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**From:** Ro, Brian J. - US <brian.ro@caci.com>  
**Sent:** Thursday, January 23, 2025 9:52 AM  
**To:** boe@hcpss.org  
**Cc:** Bill\_Barnes@hcpss.org; CouncilMail; Ball, Calvin  
**Subject:** Fw: PLEASE add funding for full-time athletic trainers for ALL county high schools!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Superintendent, Board of Education members, and County Executive Ball,

Please see my budget feedback email below. Thank you.

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**From:** Ro, Brian J. - US  
**Sent:** Thursday, January 23, 2025 9:49 AM  
**To:** budgetfeedback@hcpss.org <budgetfeedback@hcpss.org>  
**Subject:** PLEASE add funding for full-time athletic trainers for ALL county high schools!

To whom it may concern,

I am a resident of Howard county and father of 2 children currently attending Marriotts Ridge High School that partake in school athletic teams. It is to my great dismay to see that the current proposed budget for FY26 does not include any additional funding for hiring full-time athletic trainers at all high schools.

As I understand it, the county has only budgeted funding for 7 contracted, part-time trainers to cover all 13 high schools, resulting in an average of a trainer on school grounds only 1-2 times a week for an hour at a time. This is woefully inadequate coverage considering the number of teams holding practice/games/events any given day.

I recently came across an article in the Baltimore Sun about parents whose child suffered a cardiac arrest during a practice that could not receive medical attention due to lack of qualified medical personnel on site and now that child is in a vegetative state likely for life. I CANNOT stress strongly enough the importance of doing the MINIMUM and staffing at least **1** full-time athletic trainer dedicated to each high school that can build familiarity with the school's student athletes and faculty, and help to certify other faculty members/coaches in being able to administer first aid. A contracted trainer spending a maximum of 1-2 hours on site a week is simply not enough except to cover the bare legal minimums.

For a county that budgets well over \$1 BILLION dollars a year for education, it is rather mind-blowing that the county can't find money to hire full-time trainers that would barely amount to 1 tenth of 1 percent of the overall budget. Staffing each high school with a full-time athletic trainer is literally a rounding error!

I urge the Superintendent, the Board of Education, the County Executive, and the County Council to please invest in the safety of our children and provide basic coverage for all our students. How many more children like the child from Hammond High School that is now a quadriplegic in a vegetative state need to suffer before the county finds it is worth spending a tiny fraction of money to get full-time trainers

in each high school, a tragedy that could have been prevented if a trainer was on site at the time of the incident? This issue cannot keep getting pushed off to "future budget years".

Respectfully,

Brian Ro, a concerned resident and parent in Woodstock, Maryland.

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**From:** Caitlin Lovend <crlovend0@gmail.com>  
**Sent:** Thursday, February 13, 2025 2:43 PM  
**To:** CouncilMail  
**Subject:** Board of Education Operational Budget

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Good Afternoon Members of the Howard County Council

My name is Caitlin Lovend and I am one of the 7 athletic trainers that is currently providing coverage to the 13 Howard County High Schools. I know you have been hearing from a lot of people advocating for us to be hired on a full time basis by the county. Given how we are contracted, many of the athletic trainers would love to be speaking up at the meetings but we feel we are in a hard place given the fact that we work for Athletico, the company whose services are contracted out to. We have been listening in on the Public Forum Board Meetings and the Board of Ed virtual working sessions to see how the topic of Athletic Trainer is being addressed. Most people have no idea what challenges we face, what it is we exactly do and or understand the real impact that athletic trainers make when it comes to high school athletics. Everything that you have been hearing from the student-athletes and parents is completely accurate when it comes to athletic trainers. However, you will never be able to have a true outline of the athletic trainer situation in Howard County unless you speak to the source directly or physically see it for yourself. Obviously the Council ultimately approves the Board of Educations budget, so before you choose to leave hiring athletic trainers from next year's budget please ask yourself if you have all the information needed to make an appropriate decision. If you would like to speak directly from the athletic trainers all you have to do is ask.

I am not just a current athletic trainer providing coverage in this county but I am also an alum of this county and was a student athlete at a time when Howard County was able to provide athletic trainers to all of its schools.

Howard County is falling behind other counties when it comes to this topic. But even though we are falling behind doesn't mean the county can't catch. Why does it have to be all or nothing (ie. hiring 33 security guards or 13 athletic trainers). Why can't the process be started for both, hiring 20 security guards and 13 athletic trainers or hire 6 athletic trainers and phase in the others over the next two years (same system as other counties).

