletic training supplies that we may need as well as such things as administrative fees and liability insurance. You will see that our proposed rates below are highly competitive with others in the area. Furthermore, you will find that this proposal outlines ideas for a mutually beneficial partnership between Premier Sports Medicine of New Jersey and Union High School.

With that, we share with you our proposed rates...

Substitute Athletic Training Services:

- \$55/hour per athletic trainer
 - Hours determined by the Union High School Athletic Director and Union High School Athletic Training Staff

Union High School would be asked to provide:

- Payment for Services Rendered.
- Injury Ice and Medical Supplies at all events for use by PSM athletic trainers in the designated medical areas at each location.

*** Please remember that our programs are customizable to fit any and all needs you have. ***

Premier Sports Medicine Social Media

Please feel free to check out Premier Sports Medicine on the following social media platforms:



Premier Sports Medicine, LLC



@PSMatc



premiersportsmedicine

Professional References

At Premier Sports Medicine of New Jersey we pride ourselves on being the best. Part of being the best is having those you work with agree that the services we provide are exactly what we promised and then exceed their expectations. If you would like a third person perspective of our services, we urge you to contact the following individuals as professional references:

Colleen Maguire

Organization: NJSIAA
Title: Chief Operating Officer
Phone: (609) 259-2776
Email: cmaguire@njsiaa.org

Collin Smith

Organization: Cardinal Spellman High School (NY)
Title: Assistant Principal
Phone: (347) 739-8797
Email: csmith@cardinalspellman.org

Ronn Seamon

Organization: Hillsborough Junior Raiders Football
Title: First Aid Trainer Coordinator
Phone: (732) 433-4220
Email: trainer@jrraiders.org

Patrick Gist

Organization: Oratory Preparatory School
Title: Director of Athletics
Phone: (908) 868-5591
Email: pgist@oratoryprep.org

We look forward to building a long term relationship with Union High School. We are confident that with our knowledge, connections and attention to detail that we can meet the challenges ahead. PSM stands ready to partner with you in delivering an effective sports medicine and athletic training solution for your institution. If you have questions on this proposal, feel free to contact me by email at aparsells@premiersportsmedicine.net or by phone at (570) 877-3123 at any time. We look forward to a mutually beneficial future!



Allan Parsells, MS, LAT, ATC, ITAT
Partner and Vice President of Operations
Premier Sports Medicine of New Jersey, LLC