

**PRAC Minutes  
March 10<sup>th</sup> 2025  
Via Zoom**

**Present:** Maria Coulson, Dana Emerson, Eresa Puch, Lauren Servais, Alexander Jones, Lisa Morse, Tony Clark, Diamond Alexander, Aline de Souza, Giovanni Carbonaro, Kaveh Manshour, Colleen Mihal, Holley Shafer

1. KIN, Athletics, Health, Umoja
  - a. .5 FTE Athletic Trainer
    - i. Increased Demand – AMCIA guidelines indicated the need for another AT based on 145 student-athletes in 2022; now, we have around 180 across nine sports.
    - ii. Medical Coverage Gaps – One full-time AT (Dr. Scarcella) and a limited substitute create risk for inadequate coverage, especially with multiple events or locations.
    - iii. Student-Athlete Welfare – Expanded AT support ensures faster injury evaluations, better recovery management, and mental health assessments.
    - iv. Liability & Compliance – Insufficient coverage increases institutional risk; adding an AT aligns with best practices for athlete safety.
    - v. Loss of Support Options – We can no longer contract Marin Health for substitute AT services, making an internal solution critical.
  - b. Umoja Hourly budgets should increase to keep up with pay rate increases
    - i. To reflect the change in the standard pay rate from \$18.00 to \$18.50 per hour, all hourly budgets should be adjusted accordingly. This represents a 2.78% increase and should be applied across affected areas to ensure consistent staffing support.
  - c. Additional Nurse Practitioner Coverage
    - i. While they work to hire a full-time Nurse Practitioner to lead the Health Center, they should plan for a short-term backfill at approximately \$30,000. This estimate is based on 20 hours per week over a 16-week period at a typical rate of \$93/hour for temporary nurse practitioner staffing.
  - d. New EMR system (\$5,500)
    - i. The new Electronic Medical Records (EMR) system will cost approximately \$5,500 more per year than our current platform.
2. SAA (Sadika)
3. SAS (Sadika and Ryan)
  - a. Hire new Director of SAS.
  - b. Fill PT Program Specialist position.

c. Considerations:

- i. Convert PT Counselor into FT due to increased need
- ii. Revisit PT Program Specialist model for transition to CSS

- **The next meeting will be held on March 24<sup>th</sup>, 2025.**