

ATHLETIC TRAINING SERVICES AGREEMENT

THIS ATHLETIC TRAINING SERVICES AGREEMENT (the “Agreement”) is made as of the ____ day of _____, 2020 by and between **BEECHWOOD BOARD OF EDUCATION** (“School”) and **KENTUCKY REHABILITATION SERVICES, INC. d/b/a NOVACARE OUTPATIENT REHABILITATION**, for itself and on behalf of its subsidiaries and affiliates (“Contractor”).

W I T N E S S E T H:

WHEREAS, the School desires to have certain athletic training services provided in connection with its athletic programs; and

WHEREAS, Contractor has agreed to perform such services for the School on the terms and conditions set forth in this Agreement.

NOW, THEREFORE, the parties, intending to be legally bound, and in consideration of the mutual covenants and agreements herein contained, agree as follows:

1. **Services, Exclusivity.**

- a) Contractor agrees to furnish those athletic training services as set forth on Exhibit A attached hereto (the “Services”) during such times and at those events set forth on Exhibit B attached hereto. In the event Contractor’s attendance would be required at more than one (1) event as set forth on Exhibit B as a result of multiple events being scheduled for the same time, the Athletic Director for the School will give Contractor reasonable prior notice as to whether Contractor shall divide its time between events or whether the Contractor shall only attend one (1) of the events. Contractor represents that its Services shall be provided in a first-class high quality and professional manner and that it has the background and expertise and personnel necessary to provide the Services for the School.
- b) During the term of this Agreement, Contractor shall be the **exclusive provider** of athletic training and rehabilitation services to the School at the following locations: **Beechwood High School and Beechwood Middle School.**

2. **Responsibilities of the School.** At the School location, the School shall:

- a) Provide a dedicated area reasonably acceptable to Contractor (the “Athletic Training Room”) to perform the Services, other than the Services provided at events.

- b) Provide all reasonably necessary and required supplies and equipment required in connection with the performance of the Services upon written request from Contractor. Any supplies and equipment furnished by the School and not used in the performance of the Services shall be returned to the School upon the expiration or earlier termination of this Agreement.
- c) Take such action and adopt such policies as are reasonable and desirable to facilitate communication between the School, its coaches and other representatives of its Athletic Department and Contractor.
- d) Designate the School's Athletic Director to serve as Contractor's primary contact for communication with the School.
- e) Provide Contractor with athletic event schedules approximately one (1) month prior to the first scheduled event each season and communicate revisions to the schedule to Contractor no less than two (2) weeks prior to any such revision.
- f) Provide Contractor with reasonable access to a telephone in, or in close proximity to, the Athletic Training Room.
- g) Cooperate with Contractor in all other respects to achieve the objectives of this Agreement.

3. **Deliverables.** In consideration for Contractor's performance of the Services set forth on Exhibit B, the School shall provide the deliverables as set forth on Exhibit C attached hereto and incorporated herein by reference.

4. **Term.**

- a) The Agreement shall be effective beginning July 1, 2020 and continue for five (5) years (the "Term"). Thereafter, this Agreement shall automatically renew for successive one year terms under the same terms and conditions, unless earlier terminated as provided herein.
- b) Notwithstanding the foregoing, either the School or Contractor shall have the right to terminate this Agreement by giving thirty (30) days prior written notice to the other. Upon expiration of said notice period, this Agreement shall be terminated and the parties shall have no further obligation hereunder, except Compensation obligations in Section 3 and Indemnification obligations in Section 9, which survive the termination of this Agreement.

5. **Investment.** Contractor shall pay School Five Thousand Dollars (\$5,000) per year for supplies used to provide the Services and pool rental time.

6. **Independent Contractor.** Contractor, in performing the Services, is acting in the capacity of an independent contractor, and is not an agent, servant, partner, or employee of the School. Contractor will have control over the performance of the Services and shall be solely responsible for payment of its federal and local taxes, salary for its employees, social security payments, subject to the School's indemnification obligation set forth herein. However, the School shall be responsible for reimbursing Contractor for mileage expenses, at the then existing IRS standard business mileage rate, where Contractor is obligated to travel and present, at an off-site location due to construction or other events on the main campus. None of the benefits provided by the School to its employees, including, but not limited to, worker's compensation insurance, disability insurance, medical insurance, and employment insurance shall be provided by the School to any of Contractor's employees. Contractor has no authority hereunder to assume or create any obligation or responsibility, express or implied, on behalf or in the name of the School or to bind the School in any way whatsoever.

