



JESSE BACON, SUPERINTENDENT

ADRIENNE USHER, DEPUTY SUPERINTENDENT

BRANDY HOWARD, CHIEF ACADEMIC OFFICER

TROY WOOD, CHIEF OPERATIONS OFFICER

TO: Dr. Jesse Bacon, Superintendent

FROM: Dr. Amy Compton, Director of Secondary Education

RE: Memorandum of Agreement (MOA) for University of Louisville Health - Louisville, Inc. dba Frazier Rehabilitation Institute

DATE: April 27, 2026

Attached is the Memorandum of Agreement (MOA) between Bullitt County Public Schools (BCPS) and University of Louisville Health - Louisville, Inc. dba Frazier Rehabilitation Institute, in the memo will be called UofL Health.

This agreement will provide a National Athletic Trainer's Association (NATA) certified, Kentucky state-certified athletic trainer for all sporting events at Bullitt Central High School, Bullitt East High School, and North Bullitt High School. Coverage will be equally distributed between girls' and boys' programs in compliance with Title IX but also in consideration of the risk of the sports. UofL Health Athletic Trainer will maintain medical records on all athletes including but not limited to, injury evaluation, daily injury treatment, physician referrals, and release forms. Baptist Athletic Trainer will serve as a liaison between the athlete, parent, coach, and team physician, if applicable.

All three high schools agree to allow University of Louisville Health - Louisville, Inc. dba Frazier Rehabilitation Institute to:

- All athletic training supplies to be used by Trainers
- An athletic training room within each high school
- Allow Provider to advertise in Client's stadiums, gymnasiums, soccer fields, baseball fields, tennis courts, and other sites where home games are to occur
- During games referenced in Section 1.2(c)(i), a designated first-aid area in central locations will easy access to the game to observe participants for injuries
- Table, chairs, and trash can at designated first-aid area
- Access to private room or area for examination as needed
- Ice available in sufficient quantity for injuries
- Close access to communication system for contacting EMS and participants' family members if necessary
- Hydration stations for participants (water/cups/etc.)

OUR MISSION IS TO INSPIRE AND EQUIP OUR STUDENTS TO SUCCEED IN LIFE

BULLITT COUNTY PUBLIC SCHOOLS IS AN EQUAL EDUCATION AND EMPLOYMENT INSTITUTION

- Regular P.A. marquee, scoreboard, etc, announcements to identify first-aid locations and to state that athletic training Services are provided by Provider

The attached memorandum of Agreement will begin on July 1, 2026 and conclude on June 30, 2027. University of Louisville Health - Louisville, Inc. dba Frazier Rehabilitation Institute to:

Will charge no fee for the services provided under this Agreement for the provision of Sports Medicine Services. No fees will be charged to the schools or district. However, the parties agree that should University of Louisville Health - Louisville, Inc. dba Frazier Rehabilitation Institute and Bullitt County Public Schools enter into a new agreement for services after the expiration or termination of this Agreement, University of Louisville Health - Louisville, Inc. dba Frazier Rehabilitation Institute and Bullitt County Public Schools will negotiate services and an appropriate fee at the time.

This contract has been reviewed by Dinsmore & Shohl, LLP. Please place on the May board agenda to approve the Memorandum of Agreement between University of Louisville Health - Louisville, Inc. dba Frazier Rehabilitation Institute and Bullitt County Public Schools.

SERVICES AGREEMENT

THIS SERVICES AGREEMENT (the “**Agreement**”) is made and entered into effective as July 1, 2026 (the “**Effective Date**”), by and between UofL Health – Louisville, Inc. d/b/a Frazier Rehabilitation Institute (the “**Provider**”) and the Board of Education of Bullitt County (the “**Client**”), for the provision of athletic trainer services at the Client’s various sporting events, and to assist Client in the development and maintenance of an athletic training program designed to reduce athletic injuries and promote the safe and prompt rehabilitation of students after athletic injuries.

RECITALS

WHEREAS Provider has the expertise and ability to provide the Services, as defined below; and

WHEREAS Provider desires to provide to Client, and Client desires to utilize, the Services.

NOW, THEREFORE, in consideration of the premises, the mutual promises, covenants and conditions contained herein, and for other good and valuable consideration, the sufficiency and receipt of which are hereby acknowledged, the Provider and Client (hereinafter, collectively, the “**Parties**” or each, individually, a “**Party**”) agree as follows:

1. **SERVICES.**

1.1. **“Services” defined.** “Services” means:

(a) The professional medical services of, and coverage of Events by, Provider’s certified athletic trainers (“**Trainers**”), as assigned to the Events by Provider.

