

A RESOLUTION OF THE CAPE CORAL CHARTER SCHOOL AUTHORITY GOVERNING BOARD OF THE CITY OF CAPE CORAL, FLORIDA, APPROVING THE JOB DESCRIPTION AND SALARY RANGE FOR THE ATHLETIC TRAINER POSITION FOR OASIS MIDDLE SCHOOL AND OASIS HIGH SCHOOL; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, Oasis Middle School and Oasis High School provide various athletic programs to its students; and

WHEREAS, the Athletic Trainer is responsible for the prevention, evaluation, treatment and rehabilitation of athletic injuries, as well as maintaining equipment and facilities, promoting safety and wellness for the Oasis Middle School and Oasis High School athletic programs, on an as needed basis; and

WHEREAS, Charter School Superintendent recommends that the Cape Coral Charter School Authority Governing Board approve the job description and salary range fort the Athletic Trainer for the Oasis Middle School and Oasis High School.

NOW, THEREFORE, BE IT RESOLVED BY THE CAPE CORAL CHARTER SCHOOL AUTHORITY GOVERNING BOARD OF THE CITY OF CAPE CORAL, FLORIDA:

Section 1. The Cape Coral Charter School Authority Governing Board of the City of Cape Coral, Florida, hereby approves the job description and salary range fort the Athletic Trainer for the Oasis Middle School and Oasis High School. A copy of the job description is attached hereto as Exhibit A.

Section 2. Effective Date. This Resolution shall take effect immediately upon its adoption.

ADOPTED BY THE CAPE CORAL CHARTER SCHOOL AUTHORITY GOVERNING BOARD OF THE CITY OF CAPE CORAL, FLORIDA AT THEIR REGULAR SESSION THIS _____ DAY OF _____, 2025.

KRISTIFER JACKSON, CHAIR


VOTE OF THE CAPE CORAL CHARTER SCHOOL AUTHORITY GOVERNING BOARD:

JACKSON	_____	SANTOS	_____
ATISELE	_____	MINAYA	_____
KATINE	_____	KILRAINE	_____
MICHAELS	_____		

ATTESTED TO AND FILED IN MY OFFICE THIS _____ DAY OF _____, 2025.

KIMBERLY BRUNS
CITY CLERK

APPROVED AS TO FORM:



ALEKSANDR BOKSNER
CITY ATTORNEY



res/ Athletic Trainer

EXHIBIT A



CITY OF CAPE CORAL
Established Date: Mar. 2025
Revision Date:

ATHLETIC TRAINER

Class Code: I03
Calendar: 11 Months
FLSA: Exempt

SALARY RANGE

58,803-69,780 Annually

GENERAL STATEMENT OF JOB:

The Athletic Trainer is responsible for the prevention, evaluation, treatment and rehabilitation of athletic injuries, as well as maintaining equipment and facilities, promoting safety and wellness for the Oasis High School and Middle School (as requested) Athletic programs.

SPECIFIC DUTIES AND RESPONSIBILITIES:

1. Emergency Response & Safety

- Administer First Aid, CPR, and AED as needed for illness, injury, or life-threatening emergencies per certification training guidelines.
- Plan and implement emergency procedures for injured athletes.
- Ensure availability and proper use of emergency medical equipment.
- Coordinate emergency medical services for home and away games.
- Maintain a safe playing environment by managing environmental risks.

2. Protective Equipment & Injury Prevention

- Assist in selecting, fitting, and maintaining protective equipment, including braces and taping.
- Develop and implement strategies to prevent athletic injuries.
- Create specialized protective padding or equipment when needed.

3. Communication & Coordination

- Maintain open communication with athletes, parents, coaches, and physicians regarding injuries and recovery progress.
- Serve as a liaison between medical professionals and coaching staff.
- Provide updates on injured athletes' status and participation ability.

4. Record Keeping & Compliance

- Maintain accurate injury reports, treatment logs, and medical histories.
- Coordinate annual athletic physicals and ensure proper clearance for injured athletes.
- Adhere to HIPAA, FERPA, and other relevant privacy and compliance regulations.

5. Training Room, Inventory, & Budget Management

- Maintain an organized and efficient athletic training room.
- Order and manage medical supplies, ensuring adequate inventory.
- Prepare and submit an annual budget for athletic training supplies and equipment.

6. Education & Professional Development

- Provide in-service training for coaches on injury prevention and management.
- Stay updated on best practices by attending workshops and maintaining required certifications.

7. Event & Practice Coverage

- Provide athletic training coverage for practices, home contests, and away events throughout the sports seasons.
- Assist visiting teams with medical needs when necessary.

MINIMUM QUALIFICATIONS:

- Must be certified by the National Athletic Trainers Association and maintain the association's standards.
- Must maintain a current state licensure in accordance with the Florida Board of Athletic Training.
- Must be certified in Adult and Child First Aid, CPR & AED.
- Must maintain a current certification in sudden cardiac arrest, heat illness, and concussion protocols.
- Individual(s) assigned to this classification must report to work per their assigned schedule.

