

ATHLETIC TRAINING SERVICES AGREEMENT

THIS ATHLETIC TRAINING SERVICES AGREEMENT (the “Agreement”) is made as of the ____ day of _____, 2026 by and between **WEST DES MOINES COMMUNITY SCHOOL DISTRICT** (“School”) and _____, for itself and on behalf of its subsidiaries and affiliates (“Contractor”).

W I T N E S S E T H:

WHEREAS, the School desires to have certain athletic training services provided in connection with its athletic programs; and

WHEREAS, Contractor has agreed to perform such services for the School on the terms and conditions set forth in this Agreement.

NOW, THEREFORE, the parties, intending to be legally bound, and in consideration of the mutual covenants and agreements herein contained, agree as follows:

1. **Services, Exclusivity.**

- a) Contractor agrees to furnish those athletic training services as set forth on Exhibit A attached hereto (the “Services”) during such times and at those events set forth on Exhibit B attached hereto. In the event Contractor’s attendance would be required at more than one (1) event as set forth on Exhibit B as a result of multiple events being scheduled for the same time, the Athletic Director for the School will give Contractor reasonable prior notice as to whether Contractor shall divide its time between events or whether the Contractor shall only attend one (1) of the events. Contractor represents that its Services shall be provided in a first-class high quality and professional manner and that it has the background, expertise, and personnel necessary to provide the Services for the School.
- b) During the term of this Agreement, Contractor shall be the **exclusive provider** of athletic training and rehabilitation services to the School at the following locations: **West Des Moines Community Schools.**

2. **Responsibilities of the School.** At the School location, the School shall:

- a) Provide a dedicated area reasonably acceptable to Contractor (the “Athletic Training Room”) to perform the Services, other than the Services provided at events.
- b) Provide all reasonably necessary and required supplies and equipment required in connection with the performance of the Services upon written request from Contractor. Any supplies and equipment furnished by the School and not used in the performance of the Services shall be returned to the School upon the expiration or earlier termination of this Agreement.

- c) Designate the School's Athletic Director to serve as Contractor's primary contact for communication with the School.
- d) Provide Contractor with athletic event schedules approximately one (1) month prior to the first scheduled event each season and communicate revisions to the schedule to Contractor no less than two (2) weeks prior to any such revision.
- e) Reasonably cooperate with Contractor in all other respects to achieve the objectives of this Agreement.

3. **Compensation.**

- a) In consideration for Contractor's performance of the Services set forth on Exhibit B, the School shall pay to Contractor those sums set forth on Exhibit C and provide Contractor those promotional opportunities set forth on Exhibit D attached hereto and incorporated herein by reference. The School shall pay Contractor within thirty (30) days of receipt of said invoices.
- b) Coverage to the School for Services provided beyond those contractual obligations as specified in Exhibit B are subject to Contractor approval and will be billed to the School at a rate of \$50.00 per hour. This shall include any hours worked by a Certified Athletic Trainer over Thirty-Two (32) hours per week for full-time Athletic Trainers and over Twenty-Five (25) hours for part-time Athletic Trainers and Sundays and Holidays (as available).
- c) In the event that the School does not pay Contractor within the required thirty (30) day payment period, the School shall pay Contractor a service charge of one half percent (0.5%) per month, for each month or part thereof where Contractor does not receive payment by the due date. In the event of termination prior to the end of the term of the Agreement, Contractor's compensation earned, prior to termination but not yet paid, shall be calculated based on a pro-rated hourly basis. Contractor shall immediately reimburse the School for any amount paid in advance but not yet earned. In the event of termination of this Agreement due to monetary default by the School in accordance with Section 4(c) below, the School shall remain obligated to pay the fees for all Services up to the date of such termination to the extent such fees are not yet paid to Contractor.

4. **Term.**

- a) The Agreement shall be effective beginning August 1, 2026 and continuing through July 31, 2029 (the "Term"), unless earlier terminated as provided herein.
- b) Notwithstanding the foregoing, either the School or Contractor shall have the right to terminate this Agreement by giving thirty (30) days prior written

notice to the other party. Upon expiration of said notice period, this Agreement shall be terminated and the parties shall have no further obligation hereunder, except as stated herein.

- c) Contractor may terminate this Agreement for monetary default, if the School fails to pay Contractor any fee, expense or other sum of money when due in accordance with the provisions of Section 3. Contractor will provide the School with an opportunity to cure within thirty (30) days of notice thereof. Should the School fail to cure the breach within thirty (30) days of any notice from Contractor, this Agreement will immediately terminate and all Services provided to the School hereunder will cease immediately.

