



*A Union of Professionals*

**AFT Healthcare** ❤️

# School Nurse Contract Language





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# INTRODUCTION

*Does your union contract have provisions specific to school nurses?*

**The American Federation of Teachers represents more than 15,000 school nurses across the nation.**

In most cases, they are a part of the teacher's local in their school district. Sometimes they may be part of the paraprofessionals and school related personnel unit and still other times they may have their own separate contract.

This booklet highlights contract language specific to school nurses. This is not intended to be seen as the "best" contract language for school nurses but is representative of what has been negotiated in AFT locals.

If you have school nurse contract language, we encourage you to share it with us so that we may include it in future editions.

This [booklet] is not intended to be seen as the "best" contract language for school nurses but is representative of what has been negotiated in AFT locals.

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# STAFFING LEVELS

## *How are yours determined?*

- The systemwide ratio of nurses to students shall be 800 to 1.

*Boston Teachers Union, Local 66, and School Committee of the City of Boston*

- The established “students to nurse” ratio (1500:1) for assignment of a school nurse(s) at a school(s) shall be continued.

Schools having heavy health room needs and utilization by students (both secondary and elementary schools) should continue to have additional nursing services assigned as available.

*Pittsburgh Federation of Teachers, Local 400, and the Pittsburgh Board of Public Education*

- A full time nurse shall be assigned to each large school to care for children who become ill and to carry out a program of health education through lecture and demonstration.

*Nashua Teachers’ Union, Local 1044 and the Nashua Board of Education (NH)*

- There may be two (2) school assignments for nurses with a comprehensive senior high school. There may be three (3) school assignments for all other nurses. There will be no reduction in nurse positions unless there are extenuating circumstances such as a reduction in enrollment, reduction in funding, or some other substantial reason. Before a reduction occurs, the nursing staff will be involved in determining what is necessary to meet the health and safety needs of students.

*ABC Federation of Teachers, Local 2317 and the ABC Unified School District (CA)*

- Every effort shall be made to provide no more than four (4) school assignments for each nurse.

*Cleveland Teachers Union Local 279, AFT and the Board of Education of the Cleveland Municipal School District*

- Where possible, no school nurse shall have more than two school assignments.

*United Teachers of New Orleans and Orleans Parish School Board*

- All high schools will be assigned one (1) individual who shall possess the Registered Nurse designation in addition to regular teacher certification. This individual will not be required to teach classes, but may be used as a resource person in the area of physical health. Requests for classroom appearances should normally be made at least five (5) days before the visitation.

An adult nurse’s aide will be provided from 9 a.m. to 1 p.m. in high schools. The aide shall work under the direction of the nurse.

There shall be a certified, registered school nurse in all high schools and a total of six junior high school nurses. The current staffing level for elementary schools will be maintained while grant funding exists after which the Federation and Board will mutually review and agree to any necessary adjustments. However, a minimum of ten (10) schools nurses shall be employed for elementary schools.

*Toledo Federation of Teachers and Toledo Public Schools*

# NURSING DUTIES

## *Who is performing the duties of the school nurse in your schools?*

■ When a paraprofessional is directed to perform extraordinary related service procedures (i.e., CIC, tube feeding), he/she will receive training therein from the appropriate personnel.

*Special Education Support Staff Council 2445, Local 943 and Southwest Cook County (IL) Cooperative Association for Special Education*

■ School nurses shall be assigned only professional and health-related duties in the school(s) to which they are assigned, except in emergencies involving health or safety.

*Pittsburgh Federation of Teachers, Local 400, and the Pittsburgh Board of Public Education*

■ It is understood that responsibilities of the registered nurses are those which would normally be included within the work duties of a registered nurse.

*Hartford Board of Education and The Hartford Federation of School Health Professionals, Local 1018A/B, AFT*

■ School-Related Personnel (SRP) (other than Health Assistants, Senior Child Care Assistants, or Paraprofessional LPN) shall not administer medication or perform routine medical procedures are part of their daily work responsibilities, unless the SRP has volunteered and has been authorized by the worksite or district/program supervisor. The SRP who administers medication or performs routine medical procedures shall receive training by a licensed practical nurse, a registered nurse, a licensed physician or a licensed physician assistant. Such training shall be provided by the Board during the SRP's work hours.

Paraprofessional LPN shall perform invasive medical procedures as part of their daily work responsibilities. Non-medical SRP are prohibited from performing invasive medical procedures.

Personnel other than Paraprofessional LPN shall not be allowed to perform invasive medical services that require special medical knowledge, nursing judgment, and nursing assessment. These procedures (invasive medical services) include, but are not limited to:

- 1) sterile catheterization
- 2) nasogastric tube feeding, or
- 3) cleaning and maintaining a tracheostomy and deep suctioning of a tracheostomy.

SRP (other than Health Assistants, Senior Child Care Assistants, or Paraprofessional LPN) shall not perform health-related services as part of their daily work responsibilities unless the SRP has volunteered, has been authorized by the worksite or district/program supervisor, and has successfully completed child-specific training by a licensed practical nurse, a registered nurse, a licensed physician, or a licensed physician assistant. All procedures shall be monitored periodically by the nurse. Those procedures include, but are not limited to:

- 1) cleaning intermittent catheterization,
- 2) gastrostomy tube feeding,
- 3) monitoring blood glucose or
- 4) administering emergency injectable medication.

