

#17

**COMPLETE**

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Page 1: Classified Position Request Form

**Q1**

Please enter the following:

Department	<b>AKHE</b>
Position Title	<b>Athletic Trainer</b>
Salary Range*	<b>\$5,581~\$6.979 per/month</b>
Annual Salary at Step B*	<b>\$70,824</b>
Hours/week and # of months (e.g., 10-month, 11-month, 12-month)	<b>40 hrs./wk 12-month</b>

**Q2** Respondent skipped this question

Current program goal (as listed in comprehensive program review/annual update) this position will directly advance/support:

**Q3** Respondent skipped this question

How will this position directly advance/support the goal listed above?

**Q4**

What type of position is being requested?

Increase in the FTE for the position, specify the position classification and number:  
 Position Classification - C40 Number - CL-00266

**Q5**

Please attach the description for the position classification (job descriptions are posted on this GCCCD Human Resources webpage).

[C.40%20-%20ATHLETIC%20TRAINER.pdf \(189.4KB\)](#)

**Q6**

What are the actual duties and responsibilities that are specific to this requested position that you would like to highlight to help the Classified Hiring Priorities Committee understand the need for this position? How does the lack of this position impact the program's or service area's ability to serve students? (300 words or less)

Evaluate and treat injuries and illnesses; administer emergency first aid to student-athletes; refer injured student-athletes to a physician according to established procedures. Administer rehabilitative treatment to student-athletes under the direction of a physician; operate a variety of therapeutic modalities such as whirlpool and ultrasound, therapeutic exercise and other modalities; Establish and maintain communication with coaches of condition and availability of injured student-athletes. Attend athletic events as assigned and administer emergency first aid treatment, assess and treat injuries as necessary. Prepare student-athletes for practice and games. Counsel student-athletes regarding injury care, prevention and treatment programs. Establish and maintain accurate records and reports including injury and insurance reports and detailed records concerning injuries, treatment and other health matters. Process insurance claim forms for athletic injuries as required. Organize and supervise mass pre-participation physical examinations for college athletic teams with team physicians as required by the CCCAA. Develop and maintain current Emergency Action Plan (EAP) for all athletic competition locations; educate administrators/coaches etc. on EAP procedures. Follow established safety standards and regulations to reduce injury risks of the student-athletes and liability of the department and college. Oversees management of inventory control system and purchasing for all supplies and equipment. Monitor appropriate requisitions for supplies and equipment through established department procedures.

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**Q7**

\* How are the duties of the requested position currently being performed, if at all?

Cuyamaca College Athletics have grown from 123 student-athletes in 2022-23 to 238 reported student-athletes in the most recent Title IX submission (2024-25). We are currently approved for two trainers, one at FTE 1.0 and the second at FTE .67. In 2024 we reactivated two women's intercollegiate teams, soccer and basketball. The additional teams and general increase in roster sizes, coupled with expanded athletic liability coverage durations by 3C2A rules, has required additional athletic coverage and expanded hours needed to serve the athletic teams and student-athletes. Currently, we must seek permission for overtime for both trainers and have had to limit athletic practice trainer coverage when a trainer was not available due to games, vacations, illness, etc. The request is to increase the .67 FTE Athletic Trainer to 1.0 FTE to meet the growing needs of the student-athletes, teams and coaches.

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**Q8**

Respondent skipped this question

\* OPTIONAL: If duties are being performed by a grant-funded position, when will the grant end?

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**Q9**

Program or Service Area Potential for GrowthPlease describe how the program/department has changed over the past 3 to 5 years and how this position will help the department serve more students directly or indirectly?- How has the demand for program/department services increased/changed over the past 3 to 5 years?- How have workloads in the program/department increased/changed over the past 3 to 5 years?- How many more students will the position serve, and who will it serve?\*\*Please use both quantitative and qualitative data including, but not limited to: details of a newprogram, service, or initiative; number of students served; number of appointments; number ofvisits; number of workshops; total overtime/comp time accrued, number ofhourly/intern/volunteer/work study in program/service area and services provided.\*\*(200 words or less) (Rubric Criterion 2)

Cuyamaca College Athletics has experienced rapid, strategic growth—from 123 athletes in 2023 to 238 athletes in 2025, a 93% increase driven by roster expansion, strategies to combat AB 928, and the addition of women's basketball and women's soccer. Further expansion of women's sports is anticipated to strengthen Title IX compliance.