7. **Personnel Requirements.** Contractor shall furnish one (1) full-time Certified Athletic Trainer and one (1) part-time Certified Athletic Trainer to perform the Services. If applicable, Contractor shall assist School in ensuring that Certified Athletic Trainer complies with all applicable laws regarding the ability to work with minors. Contractor enters into student affiliation contracts with colleges and universities on behalf of their approved and accredited athletic training programs. Students who have met the prerequisites of his/her athletic training program are permitted to be assigned to Contractor's Certified Athletic Trainer(s) for clinical experience at the School. Said student is not permitted to replace Contractor's Certified Athletic Trainer in providing Services to the School, nor will their time be counted to fulfill Contractor's contractual obligations. Said student is allowed on School's premises for purposes of completing the clinical learning requirements of his/her academic program while under the supervision of the Certified Athletic Trainer(s).

8. **Insurance.**

- a) Contractor, at its expense, shall maintain adequate insurance coverage for its activities in connection with this Agreement, which insurance shall be issued by an insurance carrier reasonably acceptable to the School, in a minimum amount of One Million Dollars (\$1,000,000) per occurrence and Three Million Dollars (\$3,000,000) in the aggregate (subject to Contractor's applicable deductible or self-insured retentions) with the School named as an additional insured. The coverage provided shall insure Contractor and each employee thereof against any act, error or omission of Contractor and Contractor's employees. Contractor also shall provide worker's compensation insurance as may be required and consistent with state law. Contractor agrees promptly to furnish to the School evidence of the maintenance and continued effectiveness of the insurance obtained prior to the commencement of services.
- b) The School, at its expense, shall carry a policy or policies of professional liability and general liability insurance, issued by an insurance carrier reasonably acceptable to Contractor, with minimum coverage limits of at

least One Million Dollars (\$1,000,000) per occurrence and Three Million Dollars (\$3,000,000) in the aggregate. The insurance coverage provided shall insure the School and each employee thereof against any act, error or omission of the School and the School's employees. The School agrees to furnish to Contractor, prior to the effective date of this Agreement, written evidence of the maintenance and continued effectiveness of the insurance coverage required by this Section 8.

9. **Indemnification.**

- a) Contractor shall indemnify, defend, and hold the School harmless from and against any and all liability, judgments, costs, damages, claims or demands, including, without limitation, reasonable attorney's fees, arising out of the negligent acts or omissions of Contractor in the performance of the Services. Notwithstanding any other provision contained herein, Contractor and its employees, officers, directors, independent contractors, agents and representatives, shall not be liable to the School for any consequential, incidental or special damages, whether in contract or in tort, including, but not limited to lost profits, economic loss or other losses by the School arising out of, or in connection with, Contractor's obligations under this Agreement.
- b) The School shall indemnify, defend, and hold Contractor harmless from and against any and all liability, judgments, costs, damages, claims or demands, including, without limitation, reasonable attorney's fees, arising out of the negligent acts or omissions of the School's athletic programs, maintenance of its facilities, or otherwise related to this Agreement.

10. **Notices.** All notices, requests, demands, directions and other communications required or permitted under the provisions of this Agreement, or otherwise with respect hereto, shall be in writing and shall be: (i) mailed by first class registered or certified mail, return receipt requested, postage prepaid; or (ii) sent by next day business courier (such as Federal Express or the like); or (iii) personally delivered, as follows:

If to Contractor, to:

Kentucky Rehabilitation Services, Inc.
d/b/a NovaCare Outpatient Rehabilitation
29 North Main Street
West Hartford, CT 06107
Attention: John Gilmour, National Director of Sports Medicine

With a copy to:

Select Medical Corporation
4714 Gettysburg Road
P.O. Box 2034
Mechanicsburg, PA 17055
Attention: Legal Department

If to School, to:

Beechwood Board of Education
54 Beechwood Road
Ft. Mitchell, KY 41017
Attn: Dr. Mike S. Stacy, Superintendent

Or to such other address(es) or to the attention of such other person(s) and officer(s) as the addressee of any such notice shall have previously furnished to the sender in writing. Each notice or communication which shall be transmitted in the manner described above shall be deemed sufficiently given, served, sent, or received for all purposes at such time as it is received by the addressee (with return receipt, delivery receipt being deemed conclusive evidence of such mailing, transmission or delivery), or at such time as delivery is refused by the addressee on presentation.

