**Proposal for Substitute Nurses**

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**September 2018**

There have been numerous instances over the past few years where several nurses have been out sick at one time (as much as half of my staff on some occasions). We have thankfully been able to pull our nurses from building to building throughout the days to cover these needs in the past, but last school year, this was significantly more difficult to do. The high-acuity health needs of our students are increasing, and that requires that we have continuous nurse coverage in many of the buildings, meaning that we cannot pull them from their primary school. If I have the ability to pull our full-time nurses, that will be my first choice; however, if I do not have the ability to do that, substitute nurses would be invaluable to help meet the needs of the students. Many other districts are using this system, and it makes sense for us to consider doing the same.

Two RNs who have resigned from the district in the past year have expressed an interest in becoming substitute nurses for our district. They both have valuable nursing experience, and they have a desire to stay connected to our students, families, and school community, even though neither one is able to commit to full-time work with us at this time. Additionally, while interviewing nurses this past summer, I met two other RNs who also expressed interest in working for our district in the capacity of a substitute nurse.

I request that we create a Substitute Nurse position in our district. This would be used when we cannot send a nurse from another school, due to the health needs of the students in their building.

Each day, school nurses assess sick students and staff, administer medications, perform medical procedures (such as tube feedings, tracheostomy care, catheterizations, and diabetic care) respond to emergency situations, manage health record compliance, develop medical care plans to meet the needs of students and ensure their safety, coordinate on-site health events with various health agencies, and collaborate with our on-site Nurse Practitioner and Dentist, just to name a few tasks.

During the 2017-2018 school year, our school nurses documented 51,710 health office visits, a large majority of which resulted in students being able to return to class instead of being sent home. In that same year, there were 3,223 chronic medical conditions entered into Infinite Campus.

In addition, Kentucky put a new regulation into place this year that requires all students to receive 2-3 additional vaccines, spaced at six months apart. The influx of paperwork this year is more demanding than ever. If this substitute nurse position is created, I also request that we have the ability to use these substitute nurses in some capacity to help manage the influx of paperwork resulting from Kentucky’s new immunization regulations.

Per our Salary Schedule, our nurses are paid an hourly rate based on their experience. The cost to hire an RN for this substitute position could range from $21.35 - $31.27/hour. The four RNs that are currently interested in this opportunity would be paid between $29.15 - $29.63/hour.