For all other invasive medical services not listed above, a licensed practical nurse, a registered nurse, a licensed physician, or a licensed physician assistant shall determine if non-medical school personnel shall be allowed to perform such service.

*United School Employees of Pasco and District School Board of Pasco County, FL*

■ Initial hearing and vision screenings and re-evaluations in junior high school will be done by paraprofessional(s). Initial hearing and vision screenings in high school will be done by the school nurse. Re-evaluations are the responsibility of the paraprofessional(s). The Board will provide each high school nurse with an audiometer and maintain and repair the equipment.

*Toledo Federation of Teachers and Toledo Public Schools*

■ Non-medical bargaining unit personnel shall not be allowed to perform invasive medical services that require special medical knowledge, nursing judgment, and nursing assessment. The procedures include, but are not limited to:

- (a) Sterile Catheterization
- (b) Nasogastric tube feeding
- (c) Cleaning and maintaining a tracheostomy and deep suctioning of a tracheostomy

Non-medical bargaining unit personnel shall be allowed to perform health-related services upon successful completion of child-specific training by a registered nurse, a licensed practical nurse, a licensed physician or a certified physician's assistant. All procedures shall be monitored periodically by the nurse. These procedures include, but are not limited to:

- (a) Cleaning intermittent catheterization
- (b) Gastrostomy tube feeding
- (c) Monitoring blood glucose
- (d) Administering emergency injectable medication

For all other invasive procedures not listed above, a registered nurse, a licensed practical nurse, a licensed physician, or a certified physician's assistant shall determine if properly trained non-medical bargaining unit personnel shall be allowed to perform such service.

Invasive medical training shall be strictly voluntary for non-medical bargaining unit personnel. Any such training shall be provided at no cost to the employee and, if provided at times other than the regular workday, such trainees shall be paid for the time spent at their regular rate of pay.

Non-medical bargaining unit members shall not be assigned the provision of invasive medical service on any basis other than as volunteers. Prior to non-medical bargaining unit members being assigned, the school nurse, where available, shall be called upon first to perform any invasive medical procedures.

*Bradford Education Association and the School Board of Bradford County, FL*

■ A school nurse shall be a member of the in-school Planning and Placement Team for screening pupils requiring special education or services. Nurses may also be asked to attend meetings of the Central Planning and Placement Team. The school nurse shall serve as a health resource person to teachers and other personnel.

*Shelton Board of Education and the School Nurse Federation*

*Shelton Federation of Teachers AFT, AFL-CIO*

# ADMINISTERING MEDS

## Who hands out the meds in your school?

■ No bargaining unit members except school nurses or doctors may be required to dispense medications.

*Cleveland Teachers Union Local 279, AFT and the Board of Education of the Cleveland Municipal School District*

■ Teachers (other than the school nurse or those authorized by the principal) shall not administer medication or perform routine non-invasive medical procedures as part of their daily work responsibilities while located at the school site.

*United School Employees of Pasco (FL) and the District School Board of Pasco County*

■ The Union and the Board of Directors acknowledge that SWCCCASE has developed a policy regarding Medication Administration as required by Illinois law as well as policy regarding Medical/Health procedures. Pursuant to the aforementioned policies, medically fragile/technology dependent student will be assessed by the SWCCCASE nursing staff before a bargaining unit member is required to perform a medical procedure or requested to administer medication to such student. The SWCCCASE nursing staff will continue to monitor the delivery of such services directly or through the training and supervision of bargaining unit members who may be involved in the delivery of services. (Letter of understanding re: medication administration and medical/health procedures)

*Special Education Support Staff Council 2445, Local 943 and Southwest Cook County (IL) Cooperative Association for Special Education*

■ Secretaries shall not be required to dispense medication to students.

*Nashua Teachers Union, Local 1044 and the Nashua Board of Education*

No bargaining unit members except school nurses or doctors may be required to dispense medications.

*Cleveland Teachers Union Local 279 and the Board of Education of the Cleveland Municipal School District*

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# NURSING PROCEDURES

*Who is performing tube feedings, monitoring blood glucose levels and administering emergency injectable medications in your schools?*

■ Teachers shall not be required to provide services which are required by law to be performed by nurses.

*Toledo Federation of Teachers and Toledo Public Schools*

■ No employee shall be required to perform complex nursing interventions without having first been cleared to do so by the school nurse, in accordance with the Nurse Practice Act.

*United Teachers of New Orleans and Orleans Parish School Board*

■ Teachers (other than school nurses) shall not perform invasive medical services that require special medical knowledge, nursing judgment, and nursing assessment. The procedures include, but are not limited to:

- 1) sterile catheterization,
- 2) nasogastric tube feeding, and
- 3) cleaning and maintaining a tracheostomy and deep suctioning of a tracheostomy.

c) Invasive Medical Health-Related Services

Teachers (other than school nurses) shall not be required to perform invasive health related services. However, should a teacher volunteer to perform such services, the district must provide the teacher with child-specific training by a registered nurse, a licensed practical nurse, a licensed physician or a certified physician assistant. All procedures shall be monitored periodically by the school nurse. Those procedures include, but are not limited to:

- 1) cleaning intermittent catheterization,
- 2) gastrostomy tube feeding,
- 3) monitoring blood glucose, and
- 4) administering emergency injectable medication.

For all invasive medical services not listed in (b) or (c) above, a registered nurse, a licensed practical nurse, a licensed physician, or a certified physician assistant shall determine if the service could be safely administered by a teacher and approval must be granted by the appropriate district supervisor.