KNOWLEDGE, SKILLS, AND ABILITIES:

1. **Athletic Training & Injury Management** – Principles of injury prevention, assessment, treatment, rehabilitation, and reconditioning.
2. **Emergency Medical Response** – First Aid, CPR, AED use, and emergency action protocols.
3. **Human Anatomy & Biomechanics** – Structure and function of the musculoskeletal system and movement science.
4. **Sports-Specific Conditioning** – Strategies for improving athletic performance while minimizing injury risks.
5. **Protective Equipment & Injury Prevention** – Proper selection, fitting, and maintenance of braces, taping, padding, and safety gear.
6. **Medical Documentation & Compliance** – Laws and policies related to HIPAA, FERPA, Sunshine Laws, and medical record-keeping.
7. **Budget & Inventory Management** – Fundamentals of supply ordering, inventory tracking, and resource allocation.
8. **Rehabilitation & Recovery Techniques** – Use of therapeutic exercises and modalities for athlete recovery.
9. **Communication & Reporting Standards** – Best practices for maintaining medical records and relaying information to stakeholders.
10. **Environmental Risk Management** – Identifying and mitigating environmental hazards related to athletic participation.
11. **Injury Assessment & Immediate Care** – Ability to evaluate injuries and determine appropriate medical responses.
12. **First Aid, CPR, and AED Application** – Proficiency in life-saving techniques in accordance with certification standards.
13. **Taping, Bracing, and Protective Equipment Fitting** – Expertise in injury prevention and support methods.

14. **Rehabilitation Program Implementation** – Ability to develop and oversee recovery exercises.
15. **Record Keeping & Injury Tracking** – Strong documentation and organizational skills for managing medical information.
16. **Communication & Collaboration** – Effective interpersonal skills for working with athletes, parents, coaches, and medical professionals.
17. **Time Management & Organization** – Ability to prioritize tasks in a fast-paced environment.
18. **Decision-Making Under Pressure** – Sound judgment in emergency and high-stress situations.
19. **Training & Education** – Capacity to instruct coaches, athletes, and staff on injury prevention and safety.
20. **Adaptability & Problem-Solving** – Flexibility in responding to changing circumstances and unforeseen challenges.
21. **Work Flexible Hours** – Availability for evenings, weekends, and travel.
22. **Stand & Move for Long Periods** – Physical endurance for extended shifts and on-field work.
23. **Lift and Transport Equipment** – Ability to handle medical supplies and emergency gear.
24. **React Quickly in Emergencies** – Swift and effective response to injuries and medical incidents.
25. **Enforce Safety Protocols** – Knowledge and application of best practices for athletic health and wellness.
26. **Maintain Confidentiality** – Proper handling of sensitive medical information.
27. **Work in Varied Conditions** – Indoor and outdoor settings, including extreme weather.
28. **Multitask Effectively** – Balancing multiple priorities, including administrative and medical responsibilities.
29. **Stay Current with Industry Standards** – Commitment to professional development and certification renewal.
30. **Collaborate with Diverse Stakeholders** – Ability to coordinate with school administrators, medical personnel, and athletic staff.

REPORTS TO:

Athletic Director

MINIMUM STANDARDS REQUIRED:

- **Standing for Extended Periods** – Must be able to stand for long hours during practices, games, and training sessions.
- **Walking & Running** – Ability to move quickly across fields, courts, and gymnasiums to respond to injuries.
- **Bending, Kneeling & Squatting** – Frequently required when assessing, taping, or treating lower-body injuries.
- **Climbing & Balancing** – May need to navigate bleachers, stairs, or uneven playing surfaces to reach athletes.
- **Lifting & Carrying (Up to 50 lbs.)** – Transporting medical supplies, ice coolers, braces, and emergency equipment.
- **Assisting Athletes in Movement** – Helping injured athletes stand, walk, or be transported off the field with support.
- **Pushing & Pulling** – Moving training tables, carts, or emergency medical equipment as needed.
- **Precise Hand Movements** – Applying tape, bandages, and braces; using medical tools with accuracy.
- **Quick & Controlled Actions** – Performing CPR, First Aid, or operating an AED during emergency

situations.

- **Strong Vision & Depth Perception** – Ability to assess injuries, monitor athlete movements, and read medical documentation.
- **Hearing & Verbal Communication** – Responding to calls for help, providing clear instructions, and relaying critical information to coaches, parents, and medical personnel.
- **Working in Various Weather Conditions** – Must be able to work outdoors in extreme heat, cold, rain, or other environmental conditions during athletic events.
- **Handling High-Stress Situations** – Ability to remain calm and provide emergency care under pressure during fast-paced games and practices.
- **Working Flexible Hours** – Includes evenings, weekends, and travel for away games and tournaments.