

Keeping new language = Underline
Removing OUSD proposed language = ~~Underline and strike out~~
Adding proposed new language = Underline
Language exists in current contract

2P OEA Nurses

04/13/23

Nurses

21.9.1 Equitable Caseload Assignments: In alignment with the professional standards set forth by the National Association of School Nurses, and to ensure an equitable distribution of both workload among school nurses and direct services to students districtwide, the workload of each school nurse shall be determined by the Health Services Department and Nurse Faculty Council using an acuity model and caseload ratio.

21.9.1.1 Each caseload may include a number of general education and special education students. Acuity points using the medical acuity index will be assigned to all students on the basis of the impact and complexity of student's medical needs.

~~02. Nurses shall participate in Individualized Education Program (IEP) and Section 504 meetings for students on their caseload.~~

21.9.1.2 The maximum workload for a Credentialed School Nurse shall not exceed 3 school sites and a 1:1000 nurse to student ratio if medically uncomplicated.

01. If caseload is medically complex or fragile, a Credentialed School Nurse shall not exceed 2 school sites.

02. District and Agency LVNs shall be assigned to support Credentialed School Nurses based on the medical acuity index and the medical procedures required at each site.

03. It is understood by both parties that the increase in staffing will take time, and a plan for implementation will be developed within the Nurse Faculty Council.

21.9.1.3 Large high schools

21.9.1.3.1 Large high schools with greater than 1,000 students shall continue to be assigned 1 FTE Licensed Vocational Nurse and an additional Credential School Nurse support per site.

21.9.1.4 Early Learning

21.9.1.4.1 Burbank Preschool and Kaiser Early Childhood Center shall be

assigned 1 FTE Credentialed School Nurse, providing there are trained paras available to complete procedures, and LVN support.

21.9.1.4.2 Early Childhood Education stand alone sites (15 total) shall be assigned 2 FTE Credentialed School Nurses.

21.9.1.4.3 Diagnostic Center shall be assigned 2 FTE Credentialed School Nurses.

21.9.1.5 Caseloads

21.9.1.5.1 The Parties recognize that caseloads may fluctuate with increases or decreases in enrollment at school sites and based on student health needs. The District agrees to provide each nurse with their tentative initial assignment/caseload for the school year on the last day of work for nurses of the previous school year. Each nurse must notify the department within 30 days of the overage. If the nurse is over caseload, the nurse shall be paid according to the following formula:

01. The individual nurse's hourly rate, divided by 1000 x the number of students over 1000 x the number of days over. (Hourly Rate)/1000 X (Students Over) X (#of Days Over).

21.9.1.5.2 The Parties recognize that the hiring of school nurses to fully staff will take time. After final assignments are given on the first day of work, nurses assigned additional work outside of their assignment will be paid according to the above formula.

21.9.2 Time spent by nurses complying with State mandated requirements beyond the regular work day shall be considered administratively assigned and shall be subject to the Extra Pay Provisions of Section 10.2 above.

21.9.3 Subject to the approval of their supervisor Principal/Site Leader, the nurse will develop and submit to their supervisor and site administrator(s), by the 20th day of instruction for students at the beginning of the school year, a work schedule that includes a consistent schedule of the weekdays and times at each assigned school site and the specific students who require medical procedures inclusive of record-keeping time based on school/student needs. Changes and Deviations from the schedule will occur based on student needs.

21.9.3.1. During this scheduled record-keeping time, students will be seen only in cases of emergency.

21.9.3.2. In the event that a nurse does not submit a schedule by the 20th workday, the Health Services Director may make a schedule for the nurse to implement.

21.9.3.3 The days and times a nurse will be at each school site nurse's weekly schedule, shall be available to the staff and families at each school site.

21.9.4 The District and OEA shall establish monthly joint meetings of a Nurses' Faculty Council/Joint Committee, to facilitate communication between representatives of the Nurses and District administrative personnel. The Nurses' Faculty Council shall conduct a joint study to inform best practices for recruitment and retention of school nurses and management of district-wide caseload overages.

21.9.5 ~~Nurses shall participate in professional learning from a menu of options compiled by the District two times per month. The menu of options shall be developed in consultation with the OEA/OUSD Nurse Faculty Council. All training shall take place during the regular work day.~~

21.9.6 Credential Reimbursement

21.9.6.1 In order to improve retention after the 5 year Preliminary School Nurse Credential expires, Credentialed School Nurses shall be reimbursed for the cost of the required credential program and credential fees. Reimbursement shall be made within sixty days of submission of claim. Unit members who previously cleared their Preliminary School Nurse Credential while working at OUSD shall be paid retroactively within 60 days of the signing of this contract. If unable to provide tuition receipts, Credentialed School Nurses who obtained their credential while working at OUSD, and still work at OUSD, shall receive a one-time stipend of \$10,000.

~~21.9.6 In alignment with the professional standards set forth by the National Association of School Nurses, nurses shall perform case management responsibilities which may include, but are not limited to:~~

- ~~01. Ongoing communication with families~~
- ~~02. Obtaining physicians' orders to authorize medical procedures~~
- ~~03. Liaising with medical professionals to ensure access to information to inform treatment at school~~
- ~~04. Obtaining any medications that are necessary at school~~
- ~~05. Developing individual health care plans to coordinate care for students with health conditions that require monitoring or procedures at school~~
- ~~06. Completion of health assessments for students with Individualized Education Programs (IEPs)~~
- ~~07. Completion of training for staff in the monitoring of chronic conditions, specialized physical care procedures, and emergency response procedures for common chronic health conditions~~
- ~~08. Charting procedures in the district's Electronic Healthcare Records (EHR) system and charting condition and health assessment information in the~~

district's Student Information System (SIS)

09. Referral of students to community-based health organizations or healthcare entities

10. Completion of mandatory hearing and vision screenings; and

11. Monitoring rates of attendance of students with health-related patterns of chronic absence and following up with families and medical providers to support a reduction in preventable absences due to medical conditions.