



State of New Jersey

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TO: Chief School Administrators
Charter School and Renaissance School Project Lead Persons

FROM: Nancy Curry, Director
Office of Student Support Services

SUBJECT: Employment of Certified School Nurse(s)

In light of the prevalence of students with acute and chronic medical conditions and/or disorders attending schools in New Jersey, each district board of education (BOE) is required, pursuant to *N.J.A.C. 6A:16-2.1(b)*, to annually adopt its nursing services plan. In recognition of this requirement, and the critical importance of ensuring the health, safety and well-being of all students, the purpose of this memorandum is to remind school district administrators of the regulatory requirement to employ a certified school nurse(s) (CSN) while school is in session, pursuant to *N.J.A.C. 6A:16-2.3(b)*, and as necessary, to employ a noncertified nurse(s) to assist the CSN, pursuant to *N.J.A.C. 6A:16-2.3(c)*. The duties and responsibilities of the CSN are detailed in *N.J.A.C. 6A:16-2.3(b) 1 through 3*, and may be accessed at <http://www.state.nj.us/education/code/current/title6a/chap16.pdf>.

Notwithstanding the above, it has come to the attention of the New Jersey Department of Education that there may be some confusion regarding certain school nurse requirements, which are clarified below:

First, the CSN must be directly employed by the BOE, and cannot be employed through a contract with a third party. In this regard, *N.J.S.A. 18A:40-1*, provides, "Every board of education shall employ... one or more school nurses. Pursuant to *N.J.S.A. 18A:40-3.3(a)*, a school district shall only utilize or employ... persons holding an educational services certificate with an endorsement as a school nurse issued by the State Board of Examiners..." Furthermore, *N.J.S.A. 18A:40-3.1* states that "Every person employed as a school nurse... in the public schools of this state shall be appointed by the board of education having charge of the school or schools in which the services are to be rendered and shall be under the direction of said board..."

Second, a CSN credential signifies a registered professional nurse (RN) with advanced professional nursing knowledge and clinical skills specific to the educational setting. The licensed practical nurse (LPN) scope of practice does not include the RN scope of practice. Therefore, a LPN may not work independently in the school setting and, moreover, must be supervised by the CSN.

Additionally, school districts may hire an RN or LPN from a provider of clinical nursing services, pursuant to *P.L. 2012, c.5*, for medically fragile students who require one-to-one clinical nursing service. Please review the statutory requirements authorized at <http://www.state.nj.us/education/students/safety/health/legislation>. For further information, please reference the broadcast dated February 11, 2014, available at <http://education.state.nj.us/broadcasts/2014/FEB/11/10887/School%20health%20personnel.pdf>.

Should you have any questions regarding the requirements for the employment of school nurses, please contact the School Health Services Unit at schoolhealthservices@doe.state.nj.us.

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