*United School Employees of Pasco (FL) and  
the District School Board of Pasco County*

# PARITY

*Are you treated equally  
with the teachers in your school(s)?*

■ Nurses shall have all the benefits teachers have under this agreement and all the rights teachers have under this agreement.

*Cahokia Federation of Teachers, Local 1272 and  
the Board of Education of School District #187, Cahokia, Ill.*

■ The articles of this Agreement for teachers, where applicable, shall also apply for school nurses.

*Cleveland Teachers Union Local 279, AFT and  
the Board of Education of the Cleveland Municipal School District*

■ All school nurses shall be placed on the nurses' eight (8) hour workday salary schedule, shall continue to be eligible for advanced study salary credit, and shall continue to be entitled to participate in all fringe benefits, personnel benefits, and other relevant programs available to teachers.

*Pittsburgh Federation of Teachers, Local 400, and  
the Pittsburgh Board of Public Education*

Nurses shall have all the  
benefits teachers have ...  
and all the rights teachers  
have under this agreement.

*Cahokia Federation of Teachers, Local 1272 and the  
Board of Education of School District #187, Cahokia, Ill.*

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# PROFESSIONAL DEVELOPMENT

## *Is professional development encouraged?*

■ An employee may request and shall be considered for, attendance at conferences, workshops or direct professional growth activities. If approval is granted by the Director or his designee, said employee shall experience no loss of pay or benefits.

The Board shall reimburse the employee for actual, receipted costs related to attendance at professional meetings, conferences, workshops or other professional growth activities as pre-approved by the Director or his designee. The employee shall submit his written request (on the appropriate agreed-upon form) to the Director or his designee which shall indicate the nature of such meeting, conference, workshop or other professional growth activities, the dates and times thereof, and itemization of the anticipated costs related to attendance, not less than twenty-one (21) days prior to the date of the meeting. The Director or his designee shall respond to the written request to attend not less than seven (7) days prior to the date of the meeting. Reimbursement shall be made by the second payday following submission and approval of receipts.

*Special Education Support Staff Council 2445, Local 943 and Southwest Cook County (IL) Cooperative Association for Special Education*

■ When a bargaining unit member successfully completes courses of study in his/her field, the Board will reimburse the employee for 100% of the tuition paid.

*Hartford Federation of School Health Professionals, Local 1018A/B, AFT and the Hartford Board of Education*

■ School nurses are eligible for paid-release time to attend conferences and workshops in accordance with the provisions of the Professional Leave article.

*Pittsburgh Federation of Teachers, Local 400, and the Pittsburgh Board of Public Education*

When a bargaining unit member successfully completes courses of study in his/her field, the Board will reimburse the employee for 100% of the tuition paid.

*Hartford Federation of School Health Professionals, Local 1018A/B, AFT and the Hartford Board of Education*

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# SCHOOL NURSE COMMITTEE

*Are there regular meetings of school nurses to discuss issues relevant to you?*

■ The CTU Nurses Conference Committee will meet with the nursing supervisor(s) on a regular basis during the school year to discuss problems of concern to school nurses.

*Cleveland Teachers Union Local 279 and  
the Board of Education of the Cleveland Municipal School District*

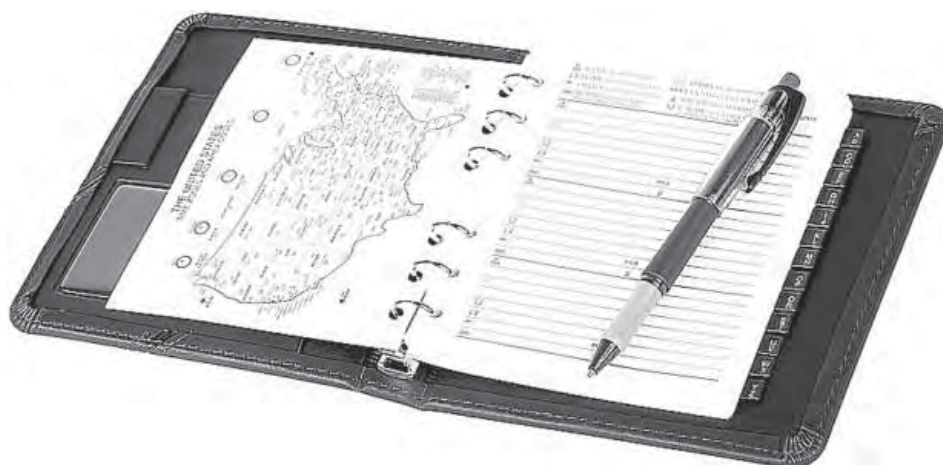
■ Nurses shall be permitted to meet together twice a year at the end of the first quarter and third quarter to plan, coordinate, and propose healthcare activities. These meetings will be scheduled after school and will be paid at the hourly rate.

*Toledo Federation of Teachers and Toledo Public Schools*

Nurses shall be permitted to meet together ... to plan, coordinate, and propose healthcare activities. These meetings will be scheduled after school and will be paid at the hourly rate.

*Toledo Federation of Teachers and Toledo Public Schools*

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# LABOR-MANAGEMENT COMMITTEE

*How are problems resolved  
in your school(s)?*

■ A Management/Union Committee shall draft new procedures and guidelines as well as review and revise existing procedures and guidelines for required nursing interventions to be used when caring for students with medical problems. This committee shall make recommendations to the Health Care Administrator for consideration and implementation of approved recommendations.

