

# PTA Proposal AB 7

## Nurses

*Presented by Pembroke Teachers Association on Wednesday, June 11, 2025*

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The Pembroke Teachers Association proposes the following changes to Article IX Nurses' Working Day and Working Year:

### ARTICLE ~~IX~~ 9: NURSES' WORKING DAY AND WORKING YEAR

- A. Nurses who may be required to work beyond the normal work week, excluding lunch, shall be paid straight time on an hourly basis in proportion to their annual salary. Administration shall provide reasonable clerical assistance to school nurses on an as-needed basis. Each nurse shall receive one daily thirty (30) minute uninterrupted lunch period.
- B. The work year for nurses ~~will~~ shall begin no earlier than the Monday preceding Labor Day and terminate no later than June 30th, but in no event be longer than four (4) days more than the number of days when ~~pupils-students~~ are required to be in attendance by State Law. The work year shall include days when ~~pupils-students~~ are required to be in attendance, orientation days at the beginning of the school year, and any other days on which teacher/nurse attendance is required. ~~It is the intent of administration to better manage the Summer paperwork and other administrative duties associated with the students' medical needs.~~ In lieu of the four professional development days offered to school nurses during the work year, the four days may be worked at the end of or prior to the start of the school year by mutual agreement between the nurse and the administrator. Nurses shall not be responsible for summer paperwork and other administrative duties outside of their normal work year/work days.
- C. All nurses shall be reimbursed for mileage incurred, as directed, in connection with ~~his/her~~ their duties as a school nurse. For reimbursement purposes, the per mile allowance shall be the ~~same rate in existence for other professional personnel and shall not be less than twenty cents (20¢) per mile.~~ IRS mileage rate. Such reimbursement shall be filed monthly indicating the date and destination for which reimbursement is requested.
- D. Nurses shall be excused from faculty meetings in order to utilize this time for other work duties if the agenda of the meeting does not pertain to their duties as a school nurse.
- E. Nurses shall receive a two hundred dollar (\$200) annual premium to offset their expenses related to maintaining their nursing license. This premium shall be paid as a separate deposit no later than the last pay period in November each year.