I hope the ultimate decision on this topic is made using and having the most and best information available and nobody knows more about the situation than the athletic trainers themselves.

Caitlin Lovend MS, LAT, ATC, GTS, PBFR, PES

**From:** [Brittany A. Iseminger-Smith](#)  
**To:** [Yungmann, David](#); [CouncilDistrict4@howardcountymd.gov](mailto:CouncilDistrict4@howardcountymd.gov); [CouncilDistrict2@howardcountymd.gov](mailto:CouncilDistrict2@howardcountymd.gov); [CouncilDistrict1@howardcountymd.gov](mailto:CouncilDistrict1@howardcountymd.gov)  
**Subject:** Hiring Athletic Trainers directly through HCPSS  
**Date:** Tuesday, March 11, 2025 8:20:38 AM

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[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Members of the Howard County Council,

During the Board of Education budget sessions, they heard from many student-athletes about hiring Athletic Trainers directly through the county. I want to echo their concerns and express my strong support for hiring athletic trainers directly through the Howard County Public School System (HCPSS). While I understand the constraints of the current budget, our student-athletes, coaches, and school communities are being underserved by the lack of dedicated athletic trainers at practices and games.

Every school in our system has a Certified Nursing Assistant (CNA) or Registered Nurse (RN) during the school day to provide medical care—why should it be any different for student-athletes after school? Athletic trainers are essential not only for sports teams but also for coaches, spectators, the marching band, dance teams, clubs, and any other after-school activities that may require medical assistance.

Beyond orthopedic injuries, HCPSS has several student-athletes with serious medical conditions such as diabetes, sickle cell disease, and postural orthostatic tachycardia syndrome (POTS), just to name a few. In emergencies, seconds matter. How can a coach, with only a 15-hour training course, be expected to handle these situations? Calling 911 can take 10-15 minutes—precious time wasted when a certified athletic trainer could immediately assess, stabilize, and triage the athlete, coach, or spectator until more advanced life-saving measures arrive.

### **The Benefits of Directly Hiring Athletic Trainers**

Hiring athletic trainers as full-time employees of HCPSS, rather than relying on contracted services, provides numerous benefits:

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**Consistency & Availability:** Direct-hire ATs are fully integrated into the school community, providing stable and consistent care instead of rotating through different schools or being subject to staffing shortages from an outside company.

- **Improved Communication & Coordination:** ATs who are school employees can better collaborate with teachers, administrators, and coaches, ensuring a higher standard of care for student-athletes.
- **Stronger Emergency Preparedness:** Having an AT who knows the specific needs of each school, its facilities, and its students allows for faster, more effective responses to medical emergencies.
- **Retention & Investment in Student Safety:** Contracted ATs may leave for better opportunities, creating gaps in coverage. Direct hires are more likely to stay, build relationships with students, and contribute to long-term athlete health and safety. In other counties that have transitioned to direct hire, they do not have the staffing shortages Howard County has had.

In a one billion dollar education budget, it would cost an additional one million dollars to add Athletic Trainers. That is only 0.1% of the overall requested budget. This is a small price to pay for an increase in the safety and wellbeing of our student-athletes.

We cannot afford to wait for another tragic incident like the one at Hammond High School in 2024. Ensuring the safety and well-being of our student-athletes should be a priority. I urge you to take action in securing full-time, direct-hire athletic trainers for all HCPSS schools.

Thank you for your time and consideration.

Brittany Iseminger-Smith, ATC, PA-C  
Physician Assistant  
Meritus Medical Center Medical Plaza  
13620 Crayton Blvd Suite B  
Phone | 240-313-9890



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**From:** [Carolyn](#)  
**To:** [Yungmann, David](#)  
**Subject:** Hiring Athletic Trainers directly through HCPSS  
**Date:** Tuesday, March 11, 2025 7:30:59 AM

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Dear Member Yungmann,

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Thank you for your time and consideration.