*United Teachers of New Orleans and Orleans Parish School Board*

■ A Joint Administrative and Nurse Committee (JANC) will be formed with equal representation from the administration and the CTU. This committee shall have the following responsibilities:

1. Draft new procedures and guidelines for required nursing interventions to be used when caring for children with medical problems and make recommendations to the CEO for consideration and implementation of approved recommendations by the end of the first semester of the 1996-97 school year.
2. Prepare a general statement regarding the District's medication policies and guidelines for the approval of the District. The approved statement and form will be included in the school calendar sent to all parents.
3. Determine the identification and method of acquisition of other nursing supplies as well as consider current nursing supply inventories.
4. Provide input in the planning and implementation of any new policies or programs which impact on the nature and scope of nurses' duties or which fall within the purview of the practice of registered professional nursing in the state of Ohio.
5. Plan a full one-day orientation on nursing procedures for all nurses new to the District during the new teacher orientation in August.
6. Submit the school nurse evaluation form agreed to by JANC to LMC for consideration.

*Cleveland Teachers Union Local 279, AFT and  
the Board of Education of the Cleveland Municipal School District*

# HEALTH AND SAFETY

*Who looks out for YOUR well-being?*

- School safety plan—to be updated every year.
  - Joint committees specific to the following issues:
    - Citywide security and discipline
    - Environmental health and safety
    - Assault assistance

The Board agrees to provide the appropriate recognized standards of workplace sanitation, cleanliness, light, and noise control, adequate heating and ventilation and to eliminate recognized hazards that are likely to cause serious physical harm.

*United Federation of Teachers, New York City*

# LEGAL DEFENSE

*Who is on your side in the case of legal trouble?*

- The Board shall provide legal advice in the event of a threatened litigation against a nurse in connection with her duties.

*Toledo Federation of Teachers and Toledo Public Schools*

- The District is obligated to defend nurses who are sued for acts arising from their employment unless their actions are manifestly outside the scope of their employment, and to indemnify them against any adverse judgment unless their actions are outside the scope of their employment.

*Cleveland Teachers Union, Local 279, AFT and the Board of Education of the Cleveland Municipal School District*

The Board shall provide legal advice in the event of a threatened litigation against a nurse in connection with her duties.

Toledo Federation of Teachers and Toledo Public Schools



## ORIENTATION

### *Do you have provisions for new school nurse training or mentoring?*

■ The school district recognized the need to prepare the nurses for the rigors of school nursing. All newly hired nurses will be required to attend the School Nurse Orientation within the first three years of employment. This four day conference developed by NYSNA and NYSED takes place in August. The attending nurse may choose to receive an in-service credit for the conference (employee pays registration fee) or have the district pay the registration fee with no in-service credit granted.

*Glens Falls Teachers Association, NYSUT*

■ At least one professional orientation meeting (for school nurses) shall be held during the regular school in-service meeting time for all school nurses. Said meeting may be held at the district or city-wide level. It is understood that district meetings may be on different dates in order to provide appropriate resource personnel, if such resource personnel are needed.

*Chicago Teachers Union, Local 1 and  
the Board of Education of the City of Chicago*

### *Orientation for substitute nurses*

■ In the event of a known prolonged absence on the part of a school nurse, the District will work to insure that the substitute is informed of the routines and procedures necessary to function effectively.

*Cassava Valley School-Related Personnel Association, NYSUT*

## MONEY FOR SUPPLIES

### *Does your school district have a policy in place for purchasing supplies you need?*

■ Beginning with the 1998-99 school year, the annual supply allocation for school nurses will be a minimum of \$300 per year, per nurse, for elementary nurses; \$450 per year, per nurse, for junior high nurses; and \$550 per year, per nurse, for senior high school nurses. Additionally, each school nurse shall be allocated an annual supply allocation for each school in the amount of a minimum of \$0.25 effective August 1, 2001, and an additional \$0.25 effective August 1, 2002, based on the previous official October enrollment.

*Toledo Federation of Teachers and Toledo Public Schools*

■ Additional funds shall be made available for nursing supplies.

*Cleveland Teachers Union, Local 279, AFT and  
the Board of Education of the Cleveland Municipal School District*

# OTHER

## *Do you have locked cabinets? Phones?*

■ Each school health clinic shall have sufficient lockable file cabinets or locks for file cabinets to ensure confidentiality of all District required health and medical records. The designated nurse and the administration will both have keys for these cabinets and/or locks.

*Cleveland Teachers Union, Local 279, AFT and the Board of Education of the Cleveland Municipal School District*

■ An area shall be set-aside for the use of the school nurse. A cot, lockable file cabinet and a double lockable metal narcotic box/cabinet shall be provided for use by the school nurse in the performance of his/her duties. A running water basin and toilet shall be accessible to the school nurse. A lockable storage space and scale shall be provided by the school for the use of the nurse.

*United Teachers of New Orleans and Orleans Parish School Board*

■ Outside line phone services and a locked cabinet for storage shall be provided by the Board in each nurse's office. Elementary nurses shall be provided pagers to facilitate contact for consultation and emergencies. Whenever possible, nurse offices shall be located in close proximity to running water and bathroom facilities.

*Toledo Federation of Teachers and Toledo Public Schools*

■ Efforts will be made to provide an extension telephone for each nurse office or school health room that nurses utilize in any school to which they are assigned.