5. **Independent Contractor.** Contractor, in performing the Services, is acting in the capacity of an independent contractor, and is not an agent, servant, partner, or employee of the School. Contractor will have control over the performance of the Services and shall be solely responsible for payment of its federal and local taxes, salary for its employees, and social security payments. However, the School shall be responsible for reimbursing Contractor for mileage expenses at the then existing IRS standard business mileage rate, where Contractor is obligated to travel and present, at an off- site location due to construction or other events on the main campus. None of the benefits provided by the School to its employees, including, but not limited to, worker's compensation insurance, disability insurance, medical insurance, and employment insurance shall be provided by the School to any of Contractor's employees. Contractor has no authority hereunder to

assume or create any obligation or responsibility, express or implied, on behalf or in the name of the School or to bind the School in any way whatsoever.

6. **Personnel Requirements.** Contractor shall furnish Certified Athletic Trainers to perform the Services. If applicable, Contractor shall assist School in ensuring that Certified Athletic Trainer complies with all applicable laws regarding the ability to work with minors. The parties agree that Contractor's Physical Therapists may from time to time conduct consults or provide oversight of the Certified Athletic Trainers at the School. Upon School's request, Contractor will provide School with state/School mandated background checks for any of Contractor's Physical Therapists who will be at the School. If Contractor enters into student affiliation contracts with colleges and universities on behalf of their approved and accredited athletic training programs, students who have met the prerequisites of his/her athletic training program are permitted to be assigned to Contractor's Certified Athletic Trainer(s) for clinical experience at the School. Said student is not permitted to replace Contractor's Certified Athletic Trainer in providing Services to the School, nor will their time be counted to fulfill Contractor's contractual obligations. Said student is allowed on School's premises for purposes of completing the clinical learning requirements of his/her academic program while under the supervision of the Certified Athletic Trainer(s).

7. **Insurance.**

- a) Contractor, at its expense, shall maintain adequate insurance coverage for its activities in connection with this Agreement, which insurance shall be issued by an insurance carrier reasonably acceptable to the School, in a minimum amount of One Million Dollars (\$1,000,000) per occurrence and

Three Million Dollars (\$3,000,000) in the aggregate (subject to Contractor's applicable deductible or self-insured retentions) with the School named as an additional insured. The coverage provided shall insure Contractor and each employee thereof against any act, error or omission of Contractor and Contractor's employees. Contractor also shall provide worker's compensation insurance as may be required and consistent with state law. Contractor agrees promptly to furnish to the School evidence of the maintenance and continued effectiveness of the insurance obtained prior to the commencement of services.

- b) The School, at its expense, shall carry a policy or policies of general liability insurance, issued by an insurance carrier reasonably acceptable to Contractor, with minimum coverage limits of at least One Million Dollars (\$1,000,000) per occurrence and Three Million Dollars (\$3,000,000) in the aggregate. The insurance coverage provided shall insure the School and each employee thereof against any act, error or omission of the School and the School's employees. The School agrees to furnish to Contractor, prior to the effective date of this Agreement, written evidence of the maintenance and continued effectiveness of the insurance coverage required by this Section 7.

8. **Indemnification.** Contractor shall indemnify, defend, and hold the School harmless from and against any and all liability, judgments, costs, damages, claims or demands, including, without limitation, reasonable attorney's fees, arising out of the acts or omissions of Contractor in the performance of the Services. Notwithstanding any other provision contained herein, Contractor and its employees, officers, directors, independent contractors, agents and representatives, shall not be liable to the School for any incidental or special damages, whether in contract or in tort, including, but not limited to lost profits, economic loss or other losses by the School arising out of, or in connection with, Contractor's obligations under this Agreement.

9. **Notices.** All notices, requests, demands, directions and other communications required or permitted under the provisions of this Agreement, or otherwise with respect hereto, shall be in writing and shall be: (i) mailed by first class registered or certified mail, return receipt requested, postage prepaid; or (ii) sent by next day business courier (such as Federal Express or the like); or (iii) personally delivered, as follows:

If to Contractor, to:

If to School, to:

West Des Moines Community School District
3650 Woodland Ave.
West Des Moines, IA 50265
Attention: Zac Sinram

Or to such other address(es) or to the attention of such other person(s) and officer(s) as the

addressee of any such notice shall have previously furnished to the sender in writing. Each notice or communication which shall be transmitted in the manner described above shall be deemed sufficiently given, served, sent, or received for all purposes at such time as it is received by the addressee (with return receipt, delivery receipt being deemed conclusive evidence of such mailing, transmission or delivery), or at such time as delivery is refused by the addressee on presentation.

10. **Iowa Code Section 692A. 113.** Contractor or its sub-contractors (Company) shall not be owned, operated, or managed by a registered sex offender who has been convicted of a sex offense against a minor in accordance with Iowa Code Section 692A.113. In addition, Contractor or its sub-contractors shall not permit an employee who is a registered sex offender convicted of a sex offense against a minor on the School's real property in accordance with Iowa Code Section 692A.113. By signing the agreement, Contractor acknowledges and certifies services provided thereunder comply with Iowa Code Section 692A.113.

