

BOARD AGENDA ITEM

January 27, 2026

SUBJECT:

Request to Consider Competitiveness of Athletic Trainer Compensation

BACKGROUND INFORMATION:

The District has encountered difficulties employing athletic trainers at its seven traditional high schools.

ADMINISTRATIVE CONSIDERATION:

After years of contracting athletic trainer services with some level of success, the District has been unable to consistently contract those services for all seven schools in recent years. Three schools – Aiken High, Wagener-Salley High, and Silver Bluff High – were without trainer services at the start of the 2025 – 2026 school. As a result, the Administration recommended, and the Board approved, employing athletics trainers at those three schools. Any other high school that lost contracted trainer services thereafter would also seek to employ a trainer. Pay scale placement for these new, 12-month positions was pay table 119 (\$58,852 - \$91,103). Despite advertising since early fall 2025, the District has been unable to fill the trainer positions. Salary ranges and a limited pool of applicants are the primary causes.

The Administration discussed a more competitive salary range and a sign-on bonus during its January 13, 2026, Board presentation. Changes would include a move to pay table 122 (\$68,129 - \$105,463) and a lump sum sign-on bonus of \$5,000. The sign-on bonus would be paid within 30 days of a trainer's start date. The additional cost is estimated at approximately \$300,000 annually.

RECOMMENDATION:

Approve a shift of the athletic trainer position from pay table 119 to pay table 122 in combination with a lump sum \$5,000 sign-on bonus.

PREPARED BY:

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