Carolyn Hayden

**From:** [Matthew Smith](#)  
**To:** [Yungmann, David](#); [CouncilDistrict2@howardcountymd.gov](mailto:CouncilDistrict2@howardcountymd.gov); [CouncilDistrict1@howardcountymd.gov](mailto:CouncilDistrict1@howardcountymd.gov)  
**Subject:** Hiring Athletic Trainers directly through HCPSS  
**Date:** Tuesday, March 11, 2025 10:25:40 AM

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[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

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**From:** [Sarah Hayden](#)  
**To:** [CouncilDistrict1@howardcountymd.gov](mailto:CouncilDistrict1@howardcountymd.gov); [CouncilDistrict2@howardcountymd.gov](mailto:CouncilDistrict2@howardcountymd.gov);  
[CouncilDistrict4@howardcountymd.gov](mailto:CouncilDistrict4@howardcountymd.gov); [Yungmann, David](#)  
**Subject:** Hiring Athletic Trainers directly through HCPSS  
**Date:** Tuesday, March 11, 2025 7:46:59 AM

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Sarah Kotula

**From:** [Marc Isenstadt](#)  
**To:** [Yungmann, David](#); [CouncilDistrict4@howardcountymd.gov](mailto:CouncilDistrict4@howardcountymd.gov); [CouncilDistrict2@howardcountymd.gov](mailto:CouncilDistrict2@howardcountymd.gov); [CouncilDistrict1@howardcountymd.gov](mailto:CouncilDistrict1@howardcountymd.gov)  
**Subject:** Hiring Athletic Trainers directly through HCPSS  
**Date:** Wednesday, March 12, 2025 2:30:54 PM

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[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Members of the Howard County Council,

During the Board of Education budget sessions, they heard from many student-athletes about hiring Athletic Trainers directly through the county. I want to echo their concerns and express my strong support for hiring athletic trainers directly through the Howard County Public School System (HCPSS). While I understand the constraints of the current budget, the student-athletes, coaches, and school communities are being underserved by the lack of dedicated athletic trainers at practices and games.

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As a product of the Howard County School System, a 2007 graduate of Long Reach High School, a 25 year county resident, and a 11 year certified Athletic Trainer, I remember my own experiences participating in high school athletics, not knowing if my school had an Athletic Trainer when myself and my teammate were injured participating in sports. I strongly recommend hiring full time Athletic Trainers directly through the county.

Thank you for your time and consideration.

Marc Isenstadt

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**Marc Isenstadt**

*Assistant Athletic Trainer, Field Hockey, Swimming & Diving*  
**Georgetown University**



p: (202) 687-6709  
w: [GUHoyas.com](http://GUHoyas.com)  
e: [mai47@georgetown.edu](mailto:mai47@georgetown.edu)  
a: McDonough Arena 3700 O Street NW Washington, DC 20057  
s: @georgetownhoyas | @georgetownathletics  
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**From:** Ro, Brian J. - US <brian.ro@caci.com>  
**Sent:** Sunday, March 16, 2025 10:45 AM  
**To:** CouncilMail; Ball, Calvin  
**Subject:** Please APPROVE additional funding for full-time athletic trainers for ALL county high schools!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hello County Council members and County Executive Ball,

As Councilman Yungmann told me in response to my initial email about adding funding for full-time athletic trainers, the BOE needed to send a budget to the council including that funding request first, and that nothing could be done by the council unless that happened.

Well, after efforts from many in the community, the BOE did add funding for full-time athletic trainers. Now that we have held up our end of the deal, I plead with the council and Executive Ball to

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**From:** Ro, Brian J. - US <brian.ro@caci.com>  
**Sent:** Thursday, January 23, 2025 9:51:58 AM  
**To:** boe@hcpss.org <boe@hcpss.org>  
**Cc:** Bill\_Barnes@hcpss.org <Bill\_Barnes@hcpss.org>; councilmail@howardcountymd.gov <councilmail@howardcountymd.gov>; cball@howardcountymd.gov <cball@howardcountymd.gov>  
**Subject:** Fw: PLEASE add funding for full-time athletic trainers for ALL county high schools!

Superintendent, Board of Education members, and County Executive Ball,

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**Subject:** PLEASE add funding for full-time athletic trainers for ALL county high schools!

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As I understand it, the county has only budgeted funding for 7 contracted, part-time trainers to cover all 13 high schools, resulting in an average of a trainer on school grounds only 1-2 times a week for an hour at a time. This is woefully inadequate coverage considering the number of teams holding practice/games/events any given day.