Despite this growth, athletic medical staffing remains limited to one full-time trainer and one 67% part-time trainer. Current staffing levels are insufficient for a population approaching 250 athletes, multiple simultaneous practices, expanded competition schedules, and increasing medical demands. To sustain safe, compliant, and high-quality operations, the 67% trainer position must be converted to full-time.

**1. Athlete Growth & Title IX Expansion**

- Athlete population nearly doubled in three years.
- Expected addition of further women's sports (Title IX classified underrepresented gender) requires expanded medical coverage.
- Medical staffing must match program scale to ensure equitable treatment and safe opportunities for all athletes.

**2. Roster Expansion**

- Larger rosters increase the volume of injuries, treatments, taping, rehabilitation needs, and event coverage requirements.
- Current staffing creates risk of delayed care, inadequate supervision, and inconsistent medical availability.

**3. Alignment with Athletics Vision**

- Athlete Centered: Adequate medical care is fundamental to athlete well-being.
- Coach Driven: Coaches depend on trainers to manage injury load and maintain athlete readiness.
- Science & Administration Supported: Evidence-based medical support requires adequate staffing and appropriate documentation.

**Q10**

Which of the College's strategic priorities will this position most directly support? Note: Selecting more than one strategic goal will not impact the Classified Hiring Priorities Committee rating of the position.

**Increase Equitable Access,**

**Eliminate Equity Gaps in Course Success,**

**Increase Persistence and Eliminate Equity Gaps,**

**Increase Completion and Eliminate Equity Gaps,**

**Increase Hiring and Retention of Diverse Employees**

**Q11**

Please explain how the requested position will support the college strategic goal(s) identified above. (200 words or less) (Rubric Criterion 3)

Teams and student-athletes that have the confidence in having a competent, available athletic trainer staff offer a level of confidence with their athletic careers entrusted to particular colleges and or coaches. Having a athletic trainer staff that is not over-worked/stressed assist in meeting each college strategic priority and meeting the college athletic department vision of; Athlete Centered, Coach Driven, Medical and Administratively Supported.

Having 2 full-time athletic trainers shall aid in the following which directly ties into how the college strategic priorities are met:

## Cost

- Additional annual cost: approx. \$25,000–\$35,000 to bring the 67% position to full-time.

## Benefits

- Injury Reduction: Institutions with adequate coverage reduce injury severity by 25–40%, lowering treatment and insurance costs.
- Retention & Success: Faster return-to-play improves athlete retention, academic continuity, and competitive performance.
- Recruitment & Title IX: Enhanced medical support strengthens program attractiveness and demonstrates gender-equity investment.
- Operational Efficiency: Full coverage for overlapping practices, competitions, screenings, and rehab sessions.
- Liability Protection: Proper staffing significantly reduces exposure to high-cost injury claims (often \$250k–\$1M+), making this a fiscally responsible investment.

**Q12**

How will this position improve the student experience at Cuyamaca College? How will the program or service area measure the impact of this position on the student experience? (200 words or less) (Rubric Criterion 4)

## Liability Mitigation

- Ensures compliance with CCCAA standards, concussion protocols, EAPs, and national sports medicine best practices.
- Allows consistent documentation, baseline testing, and supervised return-to-play decisions.
- Reduces emergency response time and ensures a medical professional is present during all high-risk activities.

**Q13**

Please confirm that you have discussed this classified position request with your dean/manager and that you understand that deans/managers will be providing feedback about the division's priorities and needs to help inform and may impact the prioritization process.

**Yes, I have discussed this position request and its priority relative to other requests within the division/department with my dean/manager**

**Q14**

Date of meeting (with dean/manager):

Date / Time

**01/12/2026**

**Q15**

Respondent skipped this question

In an effort for continued improvement of the Classified Position Request Process, the CHPC would like your feedback regarding the CHPC guidance and process for submitting new classified positions requests.

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