1.2. **Location of Services.** The services hereunder shall be provided to (i.) Bullitt East High School (ii.) North Bullitt High School and (iii.) Bullitt Central High School (individually, a “**School**” and collectively, the “**Schools**”).

1.3. **Scope of Services.**

(a) **Trainers.** Provider shall designate one trainer to serve as the primary Trainer at each School, who shall coordinate coverage and Services with the Client’s Athletic Director. Provider shall further designate a PRN Athletic Trainer to serve in the primary Trainer’s role when the primary Trainer is unavailable.

(i) **Certification.** Trainers shall be duly certified by the Board of Certification (BOC) and Licensed by the Kentucky Board of Medical Licensure. At all times, the trainer must remain in good standing with credentialing and licensing bodies.

(ii) **Background Check.** Provider shall provide Client with evidence that Trainers have successfully completed a criminal background check.

(b) **Hours of Work.** A Trainer will provide Services for no more than 40 hours per week while school is in session. For purposes of this Agreement, a “week” in which these Service hours may be provided shall run from Monday – Saturday.

(c) **Location(s) of Work.** Within the maximum 40 hours per week, Trainer shall:

(i) Attend and perform services at all routine coverage home high school athletic events and travel with varsity football.

(ii) be present and provide coverage at Client school. Contact Sports will take priority for overlapping events.

(d) **Services to be Rendered.** Services rendered by a Trainer under this Agreement shall consist of and be limited to:

(i) Game coverage in accordance with Section 1.3(c)(i);

(ii) Advising Client in the establishment of an athletic training room at its facility;

(iii) Assisting Client faculty and athletic coaching staff in the development and

- implementation of a student athletic training program;
- (iv) Advising Client as to the supplies and training equipment needed for the athletic training program;
- (v) Assisting Client faculty and athletic coaching staff in the design and implementation of a continuing education program for the Client's athletic coaching staff;
- (vi) Evaluation of the need for a medical records system for athletic injuries and assist with implementation as reasonably necessary;
- (vii) Monitoring of athletic injuries and developing injury prevention training and programs with the advice and consent of a team physician;
- (viii) Designing and implementation of an emergency medical service protocol for the Client athletic facilities, including concussion protocols.

Follow-up treatment will not be provided. Each individual is responsible for their own follow-up treatment, tests, and/or examinations.

2. PROVIDER'S OBLIGATIONS.

2.1. For the provision of the Services contemplated herein, Provider will provide the following:

- (a) Primary Trainer, in accordance with Section 1.3
- (b) Alternate Trainer, in accordance with Section 1.3
- (c) Documentation of Trainers' successful completion of criminal background check
- (d) Trainer compensation and all employee benefits
- (e) Banners, signs, other advertising materials for advertisement in Client's stadiums, gymnasiums, soccer fields, baseball fields, tennis courts, and other sites where home games are to occur.

2.2. If Services beyond the scope of this Agreement are required, the Additional Event Coverage and Tournament Services Addendum, attached hereto as Addendum 2.2 and incorporated herein by reference, shall apply.

3. CLIENT'S OBLIGATIONS

3.1. In order for Provider to render Services, Client will provide the following:

- (a) All athletic training supplies to be used by Trainers
- (b) An athletic training room within Client's facility
- (c) Allow Provider to advertise in Client's stadiums, gymnasiums, soccer fields, baseball fields, tennis courts, and other sites where home games are to occur
- (d) During games referenced in Section 1.3(c)(i), a designated first-aid area in central location with easy access to the game to observe participants for injuries.
- (e) Table, chairs, and trash can at designated first-aid area
- (f) Access to private room or area for examination as needed
- (g) Ice available in sufficient quantity for injuries
- (h) Close access to communication system for contacting EMS and participants' family members if necessary
- (i) Hydration stations for participants (water/cups/etc.)
- (j) Regular P.A., marquee, scoreboard, etc. announcements to identify first-aid locations and to state that athletic training Services are provided by Provider

4. TERM AND TERMINATION. This Agreement shall commence July 1, 2026 and end on June 30, 2027. The Agreement may be extended by mutual written agreement of the Parties. Either Party may terminate this Agreement without cause ninety (90) days written notice to the other Party.

