
Delay of Implementation of Step Salary Increases Until Salary Negotiations Completed

The NJSBA believes that Boards of Education should not be obligated to implement any step salary increases on existing guides until subsequent salary negotiations are concluded. *[Authority: DA 12/91-6, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

School Nurses' Salary Guides

- A. **The NJSBA believes** that the duties and responsibilities of school nurses frequently vary from that of classroom teachers and that local school boards should have the flexibility to negotiate separate salary guides for certified school nurses.
- B. **The NJSBA believes** boards should not be required to pay school nurses holding a standard school nurse certificate in accordance with the provisions of the teachers' salary guide in effect in that school district, nor should boards be required to place school nurses on their salary guides in accordance with the same criteria that are applicable to teachers. *[Authority: DA 5/99-13, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Licensed Practical Nurses

The NJSBA believes that, in order to provide quality health services to public school children in a cost efficient manner, local school districts should be authorized to hire licensed practical nurses to augment, assist or substitute for its certified nurses, at a pay scale comparable to teacher aides but not defining them as teaching staff. *[Authority: DA 12/72-Late, DA 6/85-5, DA 6/85-6, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Cross References: 4111 Recruitment, selection, and hiring
4135.3 Negotiations/consultation
4140 Compensation and related benefits

Key Words: salary guides, negotiations, nurses