



Beyond Boo Boos and Band-Aids...



The Appeal for Fair and Professional
Pay for Clay County School District
Nurses

Jean Sirmans, BSN, RN
on behalf of the CCSD Licensed Registered Nurses



Clay County School District Vision

The School District of Clay County exists to **prepare life-long learners for success** in a global and competitive workplace and in **acquiring applicable life skills.**

You can't educate a student
who isn't healthy . . .



and you can't keep children healthy
who aren't educated!

M. Joycelyn Elders



Brandi Foster, RN
Paterson Elementary School

Diverse Roles
And Increasing
Responsibility
Of The
Licensed
Registered
School Nurse

Health Conditions

	2008-2009	2011-2012	+/-
Students	35996	35552	- 1%
Allergies	4525	4673	+ 38%
Life Threatening Allergies	n/a	1574	
Asthma	2947	3593	+22%
ADHD	1365	1711	+25%
Seizure Disorder	164	233	+42%
Cardiac	212	316	+49%
Diabetes	105	157	+50%
Nursing Services	434,880	657,587	+51%
Total Procedures	128,412	243,900	+90%
Services Per Student	12.08	18.5	+53%

HEALTH CARE EXPERT

- Normal growth and development of Children
- Knowledge of chronic and acute disease process of children, adolescents, and adults
- Develops plans based on nursing process
 - Assessment
 - Interventions
 - Outcomes/evaluation of care



Kimberly Horton, BSN, RN
ESE Nurse
Keystone Heights Elementary

(Board et. al, 2010)

LEADERSHIP

- Health related education to students, parents, and staff
 - School wide training for Bloodborne Pathogens, Anaphylaxis, Diabetes, and Asthma
 - Student Specific Training to individuals
- Responsible for safe and healthy school environment.
- Advocate and underutilized resource for developing school safety plans



Angela Fish, BSN, RN
Beverly Burstell, RN
Shadowlawn Elementary

(Board, et. al, 2010)

CASE MANAGEMENT

- Follows medical orders
- Develops Individual Health Care Plans, Emergency Care Plans
- Delegation and supervision of LPNs and Unlicensed Assistive Personnel (UAPs) per The Florida Board of Nursing, Nurse Practice Act: Chapter 64B9-14
- Multidisciplinary care

(Board et. al, 2010)

QUALITY HEALTH CARE

- Acute and Chronic Illness Health Care Provider
 - Reduce absenteeism
 - UAPs send a greater number of kids home than a Nurse
 - Clay County has an above average return to class rate of 90%
 - Higher grades and test scores
- Medication Administration
- Skilled procedures such as insulin administration, catheterization, tube feedings, tracheostomy care, etc.
- Develop Care plans, Emergency Care Plans, and provide valuable medical input on IEPs and 504s.

(Board et. al., 2011)

GENERATE FUNDS FOR DISTRICT

- Medicaid Billing
 - **Nursing services** alone generated **\$938,425.49** in 2011
 - Medication Administration
 - Procedures
 - Signing for “Behavior Health Aide” student monitoring.
- **Healthy Students = Higher Test Performance**
 - FCAT “A Money”

Staffing and Professional Development Barriers Created by Inadequate Professional Pay

- Lost Twenty Five Percent of our Nursing staff due to job offers with better pay.
- Difficulty hiring and retaining EXPERIENCED nurses.
 - Only **five** RNs have been in the county over 10 years. This could be attributed to the frustration over low stagnant wages and increasing responsibilities.
- Pay scale not conducive for professional development
 - Furthering Education
 - School Nurse Certification
 - Joining professional organizations (FASN/NASN)
 - Attending conferences

“Adverse Side Effects” of Turnover

- Work loss of school staff filling in for clinic
- Higher rate of Errors with UAPs
- Compromised continuity of care with medically complex children.
- Pay agencies such as Maxim \$45.00 hr. to staff vacant clinic positions.



Pam Collins, RN
Tynes Elementary

Fair Compensation For Registered Nurses: Instructional Salary

Current Nursing Salary

- Last time pay scale was adjusted was **SEVEN** years ago.
- Make 40% less then starting teacher.
 - Would have to work 20 years to attain starting level teacher salary.

County	Starting Hourly Pay	Yearly Pay
Clay	\$14.55 (\$15.55)	\$22,858
Baker	\$23.60	\$34,692
Putnam	\$23.90	\$35,133
Pasco	\$25.18	\$37,000
Average Salary	\$24.13	\$35,471
Clay % Below	- 40 %	

Occupational and Physical Therapist Asst. Pay vs. Registered Nurse Pay

OT/PT Asst.		
Step	Exp.	Rate
A	0	17.52
B	1-2	19.85
C	3-4	22.16
D	5-6	24.16
		\$35,515

- New Pay Scale 2012
- **TWELVE** percent raise every 2 years
- Therapy Assts. Can bring ALL exp.
- Follow plan of Occupational Therapists
- “The Superintendent is authorized to offer an alternate salary schedule when he/she deems it necessary...”(Cespa contract p.44, 2010-14)

Registered Nurse		
Step	Exp.	Rate
1	0	14.55
2	1	14.99
3	2	15.44
6	5	16.90 (-7.26)
		\$24.843 (-\$10,672)

- Last adjustment was 2007
- Half yearly pay raise (3%)
- Nurses can only “bring” 4 years exp.
- Nurses WRITE the Plan of Care
- Nurses DELEGATE the Plan of Care

Professional Comparison

Registered Nurse

- Professional *Ranked most trusted profession for the last 14 of 15 years
- College Education
- Licensure
- Professional Development/
Continuing Education Required
- Responsible for health and medical care of entire school and staff
- Works autonomously
- A first year nurse works for **42 percent less** than a first year teacher.

Teacher

- Professional
- College Education
- Certification
- Professional Development
- Responsible for one to six classes
- Has entire instructional staff to consult with and seek professional guidance

Instructional Wages for Licensed Registered School Nurses

- Job description rewritten with higher qualifications
- Attract and retain experienced nurses
- Encourage professional development
- Increased respect among instructional staff

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