5. TRAINER COMPENSATION. The Trainers, in their provision of the Services contemplated in this

Agreement, shall be compensated in their capacity as employee(s) of Provider. No compensation from Client to Provider will be provided. Notwithstanding the foregoing, Client may be responsible for compensation to Provider if Client chooses to enter in to Addendum 2.2 for additional coverage.

6. **RELATIONSHIP OF THE PARTIES.**

6.1. Nothing in this Agreement is intended to create an employer-employee relationship, a partnership or other joint venture relationship, or any other legal relationship between the Parties. The Parties will not have any authority to execute any contracts on behalf of the other, or to bind each other in any way. Both Parties understand and agree that they will not be treated as employees of the other for federal, state, or local tax purposes. If the Internal Revenue Service or any other governmental agency should question or challenge the independent contractor status of either Party, the Party receiving information of such challenge will immediately notify the other, and both Parties will have the right to participate in any discussions, negotiations, protests, conferences, and proceedings with respect to such challenge.

7. **LIABILITY INSURANCE.** The Parties shall, at their own expense, maintain and carry liability insurance in a sum no less than \$1,000,000 for a single claim or \$3,000,000 for aggregate claims. Upon a Party's reasonable request, the other Party shall provide the requesting Party with a certificate of insurance from that Party's insurer evidencing the insurance coverage.

8. **INDEMNIFICATION AND HOLD HARMLESS.**

8.1. To the extent permitted by law, both Parties agree to indemnify and hold the other Party, including its trustees, officers, directors, employees, affiliates and agents, harmless from any claim, demand, suit, loss or liability which the indemnified Party may sustain as a result of the indemnifying Party's breach of its duties or the indemnifying Party's errors or omissions within the terms of this Agreement; provided, however, that neither Party will hold the other harmless from any claims, demands or causes of action arising or resulting directly or indirectly from negligence (whether sole, joint, concurring, or otherwise) of the other Party, its trustees, officers, directors, employees, affiliates or agents, or any other person or entity not subject to the indemnifying Party's supervision or control. These indemnifications will include reasonable expenses, including attorney's fees, incurred by defending such claims and damages incurred by reason of the indemnifying Party's failure to comply with applicable laws, ordinances, and regulations or for damages caused by the indemnifying Party. As a condition precedent to asserting a right of indemnity, the Party seeking indemnification will have given the indemnifying Party timely, written notice of the assumption of the claim as to which the right of indemnification is claimed to exist.

9. **NO DUTY TO REFER.**

9.1. The Parties acknowledge and agree that it is not a direct or indirect purpose of this Agreement that either Party is inducing, or attempting to induce, the other to refer any individual to the other or to any other person or facility for the furnishing or arranging for the furnishing of any item or service for which payment may be made in whole or in part under Medicare, Medicaid, or any other governmental or private payment program, and that there is no obligation on the part of Client or its agents to refer patients to, or order items or services from, Provider or its affiliates.

10. **HIPAA COMPLIANCE.**

10.1. Both Parties recognize the importance of the Health Insurance Portability and Accountability Act ("HIPAA") and the Family Education Rights and Privacy Act ("FERPA") and the regulations promulgated thereunder in maintaining security, privacy and confidentiality of patient/student information. Therefore, to the extent that each Party's business functions are governed by the HIPAA or FERPA transaction, security and/or privacy regulations, each Party will have all appropriate organizational and technical policies, procedures and safeguards in place in order to comply with the applicable provisions of the HIPAA or FERPA regulations.

Furthermore, both Parties agree to execute any and all documents, as necessary, in order for either Party to comply with the requirements of HIPAA or FERPA and the regulations promulgated there under.

11. **NOTICES.** All notices required or permitted to be given under the terms of this Agreement shall be in writing, and shall be effective upon delivery if delivered to the addressee in person, effective three (3) business days after mailing if mailed by certified mail, postage prepaid, return receipt requested, or effective the next business day if delivered by overnight courier with charges prepaid, as follows:

If to Provider:

**UofL Health-Louisville, Inc. d/b/a
UofL Health-Frazier Rehabilitation Institute
200 Abraham Flexner Way
Louisville, KY 40202
Attn: Brett Hayes**

If to Client:

**Bullitt County Public Schools
1040 Hwy 44E
Shepherdsville, KY 40165
ATTN: Dr. Jesse Bacon, Superintendent**

or to such other address as either Party shall have designated for notices to be given in accordance with this Section.

