

BOARD AGENDA ITEM

December 14, 2021

SUBJECT:

Proposed Adjustment to Experiential Credit for Nurses

BACKGROUND INFORMATION:

A service credit model is used to calculate compensation rates for employees. Experiential credit is given for both same and similar experience. Since the inception of the service credit model, nurses have only received same experiential credit for school nursing experience. However, hospital, physician office, and other forms of Registered Nurse experience also provide valuable experience and expertise to our schools and for our students, and the nursing services required of our staff continue to increase in volume and complexity. In addition, the job market is becoming increasingly competitive with rising pay rates for highly qualified nurses. The Administration is seeking ways to recruit and retain experienced nurses.

ADMINISTRATIVE CONSIDERATION:

The Administration believes an adjustment to the service credit calculation to give same experiential credit for all RN experience, retroactively and moving forward, better aligns with the current demands on our nursing staff and will improve our ability to both recruit and retain high quality nurses for our students. Nineteen current nurses would be impacted by the application of the proposed change, retroactive to the start of the 2021 - 2022 school year. The estimated salary and fringe cost is \$69,007. Costs will be incurred by the General Fund.

RECOMMENDATION:

Approve adjustment to experiential credit for nurses.

PREPARED BY:

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