*Pittsburgh Federation of Teachers, Local 400, and the Pittsburgh Board of Public Education*

■ Where practical and where space permits a health room or suite must be located in an area where confidentiality and privacy for pupils using the health room can be provided. It should provide areas for physical examinations, first aid, screening tests, case management, a place for sick pupils to rest, a single occupancy toilet and hot and cold running water.

*Philadelphia Federation of Teachers and the Board of Education School District of Philadelphia*

## *An allowance for uniforms*

■ A pro-rated uniform allowance shall continue to be provided for each staff nurse, registered nurse (BOE), head nurse (BOE), and supervisor of nurses, as follows:

<b>Current</b>	<b>10/16/97</b>	<b>10/16/98</b>	<b>4/16/99</b>	<b>2/16/99</b>
\$230	\$237	\$242	\$247	\$260

*United Federation of Teachers, Local 2 and the Board of Education of the City School District of the City of New York*

# WORK HOURS, PAID TIME FOR PAPERWORK

■ Nurses shall be provided forty (40) minutes of uninterrupted lunch time. Specific time is to be agreed upon with the Principal.

*Cleveland Teachers Union, Local 279, AFT and  
the Board of Education of the Cleveland Municipal School District*

■ The nurse is a 10-month employee. The school nurse work day is seven hours and a half (7-1/2) including ½ hour unpaid lunch. The school nurse shall not be assigned instructional or supervisory duties except in the case of emergency.

*Canajoharie United School Employees Support Staff [NY]*

■ The work year for teacher assistants, nurses and health aides will be the day before school starts, Superintendent's Conference Days, and all day on the scheduled consultation days. The work year is the same as the teachers' scheduled work year.

*Hilton Central School District and  
the Hilton Central School District Board of Education*

■ The school nurse will be provided with a twenty (20) minute period in the morning and a twenty (20) minute period in the afternoon, in addition to the normal lunch period, which will be duty free except in case of an emergency.

*Frewsburg Faculty Association [NY]*

■ The School Nurse work day shall not exceed seven hours.

With the permission of the principal, School Nurses shall be afforded 1 half day per month for the completion of required medical documentation. This time shall be taken at the school site.

*United Teachers of New Orleans and Orleans Parish School Board*

■ Effective July 1, 1992, school-based nurses and therapists will arrive no less than 5 minutes before the scheduled arrival time of the children with whom they work and will remain until the vehicles carrying these children depart; the current practice with respect to the duration of the lunch period will continue and nurses and therapists will be available for any emergency involving children which might occur during the entire day. The work day shall not be less than that of teachers in the school or facility.

*United Federation of Teachers, Local 2 and  
the Board of Education of the City School District of the City of New York*

■ The normal workday, exclusive of one-half hour unpaid lunch, is 6.5 hours for nurses.

The District will provide nurses with two additional start-up days in the beginning of the school year, when deemed necessary by both the District and the LPUEE, for nurses to get prepared. This is in addition to the one day of preparatory time, now provided annually by the District, that is required to complete health care plans which are required by District mandate of state law.

*Lewistown-Porter United Educational Employees, NYSUT and  
Superintendent of Schools of the Lewiston-Porter Central School District*

■ The duty day for nurses shall be seven (7) hours per day exclusive of a 30-minute, duty-free lunch period. In emergency situations the nurses' lunch period will be rescheduled.

*ABC Federation of Teachers, Local 2317 and the ABC Unified School District (CA)*

■ A nurse who has been required by appropriate administrative authority or in response to a health emergency, to use all or part of the lunchtime for other purposes, shall be entitled to compensatory time off.

When a nurse is called in early or retained by the District only to cover for an absent nurse, he/she shall be paid for such time at the extra curricular rate.

*Philadelphia Federation of Teachers and the Board of Education School District of Philadelphia*

■ Each nurse is entitled to a 30-minute lunch break and two 15-minute breaks. This schedule will be worked out by the nurse with the input of the building principal.

*Glens Falls Teachers Association, NYSUT*

■ All school nurses shall have a duty-free lunch period, and one (1) fifteen (15) minute break in the morning except in cases of emergencies.

Requests for nurse coverage at school events and functions shall be presented to the Office of Operations. When such coverage is approved, the Board shall first assign such work to volunteers in rotation, most senior first. If there is no volunteer available, such work will be assigned in rotation, least senior first. For hours in excess of the regularly scheduled workweek, time and one-half shall be paid.

*Shelton Board of Education and the School Nurse Federation Shelton Federation of Teachers AFT, AFL-CIO*

## *IEP planning team*

■ An individual school's IEP schedule shall be made available to that building's school nurse. At the request of the Principal, or nurse, the nurse shall participate in the IEP conference for individual students. For any student assigned to a school with a medical condition addressed in an IEP or 504 Plan, the nurse or nurse supervisor shall be a part of, or consulted, by the IEP or 504 Plan Team.

*Cleveland Teachers Union, Local 279, AFT and the Board of Education of the Cleveland Municipal School District*

School Nurses shall be afforded 1 half day per month for the completion of required medical documentation.

*United Teachers of New Orleans and Orleans Parish School Board*

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# SALARY AND BENEFITS

## *How do your salaries and benefits compare to other school nurses around the country?*

■ School nurses shall receive credit for each year of school nursing experience up to a maximum of 10 years.