12. **MISCELLANEOUS.**

- 12.1. **Recitals.** The recitals are true and correct and are incorporated herein in their entirety.
- 12.2. **Governing Law.** This Agreement is executed and delivered in the Commonwealth of Kentucky, and it will be governed by, construed and administered in accordance with, the laws of Kentucky. Bullitt County, Kentucky will be the sole and exclusive venue for any litigation or other proceedings between the Parties which may be brought or arise out of or in connection with or by reason of this Agreement.
- 12.3. **Entire Agreement.** This Agreement constitutes the entire understanding between the Parties with respect to the subject matter hereof and all prior agreements or understandings will be deemed merged herein.
- 12.4. **Amendments.** No amendments or modifications of this Agreement will be made or deemed to have been made unless in writing and executed by the Party to be bound thereby.
- 12.5. **Waiver.** No provision of this Agreement will be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by the Parties hereto. No waiver by either Party hereto of any breach of, or of compliance with, any condition or provision of this Agreement by the other Party will be considered a waiver of any other condition or provision or of the same condition or provision at another time.
- 12.6. **Assignment.** This Agreement cannot be assigned by either Party without the prior written consent of the other Party.
- 12.7. **Severability.** If one or more provisions of this Agreement are held to be unenforceable under applicable law, such provision(s) will be excluded from this Agreement and the balance of

the Agreement will be interpreted as if such provision were so excluded and will be enforceable in accordance with its terms.

- 12.8. **Headings; Construction.** The headings contained in this Agreement are for convenience only and will not be deemed a part of this Agreement in construing or interpreting the provisions hereof. All words used in this Agreement will be construed to be of such gender or number as the circumstances require. Unless otherwise expressly provided, the word "including" does not limit the preceding words or terms.
- 12.9. **Tax Exempt Status of Provider.** If at any time it is reasonably determined by Provider's legal counsel that any provision of this Agreement could be deemed by the Internal Revenue Service to be inconsistent with the requirements of Section 501(c) (3) of the Internal Revenue Code of 1986, as amended (the "Code"), or give rise to "intermediate sanctions" under Section 4958 of the Code, Provider may modify such provision in a manner designed to eliminate such risk. Such modification shall be made after notice thereof has been provided by Provider to Client and Client has been given an opportunity to discuss the modification with Provider. If the Parties cannot agree on such modification, Provider shall have the option to terminate this Agreement upon written notice to Client.
- 12.10. **No Third Party Beneficiaries.** This Agreement is for the sole benefit of the Parties hereto and their respective successors and permitted assigns. Nothing herein, express or implied, is intended to or shall confer upon any other person or entity any legal or equitable right or remedy under or by reason of this Agreement.
- 12.11. **Changes in Law or Interpretation of Law.** The Parties recognize that this Agreement at all times is subject to applicable federal, state and local laws. The Parties further recognize that this Agreement shall be subject to amendments in and changing interpretations of such laws and regulations and to possible new legislation as well. Should any provision of law (including existing law) invalidate, or otherwise be inconsistent with, the terms of this Agreement or cause one or both of the Parties to be in violation of a material law, the Parties shall exercise their best efforts to negotiate an amendment to this Agreement so as to comply with such law, while maintaining the terms and intent of this Agreement to the greatest extent possible consistent with the requirements of law. If a Party reasonably requests an amendment to this Agreement pursuant to this Section and such amendment is not negotiated within sixty (60) days, or sooner if required by law, following notice of one Party to the other that the Agreement or any portion thereof is invalid or inconsistent with applicable law, the Party requesting the amendment may terminate this Agreement.
- 12.12. **Additional Terms.** Client and Provider may add provisions to this Agreement in the form of an addendum. If applicable, an Additional Terms Addendum is attached hereto as Addendum 12.12 and incorporated herein.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the Effective Date.