11. **Binding Effect: Assignment.** This Agreement shall inure to the benefit of and be legally binding on the parties hereto, their successors and assigns. Neither party shall assign this Agreement to another, without the prior written consent of the other party, to this Agreement, which consent shall not be unreasonably withheld. Notwithstanding the foregoing, Contractor may assign its rights and/or obligations arising under this Agreement to a subsidiary or affiliate without the prior consent of the School.

12. **Waiver of Breach.** The waiver by either party of any breach of any provision of this Agreement by the other party shall not operate or be construed as a waiver of any subsequent breach hereunder. No waiver shall be valid unless in writing and signed by the party granting such waiver.

13. **Entire Agreement.** This Agreement contains the entire agreement and understanding between the parties hereto with respect to the subject matter hereof and supersedes any prior written or oral agreements or understandings and any contemporaneous oral agreements or understanding, between them respecting the subject matter hereof. There are no representations, agreements, arrangements or understanding, oral or written, between and among the parties hereto relating to the subject matter of this Agreement that are not fully expressed herein.

14. **Amendment or Modification.** This Agreement shall not be waived, changed, modified, extended, or discharged except by an agreement in writing, signed by both parties hereto.

15. **Severability.** If any provision of the Agreement shall, for any reason, be adjudged by a court of competent jurisdiction to be invalid or unenforceable, such invalidity shall not affect, impair or invalidate the remaining provisions of this Agreement.

16. **Headings.** The heading used in this Agreement are for convenience of reference only, and shall not control or affect the meaning or construction, or limit the scope or intent, of any provision of this Agreement.

17. **Counterparts.** This Agreement may be executed in one or more counterparts, or with counterpart signature pages, each of which shall be deemed an original, but all of which together constitute one and the same Agreement. Signatures delivered by facsimile, email, or other electronic means shall be deemed originals and shall bind the signatory notwithstanding any subsequent failure or refusal to deliver an original signed in ink.

18. **No Rights in Third Parties.** Nothing in this Agreement shall be construed as creating or giving rise to any rights in any third parties or any person other than the parties hereto.

19. **Governing Law.** This Agreement shall be construed and interpreted and its validity shall be determined in accordance with laws of the State of Kentucky, without regard to its conflicts of laws provisions.

20. **Compliance with Family Educational Rights and Privacy Act.** Both parties agree to comply with the requirements of the Family Educational Rights and Privacy Act (FERPA) and state law with regard to any personally identifiable student information or education records with which Contractor comes into contact with. For the purpose of this Agreement, compliance with FERPA, 20 USC §1232g and 34 C.F.R., Part 99 (“FERPA”) means that Contractor agrees that it shall not disclose to any third party any personally identifiable information from an education record as defined by FERPA that Contractor, its agents, employees and/or assigns, creates or receives in the course of providing Services under this Agreement with regard to any student without the prior consent of the student’s parent or legal guardian. Contractor agrees that in the event it uses, creates, receives, or accesses personally identifiable information from education records, said use, creation, receipt, or access shall only be for the purposes of providing Services under this Agreement, and not for any other non-school related purposes, including but not limited to, solicitation. Contractor agrees to return all student education records to the School at the termination of this Agreement and to abide by all other School policies with regard to student education and/or medical records.

[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]

[SIGNATURE PAGE IMMEDIATELY FOLLOWING]

IN WITNESS WHEREOF, the parties hereto have signed this Agreement as of the day and year first above written.

BEECHWOOD BOARD OF EDUCATION

By: _____

Name:

Title:

