

*Note: Green text is **Jackson**,.....*

Guest Introductions: Jared Plummer

Name:

Job Title:

Company:

Years in Profession:

Details, awards, anything else you want us to mention:

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Name: Alisha Pennington

Job Title:

Company:

Years in Profession:

Details, awards, anything else you want us to mention:

Show Intro: What's up y'all and Welcome to the Sports Medicine Broadcast, "Negotiating Your Salary"

Topic: This week our guests are Jared Plummer

and Alisha Pennington...

Introductions: I am your host Jeremy Jackson,
and with me today is _____

join our conversation:

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sportsmedicinebroadcast.com/**negotiate**

Topics:

Alisha define negotiate

Finding a middle ground of understanding

Mutually beneficial

What is on your negotiation resume?

D1 college

It important to not have a number

How much do you want for this position - Well
how much is it worth for your patient safety

Resulted in 20% increase

Requesting more money in no way effects your
patient outcome. No need to be a martyr

We are only hurting ourselves

Sometimes we are not brave enough to say it out
loud often enough.

37% of employees always negotiate their salary

If you can negotiate 10% more on the front end

then you could be looking at 10 years worth of pay raises at once.

Leaving money on the table has many more implications for the employee than the employer

It effects you, your family and the following athletic trainers.

When the dollar figure can not be budged then figure out what is most important to you - time off, Holidays off, more travel money, CEU funding opportunities to earn extra money.

Negotiate the AT hours and the sports your covering.

Can you give us some funding for capital equipment.

Maybe use the money left on the table for per diem AT or help during busy times.

Supplies, permissions and allowances

Know what you want to get out of it and know your deal breakers

A: Start Small - if we get all 10 and they end up only working half time then it looks bad
Try a few per diem hours per middle site

Based on my needs at the high school I would like to work with you guys to come up with a solution.

Ex: \$2000 per middle school = \$20,000 per year for school district let them prove their worth and

grow from there.

Can we partner with a college to have GAs?

It is simply a conversation and share with them the passion you have then it is at least their responsibility for them to listen

Discuss risk mitigation

Look at what you want to accomplish and take a step back to see the bigger picture

How do you prepare to negotiate?

I am in control of myself in this position - they

need me

Be repared to walk away

Understand the market - research

Alisha wants to be the market average.

Figure out the market cost in hourly rates

Requires a school district to nail down the hours and do the math.

“What is the budget you are working with?”

Have them answer before you say what you want

If you're not going to bark up the tree then who is?

Start with a conversation

Figure out a way to monetize the injuries and show that as part of your value model

The way districts get paid is by putting butts in

seats. Show them how ATs can help reduce missed school

Do an audit of the middle school physicals and show these 5 physicals were not complete.

Go speak with risk management and start the conversation.

Ask those questions

“What are your thoughts on this?”

“How do you see this working out”

What have you done that works?

What have you done that has not worked?

How can we practice?

What does this look like in a high school setting?

Do you need more AEDs

Golf cart or Ice Machine

iPad for student sign in

Per diem position

PLI

Think about the longer standing items

Mike Hanley - ECU

Julie Max - Cal State Fullerton

- How is this going to affect me and change me

as a person and a professional.

Contact:

Alisha previously on [episode 201](#)

Jared:

<http://sportsmedicinebroadcast.com/personalfinance/>

Resources:

<https://theatvantage.com/ceu/courses/s2-e4-negotiation/>

Partner:

School Health - sportshealth.com/smb

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Contact US:

via our website:

www.sportsmedicinebroadcast.com/Negotiate

**Watch live almost every Wednesday on our
website**

**and join in the conversation by following the
links**

Follow us on twitter: @MrJeremyJackson

For Jeremy, ____ that's a wrap