I recently came across an article in the Baltimore Sun about parents whose child suffered a cardiac arrest during a practice that could not receive medical attention due to lack of qualified medical personnel on site and now that child is in a vegetative state likely for life. I CANNOT stress strongly enough the importance of doing the MINIMUM and staffing at least **1** full-time athletic trainer dedicated to each high school that can build familiarity with the school's student athletes and faculty, and help to certify other faculty members/coaches in being able to administer first aid. A contracted trainer spending a maximum of 1-2 hours on site a week is simply not enough except to cover the bare legal minimums.

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I urge the Superintendent, the Board of Education, the County Executive, and the County Council to please invest in the safety of our children and provide basic coverage for all our students. How many more children like the child from Hammond High School that is now a quadriplegic in a vegetative state need to suffer before the county finds it is worth spending a tiny fraction of money to get full-time trainers in each high school, a tragedy that could have been prevented if a trainer was on site at the time of the incident? This issue cannot keep getting pushed off to "future budget years".

Respectfully,  
Brian Ro, a concerned resident and parent in Woodstock, Maryland.

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Sorry, my last email was cut off. I plead with you to find the money to add additional funding for full-time athletic trainers as well as other priorities. The boe identified as additional ask for the coming school years budget. Our children's lives are worth the extra \$500k or so that would be needed to ensure their safety while partaking in the athletic programs they love via full-time athletic trainers. Thank you.

-Brian Ro

[Android Outlook](#)

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**From:** Ro, Brian J. - US <brian.ro@caci.com>  
**Sent:** Sunday, March 16, 2025 10:44:56 AM  
**To:** councilmail@howardcountymd.gov <councilmail@howardcountymd.gov>; cball@howardcountymd.gov <cball@howardcountymd.gov>  
**Subject:** Please APPROVE additional funding for full-time athletic trainers for ALL county high schools!

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As I understand it, the county has only budgeted funding for 7 contracted, part-time trainers to cover all 13 high schools, resulting in an average of a trainer on school grounds only 1-2 times a week for an hour at a time. This is woefully inadequate coverage considering the number of teams holding practice/games/events any given day.

I recently came across an article in the Baltimore Sun about parents whose child suffered a cardiac arrest during a practice that could not receive medical attention due to lack of qualified medical personnel on site and now that child is in a vegetative state likely for life. I CANNOT stress strongly enough the importance of doing the MINIMUM and staffing at least **1** full-time athletic trainer dedicated to each high school that can build familiarity with the school's student athletes and faculty, and help to certify other faculty members/coaches in being able to administer first aid. A contracted trainer spending a maximum of 1-2 hours on site a week is simply not enough except to cover the bare legal minimums.

For a county that budgets well over \$1 BILLION dollars a year for education, it is rather mind-blowing that the county can't find money to hire full-time trainers that would barely amount to 1 tenth of 1 percent of the overall budget. Staffing each high school with a full-time athletic trainer is literally a rounding error!

I urge the Superintendent, the Board of Education, the County Executive, and the County Council to please invest in the safety of our children and provide basic coverage for all our students. How many more children like the child from Hammond High School that is now a quadriplegic in a vegetative state need to suffer before the county finds it is worth spending a tiny fraction of money to get full-time trainers in each high school, a tragedy that could have been prevented if a trainer was on site at the time of the incident? This issue cannot keep getting pushed off to "future budget years".

Respectfully,  
Brian Ro, a concerned resident and parent in Woodstock, Maryland.

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**From:** [Joseph P. Osborne](#)  
**To:** [Yungmann, David](#)  
**Subject:** Hiring Athletic Trainers Directly through HCPSS  
**Date:** Monday, March 17, 2025 6:32:40 AM

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[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Members of the Howard County Council,

During the Board of Education budget sessions, they heard from many student-athletes about hiring Athletic Trainers directly through the county. I want to echo their concerns and express my strong support for hiring athletic trainers directly through the Howard County Public School System (HCPSS). While I understand the constraints of the current budget, our student-athletes, coaches, and school communities are being underserved by the lack of dedicated athletic trainers at practices and games.

Every school in our system has a Certified Nursing Assistant (CNA) or Registered Nurse (RN) during the school day to provide medical care—why should it be any different for student-athletes after school? Athletic trainers are essential not only for sports teams but also for coaches, spectators, the marching band, dance teams, clubs, and any other after-school activities that may require medical assistance.