*Cincinnati Federation of Teachers, Local 1520 and Cincinnati Board of Education*

■ This district encourages continued professional improvement. Any nurse completing all requirements and receiving National Certification for a school nurse will be awarded \$750 stipend (above base salary and not to be used in calculating salary increase). To receive the stipend, the certification must remain valid and follow the same qualifications outlined in the Teacher National Board Certification.

*Glens Falls Teachers Association, NYSUT*

■ Starting salary for school nurses: \$39,010 Starting salary for credentialed teachers: \$38,000 Salary for 10-year school nurses: \$55,944 Salary for 10-year teachers: \$42,500

*United Educators of San Francisco and San Francisco Unified School District*

■ Compensation for a sign language interpreter, a non-certified nurse, COTA and PTA shall be at the rate of seventy-seven percent (77.0%) of the teacher salary schedule then applicable.

*Special Education Support Staff Council 2445, Local 943 and Southwest Cook County (IL) Cooperative Association for Special Education*

■ The District shall grant the registered school nurse/occupational therapist assistant the opportunity to join the New York State Employees Retirement System and shall provide the provisions benefits of the 1/60<sup>th</sup> non-contributory plan of the Retirement System.

*Coxsackie-Athens Teacher Association, NYSUT*

■ Retirement Incentive: Either \$3,500 or one month of health insurance for five days of accumulated sick leave (up to a maximum of 300 days).

*Glens Falls Teachers Association, NYSUT*

■ School nurses who have graduated with a Bachelor degree in nursing from an accredited college or university shall be placed on the teacher's salary scheduled at his/her appropriate step after validation of professional nurse experience.

Non-degreed nurses shall be paid eighty-five percent (85%) of the rate of pay for teachers with a Bachelor's degree except that the eighty-five percent (85%) rate of pay for non-degreed nurses with eight (8) years or more of service shall be paid in keeping with the eight step of the Teacher Salary Schedule printed in this agreement and will advance two (2) steps per year thereafter until they have reached the appropriate step for their years of experience on the Teacher Salary Schedule.

*United Teachers of New Orleans and Orleans Parish School Board*

■ The following stipend shall be paid for nurses working in large schools or schools that provide multi-handicapped serves:

**Multi-handicapped services .....\$700/school year**  
**Schools w/ student population 900-1200 \$1,000/school year**  
**Schools w/ student population 1200+ ....\$1,500/school year**

Rates will be determined by student census at the beginning of the school year. Payment shall be received immediately after the new school year census is determined and shall be received no later than October 1<sup>st</sup> of every new school year.

During the duration of this agreement, each school nurse shall be entitled to three (3) days leave of absence with pay each year to conduct pressing business which cannot be conducted outside the school day for a reason which falls into the following categories: emergency, legal, business, household, or family matters which require absence during school hours.

The granting of sabbatical leave is the prerogative of the Superintendent with the approval of the Board. A school nurse who has completed five (5) years of consecutive service in this system may be granted sabbatical leave, without pay, not to exceed one (1) school year and if granted, said leave shall be without loss of accrued benefits or seniority.

Effective January 1, 1977, full-time school nurses will be included in the City of Shelton Pension Plan under the terms and conditions contained therein.

*Shelton Board of Education and  
the School Nurse Federation Shelton Federation of Teachers AFT, AFL-CIO*

## *Credit for prior experience*

■ Nurses who are employed by the District after September 1, 1995 shall be given credit, effective September 2000 for up to five years of relevant prior experience.

*Cleveland Teachers Union, Local 279, AFT and  
the Board of Education of the Cleveland Municipal School District*

■ The same salary credit for placement and advancement on the salary schedule shall be granted for all professional nursing experience as is granted for teaching experience.

*Toledo Federation of Teachers and Toledo Public Schools*

■ School nurses shall receive credit for each year of school nursing experience up to a maximum of ten (10) years.

*Cincinnati Federation of Teachers Local 1520, AFT and  
the Cincinnati Board of Education*

■ The Board shall provide credit on the appropriate teacher's salary schedule for prior verifiable professional nursing employment for the purpose of determining their salary. A ration of one (1) year's experience on the salary schedule for each full year of professional employment as a nurse shall be given up to the number of steps on the current salary schedule.

*United Teachers of New Orleans and Orleans Parish School Board*

## *Clerical assistance*

■ The high school nurse and the high school librarian shall be assigned full-time clerks. The Superintendent of Schools and the Union President shall assess the need for clerical assistance for elementary nurses and librarians and devise a plan to be implemented September 1, 2003.

*The North Providence Federation of Teachers Local 920 and  
the School Committee of the Town of North Providence, Rhode Island*

# JOB SECURITY

## *How safe is your job?*

■ The Federation agrees that it shall not call, authorize, instigate, sanction or condone any strike, slowdown, mass resignation, work stoppage or other concerted refusal to perform any assignment on the part of any employee during the period of this Agreement or any extension thereof.

*Shelton Board of Education and  
the School Nurse Federation Shelton Federation of Teachers AFT, AFL-CIO*

■ The workday for nurses will be continuous and no combination of part-time nurses will be used to eliminate a full-time position.

*NYSUT, Local and Alden Central School District*

■ The District shall not lay off any school nurse teacher employed as of the date of the signing of this memorandum of agreement in order to engage a registered nurse, licensed practical nurse, or other personnel. If a school nurse teacher leaves the service of the District through voluntary separation, discharge, non-retention of a probationary school nurse teacher, retirement, or death, the District may abolish the school nurse teacher position involved and create a registered nurse, licensed practical nurse, or other position. Should the district hire a registered nurse, licensed practical nurse, or other person to fill the position created, such individual may not perform duties prohibited by the Education Law, and conversely, may perform all duties permitted by Education Law.