**KENTUCKY REHABILITATION SERVICES,
INC. d/b/a NOVACARE OUTPATIENT
REHABILITATION**

By: _____

John Gilmour

National Director of Sports Medicine

EXHIBIT A

1. Contractor will supply one (1) full-time Certified Athletic Trainer and one (1) part-time Certified Athletic Trainer employed or retained by NovaCare Outpatient Rehabilitation or an affiliate or subsidiary thereof to provide the Services to the School at the times and during the events set forth on Exhibit B. The Services will be limited to (i) the evaluation and treatment of minor injuries; (ii) the application of first aid and other medical assistance as is reasonable and possible under the circumstances pending the arrival of ambulance services in the case of major injuries; (iii) preventative taping and strapping of athletes, as needed; (iv) providing nutritional information to student athletes; (v) providing basic educational information to student trainers and managers in the course of performing the Services; and, (vi) providing recommendations for exercise or other physical measures for minor injuries under the directions, supervision and review of a physician.
2. All Services will be provided on the School's premises with the exception of sports events at other schools where the School's athletes are the "visiting" team if Exhibit B requires such coverage, or if services require equipment or therapeutic modalities unavailable at School.
3. Contractor will provide the School with accurate records of treatment rendered for all athletic injuries for which Contractor renders treatment and of all rehabilitation procedures provided by Contractor.
4. In cooperation with the Athletic Director, Contractor will develop a list of locations of emergency phones and emergency phone numbers and emergency procedures to be distributed to student athletes and coaches.
5. Contractor will facilitate communication among an injured athlete, the Athletic Director, parent/guardian and the team or family physician.
6. Contractor will provide consultation on equipment and program design when reasonably requested by the School.
7. Contractor's Certified Athletic Trainer will be responsible for the Athletic Training Room while in attendance there, including opening and closing. Contractor will also advise the School on inventory status, requisitioning of supplies, and/or facility management.
8. Contractor will inspect and take an inventory of all team medical kits prior to the beginning of each season.
9. Contractor's Certified Athletic Trainer is immediately responsible to the Athletic Director or his/her designee.

10. Contractor's Certified Athletic Trainer will serve as speaker for educational programs in the School, provided that sufficient advance notice is provided to Contractor.
11. Contractor reserves the right to substitute an equally qualified Certified Athletic Trainer if the need should arise. The Athletic Director will be notified in advance if any substitutions are to be made.
12. If for any reason a Certified Athletic Trainer needs to be absent, Contractor will do whatever possible to provide a suitable replacement for that coverage time.
13. All changes in practice times and games must be made available to the Certified Athletic Trainer within twenty-four (24) hours for those events to be covered properly.
14. Contractor will assist the School in coordinating requests for physician coverage for home and away Football games and home varsity Men's and Women's Basketball games, as requested by School's Athletic Director.
15. Contractor will assist the team physician and the School with the set up and implementation of pre-participation physicals on mutually agreed upon dates.
16. Contractor will provide a Saturday morning walk-in clinic for injury screenings during the fall sports season located at Contractor's Florence, KY clinic.
17. Contractor will provide weekly injury report summaries to coaches and the Athletic Director.
18. Contractor will provide a yearly summary of injuries to the School to help identify areas that need injury prevention programs.
19. Contractor will assist School's team physicians with neuro-cognitive testing of School's athletes.

EXHIBIT B

I. TOTAL COVERAGE

One (1) Certified Athletic Trainer will be available for a maximum of forty (40) hours per week, at the discretion of the Athletic Director, up to six (6) days per week and one (1) Certified Athletic Trainer will be available for a maximum of twenty (20) hours per week, at the discretion of the Athletic Director, up to six (6) days per week. During this time, home event coverage for all sports at the high school and middle school level will be provided and home and away varsity football event coverage will be provided.

II. ATHLETIC TRAINING ROOM COVERAGE

A. Coverage Requirements

1. Contractor shall provide coverage for the Athletic Training Room at a maximum of forty (40) hours per week, which includes operating an on-campus training room in the afternoon and coverage of home games.
2. Contractor shall not be required to provide Athletic Training Room coverage when Contractor is required to attend an event under Section III of this Exhibit B.

III. EVENT COVERAGE (to include pre-season and post-season)

A. Fall Sports Coverage

1. All sports played during this season.

B. Winter Sports Coverage

1. All sports played during this season.

C. Spring Sports Coverage

1. All sports played during this season.

EXHIBIT C

DELIVERABLES

In consideration of the Services to be provided by Contractor, the School will provide:

- Signage in/on all practice and game facilities utilized by School with Contractor's name and logo
- One (1) full-page advertisement in all athletic publications
- Links to Contractor's website on all School social media platforms to include, but not limited to, Twitter, Facebook, Team/School websites, and Instagram
- Contractor's logo on all School practice gear
- Contractor's logo on all coach's apparel
- PA announcements at all home athletic events announcing Contractor as School's "exclusive provider of athletic training services"
- Commercial for Contractor on any webcast or podcast of any athletic event