

DISTRICT COUNTER PROPOSAL TO CTA PROPOSAL #13
Appendix F Registered Nurses – Substitute Pay, Equipment & Supplies, and
Supplement
July 16, 2021

APPENDIX F
REGISTERED NURSES

- A. The following articles and sections are not applicable to registered nurses:
1. Article VI, Section Q.6.
 2. Article VII
 3. Article VIII, Sections A - I., N., Q., R.
 4. Article IX, Sections B., C., D., and G.8. and 12.
 5. Article X, Sections A., B., C, D., E., H. K.2.
 6. Article XIV, Sections B.3.d., e., f., h.; D., E., L., O., P., Q., and U.
 7. Article XV, Sections F., G., and H.
 8. Article XVI, Sections B.5. (all), B.6. (all), H.1., 2., 3., K.
 9. Article XVII, Sections H. and O.
 10. Article XVIII, Section E.1.
- B. The work year for registered nurses shall be 197 days including six paid holidays.
- C. Any employment beyond the 197 days per year shall be considered as extended employment, and be based upon the daily rate of pay.
- D. The probationary period shall be for three years, in accordance with the following:
1. During any of the first three years of employment, termination shall be for cause only.
 2. At the end of each of the first three years, reappointment shall be based upon the same provisions as set forth for teachers in Article VIII.
- E. For non-degreed registered nurses, three years of work experience shall serve in lieu of a Bachelors degree.

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- F. All years of work related experience shall be granted for salary purposes, excluding the three years required for placement of non-degreed nurses on the salary schedule. Salary credit shall be retroactive to the beginning of the fiscal year in which it is verified. No credit shall be granted for work experience prior to the earning of a nursing license.
- G. Where not specifically excluded as applicable, any language in the Contract referencing certification shall be interpreted as licensure for registered nurses.
- H. Nurses who are asked to cover school clinics in lieu of a substitute nurse will be additionally compensated at receive the average rate of pay that the board would pay for an agency registered nurse to cover a school clinic.
- I. The Board shall provide equipment and supplies to aid the lead nurses in the performance of their duty to train clinic and school staff to provide safe and reliant care to students.
- J. Lead nurses will be provided a supplement as described below:

<u>0—3 Years</u>	<u>4—6 Years</u>	<u>7—14 Years</u>	<u>15+ Years</u>
<u>3,795</u>	<u>4,250</u>	<u>4,743</u>	<u>5,313</u>