*The Arlington Teachers' Association, NYSUT*

■ Any registered nurse licensed by the state of New Hampshire who for a period in excess of 90 school days fills a regular school nurse position which is permanently vacant for at least that period, shall then be employed as a regular school nurse or as a continuing substitute nurse.

Any registered nurse licensed by the state of New Hampshire who for a period in excess of 180 school days fills a regular school nurse position which is permanently vacant for at least that period, shall then be employed as a regular school nurse.

Any registered nurse licensed by the state of New Hampshire who for a period in excess of 90 school days fills a regular position which is temporarily vacant for at least that period by reason of an approved extended leave, shall then be employed as a continuing substitute school nurse.

Any registered nurse licensed by the state of New Hampshire who for a period in excess of 200 continuous school days fills a temporary school nurse position, shall then be employed as a regular school nurse.

*Nashua Teachers Union, Local 1044 and the Nashua Board of Education*

# APPENDIX

## Salaries\*

\* Note: these salary schedules are included as an indicator of the wide range of school nurse salaries from district to district.

### Chicago, Illinois

Lane I				
Bachelors Degree				
STEP	MONTHLY	ANNUAL	PENSION PICKUP	TOTAL COMP
1	3980.78	40405	2828	43233
2	4187.62	42501	2975	45480
3	4411.60	44778	3134	47912
4	4618.42	46877	3281	50158
5	4825.10	48975	3428	52403
6	5032.02	51075	3575	54650
7	5204.26	52823	3698	56521
8	5411.14	54923	3845	58768
9	5617.90	57022	3992	61013
10	5824.66	59120	4138	63259
11	6048.70	61394	4298	65692
12	6255.48	63493	4445	67938
13	6441.28	65379	4577	69956

Lane II				
Bachelors Degree				
STEP	MONTHLY	ANNUAL	PENSION PICKUP	TOTAL COMP
1	4256.52	43204	3024	46228
2	4446.30	45302	3171	48474
3	4687.28	47576	3330	50906
4	4618.42	46877	3281	50158
5	4825.10	48975	3428	52403
6	5032.02	51075	3575	54650
7	5204.26	52823	3698	56521
8	5411.14	54923	3845	58768
9	5617.90	57022	3992	61013
10	5824.66	59120	4138	63259
11	6048.70	61394	4298	65692
12	6255.48	63493	4445	67938
13	6441.28	65379	4577	69956

Lane III				
Masters Plus 15 Semester Hours of Approved Graduate Credit				
STEP	MONTHLY	ANNUAL	PENSION PICKUP	TOTAL COMP
1	4394.10	44603	3122	47725
2	4601.18	46702	3269	49971
3	4825.08	48975	3428	52403
4	5031.92	51074	3575	54649
5	5238.82	53174	3722	56896
6	5445.54	55272	3869	59141
7	5617.88	57021	3992	61013
8	5824.66	59120	4138	63259
9	6031.52	61220	4285	65505
10	6238.24	63318	4432	67750
11	6462.32	65593	4591	70184
12	6669.08	67691	4738	72430
13	6867.16	69702	4879	74581

# Chicago, Illinois

(continued)

Lane IV				
Masters Plus 30 Semester Hours of Approved Graduate Credit				
STEP	MONTHLY	ANNUAL	PENSION PICKUP	TOTAL COMP
1	4532.26	46002	3220	49223
2	4739.00	48101	3367	51468
3	4963.04	50375	3526	53901
4	5169.86	52474	3673	56147
5	5376.64	54573	3820	58393
6	5583.38	56671	3967	60638
7	5755.78	58421	4089	62511
8	5962.54	60520	4236	64756
9	6169.38	62619	4383	67003
10	6376.14	64718	4530	69248
11	6600.14	66991	4689	71681
12	6806.92	69090	4836	73927
13	7009.14	71143	4980	76123

Lane V				
Masters Plus 45 Semester Hours of Approved Graduate Credit				
STEP	MONTHLY	ANNUAL	PENSION PICKUP	TOTAL COMP
1	4670.06	47401	3318	50719
2	4876.88	49500	3465	52965
3	5100.86	51774	3624	55398
4	5307.76	53874	3771	57645
5	5514.50	55972	3918	59890
6	5721.26	58071	4065	62136
7	5893.58	59820	4187	64007
8	6100.40	61919	4334	66253
9	6307.20	64018	4481	68499
10	6514.00	66117	4628	70745
11	6738.06	68391	4787	73179
12	6944.78	70490	4934	75424
13	7151.04	72583	5081	77664

Lane VI				
Doctorate Degree (PH.D. or ED.D)				
STEP	MONTHLY	ANNUAL	PENSION PICKUP	TOTAL COMP
1	4808.02	48801	3416	52218
2	5014.82	50900	3563	54463
3	5238.80	53174	3722	56896
4	5445.50	55272	3869	59141
5	5652.36	57371	4016	61387
6	5859.20	59471	4163	63634
7	6031.46	61219	4285	65505
8	6238.26	63318	4432	67751
9	6445.04	65417	4579	69996
10	6651.84	67516	4726	72242
11	6875.86	69790	4885	74675
12	7082.70	71889	5032	76922
13	7293.06	74025	5182	79206