11. **Binding Effect: Assignment.** This Agreement shall inure to the benefit of and be legally binding on the parties hereto, their successors and assigns. Neither party shall assign this Agreement to another, without the prior written consent of the other party, to this Agreement, which consent shall not be unreasonably withheld. Notwithstanding the foregoing, Contractor may assign its rights and/or obligations arising under this Agreement to a subsidiary or affiliate without the prior consent of the School.

12. **Waiver of Breach.** The waiver by either party of any breach of any provision of this Agreement by the other party shall not operate or be construed as a waiver of any subsequent breach hereunder. No waiver shall be valid unless in writing and signed by the party granting such waiver.

13. **Entire Agreement.** This Agreement contains the entire agreement and understanding between the parties hereto with respect to the subject matter hereof and supersedes any prior written or oral agreements or understandings and any contemporaneous oral agreements or understanding, between them respecting the subject matter hereof. There are no representations, agreements, arrangements or understanding, oral or written, between and among the parties hereto relating to the subject matter of this Agreement that are not fully expressed herein.

14. **Amendment or Modification.** This Agreement shall not be waived, changed, modified, extended, or discharged except by an agreement in writing, signed by both parties hereto.

15. **Severability.** If any provision of the Agreement shall, for any reason, be adjudged by a court of competent jurisdiction to be invalid or unenforceable, such invalidity shall not affect, impair or invalidate the remaining provisions of this Agreement.

16. **Headings.** The heading used in this Agreement are for convenience of reference only, and shall not control or affect the meaning or construction, or limit the scope or intent, of any provision of this Agreement.

17. **Counterparts.** This Agreement may be executed in one or more counterparts, or with counterpart signature pages, each of which shall be deemed an original, but all of which together constitute one and the same Agreement. Signatures delivered by facsimile, email, or other electronic means shall be deemed originals and shall bind the signatory notwithstanding any

subsequent failure or refusal to deliver an original signed in ink.

18. **No Rights in Third Parties.** Nothing in this Agreement shall be construed as creating or giving rise to any rights in any third parties or any person other than the parties hereto.

19. **Governing Law.** This Agreement shall be construed and interpreted and its validity shall be determined in accordance with laws of the State of Iowa, without regard to its conflicts of laws provisions.

20. **Compliance with Family Educational Rights and Privacy Act.** Both parties agree to comply with the requirements of the Family Educational Rights and Privacy Act (FERPA) and state law with regard to any personally identifiable student information or education records with which Contractor comes into contact with. For the purpose of this Agreement, compliance with FERPA, 20 USC §1232g and 34 C.F.R., Part 99 (“FERPA”) means that Contractor agrees that it shall not disclose to any third party any personally identifiable information from an education record as defined by FERPA that Contractor, its agents, employees and/or assigns, creates or receives in the course of providing Services under this Agreement with regard to any student without the prior consent of the student’s parent or legal guardian. Contractor agrees that in the event it uses, creates, receives, or accesses personally identifiable information from education records, said use, creation, receipt, or access shall only be for the purposes of providing Services under this Agreement, and not for any other non-school related purposes, including but not limited to, solicitation. Contractor agrees to return all student education records to the School at the termination of this Agreement and to abide by all other School policies with regard to student education and/or medical records.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement as of the day and year first above written.

WEST DES MOINES COMMUNITY SCHOOL DISTRICT

By: _____

Name:

Title:

By: _____

EXHIBIT A

1. Contractor will supply Certified Athletic Trainer(s) employed or retained by or an affiliate or subsidiary thereof to provide the Services to the School at the times and during the events set forth on Exhibit B. The Services will be limited to (i) the evaluation and treatment of minor injuries; (ii) the application of first aid and other medical assistance as is reasonable and possible under the circumstances pending the arrival of ambulance services in the case of major injuries; (iii) preventative taping and strapping of athletes, as needed; (iv) providing nutritional information to student athletes; (v) providing basic educational information to student trainers and managers in the course of performing the Services; and, (vi) providing recommendations for exercise or other physical measures for minor injuries under the directions, supervision and review of a physician.
2. All Services will be provided on the School's premises with the exception of sports events at other schools where the School's athletes are the "visiting" team if Exhibit B requires such coverage, or if services require equipment or therapeutic modalities unavailable at School.
3. Contractor will provide the School with accurate records of treatment rendered for all athletic injuries for which Contractor renders treatment and of all rehabilitation procedures provided by Contractor.
4. In cooperation with the Athletic Director, Contractor will develop a list of locations of emergency phones and emergency phone numbers and emergency procedures to be distributed to student athletes and coaches.
5. Contractor will request from the School the equipment and supplies required to render the Services in sufficient time to permit the School to obtain such equipment and supplies when required by Contractor.
6. Contractor will facilitate communication among an injured athlete, the Athletic Director, parent/guardian and the team or family physician.
7. Contractor will provide consultation on equipment and program design when reasonably requested by the School.
8. Contractor's Certified Athletic Trainer(s) will be responsible for the Athletic Training Room while in attendance there, including opening and closing. Contractor will also advise the School on inventory status, requisitioning of supplies, and/or facility management.
9. Contractor will inspect and take an inventory of all team medical kits prior to the beginning of each season.
10. Contractor's Certified Athletic Trainer(s) is immediately responsible to the Athletic Director or his/her designee.
11. Contractor's Certified Athletic Trainer(s) will serve as speaker for educational

