



HOWARD LAKE
WAVERLY · WINSTED
Public Schools

To: Nate Walbruch, Superintendent, Howard Lake Waverly Winsted Board Members

From: Morgan Johnson, RN, District Licensed School Nurse

Date: 7/5/2023

Proposal: Request a full time licensed practical nurse (LPN).

Purpose: To promote the health and academic success of an elementary student with complex medical and educational needs.

Current Scenario:

- A special education elementary student has multiple health conditions that warrant the continuous supervision and intervention of a licensed nurse.
- This student has stayed home from school in the past due to unavailability of licensed nursing staff.
- Licensed nursing staff have been necessary for this student since the 2020-2021 school year.
- Over the last three years, two licensed practical nurses and five registered nurses have accompanied this student to school.
 - The licensed practical nurses were contracted through a nursing agency.
 - The five registered nurses, contracted through HLWW, temporarily worked with this student while HLWW sought out a replacement licensed practical nurse.
 - All seven nurses are no longer available for this position full time due to changes in employment or personal circumstances.
- A request for an agency nurse has been posted for several months with no response.
- Due to limited availability of agency nurses, the HLWW Special Education Supervisor and District Licensed School Nurse have been responsible for finding a substitute nurse when the primary agency LPN is unavailable.

- The nurse accompanying the student will be responsible for the management of the student's health during school and transportation, encourage independence when appropriate, promote positive peer relationships and provide academic support similarly to a paraprofessional.
- If the student is absent from school, the LPN may relocate to another HLWW school building to provide support within the health offices. The District Licensed School Nurse would determine appropriate tasks for the LPN and provide training as necessary.
- Two registered nurses that previously worked in this role have expressed interest in potentially working as a substitute nurse.

Cost Analysis:

2021-2022 School Year: \$63,070 for an agency LPN, including benefits.

2023-2024 School Year:

Single Benefits		Family Benefits	
PERA: 7.5%		PERA: 7.5%	
FICA: 7.65%		FICA: 7.65%	
LPN @ \$27.50 / hr	\$35,887.50	LPN @27.50 / hr	\$35,887.50
PERA	\$2,691.56	PERA	\$2,691.56
FICA	\$2,745.39	FICA	\$2,745.39
TSA District Match	\$500.00	TSA District Match	\$500.00
Health Insurance	\$6,857.00	Health Insurance	\$11,387.00
Dental Insurance	\$350.00	Dental Insurance	\$350.00
Life Insurance	\$72.00	Life Insurance	\$72.00
Total	\$48,681.46	Total	\$53,211.46

*Based on 7.5 hours per day and 174 days of school.

Difference: \$14,388.54 - \$9,858.54 dependent upon the LPN's choice of benefits.