## Helena, Montana

Years	BA	BA +1	BA+2	BA+3	MA	MA+1	MA+2
0	\$24,286	\$25,112	\$25,962	\$26,787	\$27,637	\$28,463	
1	25,257	26,180	27,103	28,026	28,949	29,872	30,770
2	26,229	27,249	28,245	29,265	30,260	31,280	32,252
3	27,200	28,317	29,386	30,503	31,572	32,689	33,733
4	28,172	29,386	30,528	31,742	32,883	34,098	35,215
5	29,143	30,455	31,669	32,980	34,195	35,506	36,696
6	30,115	31,523	32,810	34,219	35,506	36,915	38,178
7	31,086	32,592	33,952	35,458	36,818	38,323	39,659
8	32,058	33,660	35,093	36,696	38,129	39,732	41,140
9	33,029	34,729	36,235	37,935	39,440	41,140	42,622
10	34,000	35,798	37,376	39,173	40,752	42,549	44,103
11	34,000	36,866	38,518	40,412	42,063	43,958	45,585
12	34,000	36,866	39,659	41,650	43,375	45,366	47,066
13	34,000	36,866	39,659	42,889	44,686	46,775	48,548
14	34,000	36,866	39,659	42,889	45,998	48,183	50,029
15	34,000	36,866	39,659	42,889	47,309	49,592	51,511
16	34,000	36,866	39,659	42,889	48,621	51,001	52,992
17	35,458	38,323	41,116	44,346	50,078	52,458	54,449
18	35,458	38,323	41,116	44,346	50,078	52,458	54,449
19	35,458	38,323	41,116	44,346	50,078	52,458	54,449
20	35,700	38,566	41,359	44,589	50,321	52,701	54,692
21	35,700	38,566	41,359	44,589	50,321	52,701	54,692
22	35,700	38,566	41,359	44,589	50,321	52,701	54,692
23	35,943	38,809	41,602	44,832	50,563	52,943	54,935
24	35,943	38,809	41,602	44,832	50,563	52,943	54,935
25	35,943	38,809	41,602	44,832	50,563	52,943	54,935
26	36,186	39,052	41,845	45,075	50,806	53,186	55,178
27	36,186	39,052	41,845	45,075	50,806	53,186	55,178
28	36,186	39,052	41,845	45,075	50,806	53,186	55,178
29	36,429	39,295	42,088	45,318	51,049	53,429	55,421
30	36,429	39,295	42,088	45,318	51,049	53,429	55,421

## Pittsburgh, Pennsylvania

### SCHOOL NURSES AND DENTAL HYGIENISTS SALARY SCHEDULES

#### Bachelor's Degree Salary Schedule—Regular 192-Day School Year

Existing Scale continuing  
Through December 2003

January 2004

June 2004

1- \$35,400	400	1- \$35,800		1- \$35,800
2- 37,550	650	2- 38,200		2- 38,200
3- 39,000	700	3- 39,700		3- 39,700
4- 40,100	700	4- 40,800		4- 40,800
5- 41,250	750	5- 42,000		5- 42,000
6- 42,950	750	6- 43,700		6- 43,700
7- 44,400	800	7- 45,200		7- 45,200
8- 45,500	900	8- 46,400		8- 46,400
9- 46,600	900	9- 47,500		9- 47,500
10- 64,600	1100	10- 65,700	1100	10- 66,800
11- 64,900	1100	11- 66,000	1100	11- 67,100
12- 65,200	1100	12- 66,300	1100	12- 67,400

## Pittsburgh, Pennsylvania

(continued)

School Nurses shall now be called School Nurse Practitioners.

School nurses and dental hygienists work year is 195 days. The workday is eight (8) hours. The three (3) extra days (in addition to the regular 192 days), occurring immediately prior to the start of each new school year, are paid pro rata at the annual 192-day salary rate in effect for the new school year.

### Advanced Study Salary Credit for Bachelor's Degree

Bachelor's + 10 Credits—\$200

Bachelor's + 20 Credits—\$400

## Shelton, Connecticut

SALARY SCHEDULE							
Current*		4.50%		4.50%		4.50%	
STEP	2001-2002	STEP	2002-2003	STEP	2003-2004	STEP	2004-2005
1	\$28,271.60	1	\$29,543.82	1	\$30,873.29	1	\$32,262.59
2	\$30,204.74	2	\$31,563.95	2	\$32,984.33	2	\$34,468.63
3	\$32,137.78	3	\$33,583.98	3	\$35,095.26	3	\$36,674.55
4	\$34,069.78	4	\$35,602.92	4	\$37,205.05	4	\$38,879.28
5	\$37,300.48	5	\$38,979.00	5	\$40,733.06	5	\$42,566.04
HEAD NURSE							
Current*		4.50%		4.50%		4.50%	
STEP	2001-2002	STEP	2002-2003	STEP	2003-2004	STEP	2004-2005
1	\$28,424.26	1	\$29,703.35	1	\$31,040.00	1	\$32,436.80
2	\$30,368.59	2	\$31,735.18	2	\$33,163.26	2	\$34,655.61
3	\$32,312.00	3	\$33,766.04	3	\$35,285.51	3	\$36,873.36
4	\$34,255.41	4	\$35,796.90	4	\$37,407.76	4	\$39,091.11
5	\$37,490.25	5	\$39,177.31	5	\$40,940.29	5	\$42,782.60

\*Current rate reflects increase in school day, which is why it differs from rate in the above old contract rate.