programs in the School, provided that sufficient advance notice is provided to Contractor.

12. Contractor reserves the right to substitute an equally qualified Certified Athletic Trainer(s) if the need should arise. The Athletic Director will be notified in advance if any substitutions are to be made.

13. If for any reason a Certified Athletic Trainer(s) needs to be absent, Contractor will do whatever possible to provide a suitable replacement for that coverage time.

14. All changes in practice times and games must be made available to the Certified Athletic Trainer(s) within twenty-four (24) hours for those events to be covered properly.

EXHIBIT B

I. TOTAL COVERAGE

Each week, Contractor shall provide ____ hours of coverage by Certified Athletic Trainers for a maximum of six (6) days per week, at the discretion of the Athletic Director. During this time, practice and home event coverage will be provided.*

*While the parties intend that the total coverage be provided by Three (3) Certified Athletic Trainers, two (2) athletic trainers at 40 hours per week at Valley High School, and one (1) athletic trainer at ____ hours per week at Valley Southwoods Freshman High School, Stilwell and Indian Hills Junior High Schools, the parties agree that coverage may be provided by more or less Certified Athletic Trainers during times of staffing challenges. In the event Contractor cannot provide the full hours of coverage, the compensation will be prorated accordingly each month to account for any hours not provided.

II. ATHLETIC TRAINING ROOM COVERAGE

A. Coverage Requirements

1. Contractor shall provide coverage for the Athletic Training Room at a maximum of thirty-two (40) hours per week, which includes operating an on-campus training room in the afternoon and coverage of home games. Contractor will not provide Athletic Training Room coverage during the summer season.
2. Contractor shall not be required to provide Athletic Training Room coverage when Contractor is required to attend an event under Section III of this Exhibit B.

III. EVENT COVERAGE (to include pre-season and post-season)

A. Fall Sports Coverage

1. Fall Season practice Coverage and athletic training room management
Football: All home 8/9/10/JV/Varsity sports along with coverage of away 9/10/JV/V events
Volleyball: All home 9/JV/V events
Swimming: all home Varsity events and lower level if played prior to varsity event
Cross Country: all home Varsity events and lower level if played prior to varsity event
Post Season game coverage when deemed appropriate by Athletic Director

B. Winter Sports Coverage

1. Winter Season practice coverage and athletic training room management
Basketball: all home /9/10/JV/V events, no away game coverage (only available when the location doesn't have an athletic trainer onsite). On call for 8th grade home events.
Boys/Girls Wrestling: all home 8/JV/V events
Swimming: all home Varsity events, lower level if played prior to varsity event Post Season game coverage when deemed appropriate by Athletic Director

No Winter Break coverage

C. Spring Sports Coverage

1. Spring Season practice coverage and athletic training room management
Track: all home 8/JV/V events
Soccer: all home JV/V events, any lower level sports if played prior to the varsity event
Tennis: provide an "on call" person for large tennis tournaments
Golf: provide an "on call" person for large golf meets.
Post Season game coverage when deemed appropriate by Athletic Director

No Spring Break coverage

D. Summer Coverage

1. Summer Season Coverage. No athletic training room management

Softball: all home 8/9/JV/V events
Baseball: all home 9/10/JV/V events. Some home games are played at Holiday Park.
Post Season game coverage when deemed appropriate by Athletic Director
No coverage during mandatory dead week

EXHIBIT C

COMPENSATION

The School shall remit the following payments to Contractor for Services provided to School within thirty (30) days of receipt of invoice:

School Year 2026-2027:	(invoiced monthly)
School Year 2027-2028:	(invoiced monthly)
School Year 2028-2029:	(invoiced monthly)

EXHIBIT D

PROMOTIONAL ITEMS

To the extent consistent with applicable rules regarding tax-empty financing, the School shall provide the following promotion items to Contractor:

- Inclusion of Contractor's logo and link to Contractor's website on School's website
- Contractor signs/banners placed at School's gym, stadium, and/or Athletic Training Room
- Presence on all sports rosters