Board of Education of Bullitt County

**UofL Health - Louisville Inc. d/b/a
UofL Health - Frazier Rehab Institute**

Deborah Atherton, Chair

Kenneth P. Marshall, COO

Date: _____

Date: _____

Jesse Bacon, Ed.D., Superintendent

Date: _____

ADDENDUM 2.2

Additional Event Coverage and Tournament Services

1. Types of Coverage Defined. For purposes of covering events outside those covered in the above agreement, these definitions shall apply:

- (a) **"Routine Coverage"** means the athletic training services provided during the standard service hours outlined in the Agreement, which are defined as no more than 40 hours per week. Routine Coverage services may include emergency care, injury prevention, injury evaluation, documentation of injuries, and coordination of medical follow-up consistent with the scope of services described in the Agreement.
 - (i) Events falling within Routine Coverage may include, but are not limited to:
 - a. Home athletic contests
 - b. Away varsity football games
 - c. Scheduled practices
 - d. Regular season competition and matches
- (b) **"Additional Coverage"** means athletic training Services requested by Client that occur outside the weekly service hours defined within routine coverage. Additional Coverage is not included within the standard weekly service hours described in the Agreement.
 - (i) Events falling within Additional Coverage may include, but are not limited to:
 - a. Tournaments
 - b. Special Athletic Events
 - c. Weekend Events
 - d. Invitational Competitions
 - e. Multi-team or multi-day events
 - f. Post-Season Play
 - g. Events requiring additional athletic training staff

2. Trainer Qualifications and Scope of Services for Additional Coverage

- (a) **Designation of Trainers.**
 - (i) **Event Staffing Determination.** The provider's Medical Director, in consultation with the primary Certified Athletic Trainer assigned to the client, shall determine the number of Athletic Trainers required for any Additional Coverage Event. Staffing determinations may consider factors including, but not limited to:
 - a. Number of participants
 - b. Number of simultaneous contests or venues
 - c. Injury risk level of the sport(s) involved
 - d. Duration and schedule of the eventIf Client elects not to fund the minimum staffing levels determined by Provider, Provider reserves the right to decline coverage for the Event.
 - (ii) **Use of PRN Trainers.** Providers may utilize PRN Athletic Trainers to fulfill Additional Coverage requirements or to substitute for the primary assigned Athletic Trainer. All PRN Athletic Trainers shall meet the same credentialing, licensure, and professional requirements of as a primary trainer.
- (b) **Hours of Work.**
 - (i) **Additional Coverage.** Services for Additional Coverage Events will be provided in a timeframe agreed upon by the parties when scheduling Additional Coverage.
 - (ii) **Additional Coverage Scheduling.** Requests for Additional Coverage must be submitted by Client in writing to Provider at least thirty (30) days prior to the Event date. Acceptance of requests for Additional Coverage is subject to Provider availability. The form attached hereto as Exhibit A should be utilized for requesting Additional Coverage.
- (c) **Location of Services.**

- (i) **Additional Coverage.** Trainer(s) will provide Additional Coverage at the location of the Additional Coverage Event to be specified at the time of scheduling the Additional Coverage.

2. Compensation.

- (a) **Additional Coverage.** If the Client requests Additional Coverage, Provider shall charge the Client \$75.00 per hour per Certified Athletic Trainer (ATC)
 - (i) **Minimum Billing.** If Additional Coverage is accepted and scheduled, a minimum of four (4) hours per ATC will be billed.
 - (ii) **Additional Coverage Event Cancellation.** If a scheduled Additional Coverage Event is cancelled with less than forty-eight (48) hours notice to Provider, Client shall be responsible for the full estimated cost of the scheduled Additional Coverage.
 - (iii) **Expense Reimbursement.** Client will reimburse Provider for mileage traveled by Trainer(s) to and from any Additional Coverage Event at the current IRS reimbursement rate.
 - (iv) **Invoices.** Provider shall submit invoices for Additional Coverage within 30 days following the event. Payment shall be due within 30 days of the invoice date.
 - (v) **Supplies.** Client shall be responsible for the replacement or replenishment of medical supplies consumed during tournament or post-season play.

Exhibit A

Request for Additional Coverage

Today's Date:

School Name:

Event Name:

Event Date(s) and Times:

For Provider Use Only:

Number of Trainers/Staff:

Accepted by:

Accepted by:

Name, on behalf of Provider

Name, on behalf of Client

ADDENDUM 12.12
CLIENT ADDITIONAL TERMS

1. Trainer Compensation. Client will bear no responsibility or liability for payment or nonpayment of any such compensation.

2. Liability Insurance. Trainers are not afforded legal protection under the Client's worker's compensation or health insurance policy and that any expenses for emergency examination or treatment to a Trainer shall not be borne by the Client. The Parties agree that the Agreement does not confer employment of the Trainers by the Client and therefore, Trainers are not entitled to any Client employee benefits, including, but not limited to, Social Security, employment compensation, or worker's compensation