Beyond orthopedic injuries, HCPSS has several student-athletes with serious medical conditions such as diabetes, sickle cell disease, and postural orthostatic tachycardia syndrome (POTS), just to name a few. In emergencies, seconds matter. How can a coach, with only a 15-hour training course, be expected to handle these situations? Calling 911 can take 10-15 minutes—precious time wasted when a certified athletic trainer could immediately assess, stabilize, and triage the athlete, coach, or spectator until more advanced life-saving measures arrive.

## **The Benefits of Directly Hiring Athletic Trainers**

Hiring athletic trainers as full-time employees of HCPSS, rather than relying on contracted services, provides numerous benefits:

- **Consistency & Availability:** Direct-hire ATs are fully integrated into the school community, providing stable and consistent care instead of rotating through different schools or being subject to staffing shortages from an outside company.
- **Improved Communication & Coordination:** ATs who are school employees can better collaborate with teachers, administrators, and coaches, ensuring a higher standard of care for student-athletes.
- **Stronger Emergency Preparedness:** Having an AT who knows the specific needs of each school, its facilities, and its students allows for faster, more effective responses to medical emergencies.
- **Retention & Investment in Student Safety:** Contracted ATs may leave for better opportunities, creating gaps in coverage. Direct hires are more likely to stay, build relationships with students, and contribute to long-term athlete health and safety. In other counties that have transitioned to direct hire, they do not have the staffing shortages Howard County has had.

In a one billion dollar education budget, it would cost an additional one million dollars to add Athletic Trainers. That is only 0.1% of the overall requested budget. This is a small price to pay for an increase in the safety and wellbeing of our student-athletes.

I have been a coach in this county for 16 years and have seen the benefits of having full time athletic trainers and the difficulties when we have not had one. There have been times that I have been the only coach at a practice or game and have needed to attempt to provide medical care or screening while also managing the rest of the team. Ensuring the safety and well-being of our student-athletes should be a priority. I urge you to take action in securing full-time, direct-hire athletic trainers for all HCPSS schools.

Thank you for your time and consideration.

Joey Osborne

Glenelg High School

Social Studies Teacher

Varsity Boys Soccer Coach

**From:** [Lisa Dolloph](#)  
**To:** [Yungmann, David](#)  
**Subject:** Full Time Athletic Trainers for High Schools  
**Date:** Wednesday, March 19, 2025 9:39:37 AM

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[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Good morning.

I am writing to ask for your support for full time athletic trainers in all high schools. Athletic play is beneficial for students in so many ways, but participating also comes with risk of injury. It is imperative that Howard County students have the medical support they need in case of an injury or emergency. Howard County and HCPSS should easily approve full time athletic trainers for all schools in the budget.

Thank you for your time.  
Lisa Dolloph

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**From:** Ro, Brian J. - US <brian.ro@caci.com>  
**Sent:** Monday, April 28, 2025 9:46 AM  
**To:** CouncilMail; Budget Testimony  
**Subject:** Please add funding for full-time athletic trainers at HCPSS high schools!

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear County Council members and Executive Ball,

I was thrilled to see that our Board of Education listened to their constituents and finally added funding for 13 full-time athletic trainers in their HCPSS budget. But equally dismayed when I saw that Executive Ball did not include funding for athletic trainers in his proposed county budget.

I understand the fiscal uncertainty surrounding our county, but I implore you to find a way to fund full-time athletic trainers. I think we can all agree that the safety of our children is a top priority, and with over half of all HS students partaking in school-sponsored athletic extracurricular activities, this isn't an issue that only affects a small minority of the student population. Funding for full-time athletic trainers would amount to less than 0.02% of the proposed county budget! I refuse to believe that guaranteeing the safety of our kids is simply a rounding error that's being chopped off.

**Executive Ball,**

I am a father of 2 kids who have attended HCPSS schools their entire lives (just like you and your 2 daughters did) and participate in their high school's athletic teams. I know you have met with very talented county HS athletes and recognized their elite achievements. Imagine if one of those budding athletes suffered a devastating injury which ended their careers prematurely, an injury which a full-time athletic trainer may have helped to prevent, or been on the scene to treat immediately to prevent further injury. Full-time athletic trainers are not a luxury; should be a requirement.

Please find a way to fund full-time athletic trainers in our county, as the safety of our children literally depends on it. Thank you.

-Brian Ro, Howard County resident since 2008

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