

## Exhibit C2



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### 3.0.C.6 Attracting and Retaining Nurses

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## Need for Nurses

- Often the only healthcare professional that some students see regularly
- A full-time nurse can reduce the time that principals, teachers, and administrative staff use to provide health services
  - A 2011 study estimated a savings of \$133,175 by reducing other staff workloads
- According to NCES in 2011-12, 49.6% of schools have a full-time nurse, 32.6% part-time, and 20.7% no nurse at all

## Recommended and Actual Nurse Ratios

- The National Association of School Nurses recommends:
  - 750:1 for Healthy Students
  - 225:1 for students requiring daily service
  - 125:1 for complex health needs
  - 1:1 when needed for individual care
- American Academy of Pediatrics recommends one school nurse per school
- A 2010 study found a range of 396 to 4,411 students per nurse, with only 14 states at or below the 750:1 recommendation

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## SREB Comparison

Students Per Nurse (2010)			
SREB States and Massachusetts			
<b>Arkansas</b>	<b>918</b>		
Alabama	536	Mississippi	1,098
Delaware	472	North Carolina	1,185
Florida	2,537	Oklahoma	2,372
Georgia	2,318	South Carolina	789
Kentucky	1,114	Tennessee	1,774
Louisiana	784	Texas	826
Maryland	776	Virginia	837
Massachusetts	700	West Virginia	1,065

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## State Policies

- Five states have policies recommending nursing levels:
  - Indiana – 750:1
  - Iowa – 750:1
  - Oregon – 750:1
  - Utah – 5,000:1
  - Virginia – 1,000:1

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## State Policies

- Ten states have policies requiring nursing levels:
  - Indiana, Iowa, Massachusetts, New Jersey – Minimum 1 nurse per school district
  - Louisiana – Districts must employ 1 nurse per 1,500 students
  - Maine and South Dakota – require a RN to manage district services
  - Maryland – Health coverage must be provided, no specific levels identified
  - Minnesota – Districts with more than 1,000 students must employ a full-time nurse or contract for that service
  - Pennsylvania – Districts should not exceed a 1,500:1 ratio

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## State Policies

- Five states have specific funding levels for nurses:
  - Alabama – Goal of 1 per 500 pupils, line item in the state budget
  - Delaware – 1 per 40 units, units are dictated by student ratios
  - Georgia – 1 per 750 elementary pupils, 1 per 1,500 secondary pupils
  - Maine – 1 health professional per 800 pupils
  - Tennessee – 1 per 3,000 pupils

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## State Policies

- A few states have funding for positions that could include nurses, like Arkansas funding in the matrix of 1 counselor/nurse per 200 pupils
  - North Carolina – Funds non-instructional support at \$268.86 per pupil
  - West Virginia – Funds professional student support personnel at between 43.97 to 45.68 per 1,000 students

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## Attracting and Retaining

- Districts compete directly with private and public health providers
  - The average salary for both RNs and LPNs is lower than the national average salary
    - About \$11,000 for RNs and \$7,500 for LPNs
- National studies show there is a national shortage
  - Data shows a lack of training capacity with over 75,000 qualified students turned away in 2018

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## Attracting and Retaining

- A 2019 EdSource mentions incentives that might attract school nurses that include:
  - Showcasing the school schedule which provides more time off than traditional nursing settings
  - Increasing salaries
  - Offering increased supports and resources

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## Attracting and Retaining

- School district examples include:
  - Oakland School District is providing \$5,000 bonuses paid in two parts after the first two years of service
  - San Jose USD has a multiyear orientation program that includes mentors for new hires, which has reduced turnover
  - Outside of the school setting, Rapid City Regional Health identified having strong nurse leaders as an approach to keeping nurses overall