



Agenda Item 5.0

Report of the Administrative Committee

BRN Board Meeting | February 28-29, 2024

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Agenda Item 5.1

Executive Officer Report

BRN Board Meeting | February 28-29, 2024

BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.1
DATE: February 28-29, 2024

ACTION REQUESTED: Executive Officer Report

REQUESTED BY: Board

BACKGROUND: Presentation of the Executive Officer Report

NEXT STEP:

PERSON TO CONTACT: Loretta Melby
Executive Officer
California Board of Registered Nursing
Loretta.Melby@dca.ca.gov



Agenda Item 5.2

Information only: 2022-2025 Strategic Plan and goal progression

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BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.2
DATE: February 28-29, 2024

ACTION REQUESTED: Update on the 2022-2025 Strategic Plan and goal progression

REQUESTED BY: Mary Fagan, Vice President

BACKGROUND: The Board will receive updates on the progress towards the goals identified in the Strategic Plan for 2022 to 2025.

NEXT STEP:

PERSON TO CONTACT: Loretta Melby
Executive Officer
California Board of Registered Nursing
Loretta.Melby@dca.ca.gov



Agenda Item 5.3

**Information only: Registered Nursing Fund Condition
(presentation by DCA Budget Office)**

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BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.3
DATE: February 28-29, 2024

ACTION REQUESTED: Fund condition report

REQUESTED BY: Board

BACKGROUND: Presentation on the condition of the Board of Registered Nursing Fund

NEXT STEP:

PERSON TO CONTACT: Matthew Yeates
Deputy Chief, Consumer Services and Board Operations Division
California Board of Registered Nursing
Matthew.Yeates@dca.ca.gov

0761 - Board of Registered Nursing Fund Analysis of Fund Condition
(Dollars in Thousands)

Prepared on 2.6.2024

2024-25 Governor's Budget W- FM6 projections

| | ACTUAL 2022-23 | CY 2023-24 | BY 2024-25 | BY +1 2025-26 |
|---|---------------------------|-----------------------|-----------------------|--------------------------|
| BEGINNING BALANCE | \$ 55,941 | \$ 77,062 | \$ 30,934 | \$ 79,964 |
| Prior Year Adjustment | \$ 349 | \$ - | \$ - | \$ - |
| Adjusted Beginning Balance | \$ 56,290 | \$ 77,062 | \$ 30,934 | \$ 79,964 |
| REVENUES, TRANSFERS AND OTHER ADJUSTMENTS | | | | |
| Revenues | | | | |
| 4121200 - Delinquent fees | \$ 833 | \$ 771 | \$ 1,083 | \$ 1,083 |
| 4127400 - Renewal fees | \$ 49,584 | \$ 52,543 | \$ 51,867 | \$ 51,867 |
| 4129200 - Other regulatory fees | \$ 628 | \$ 506 | \$ 469 | \$ 469 |
| 4129400 - Other regulatory licenses and permits | \$ 28,062 | \$ 23,904 | \$ 31,482 | \$ 31,482 |
| 4143500 - Miscellaneous Services to the Public | \$ 10 | \$ 11 | \$ - | \$ - |
| 4163000 - Income from surplus money investments | \$ 1,740 | \$ 1,885 | \$ 669 | \$ 1,403 |
| 4170400 - Capital Asset Sales Proceeds | \$ 7 | \$ - | \$ - | \$ - |
| 4171100 - Other Revenue Cost Recoveries | \$ 2 | \$ 1 | \$ - | \$ - |
| 4171400 - Escheat of unclaimed checks and warrants | \$ 18 | \$ 11 | \$ - | \$ - |
| 4172500 - Miscellaneous revenues | \$ 298 | \$ 6 | \$ - | \$ - |
| Totals, Revenues | \$ 81,182 | \$ 79,638 | \$ 85,570 | \$ 86,304 |
| Loan Repayment from the General Fund (0001) to the Board of Registered Nursing Fund (0761) per Item 1111-011-0761, Budget Act of 2020 | \$ - | \$ - | \$ 30,000 | \$ - |
| Loan from the Board of Registered Nursing Fund (0761) to the General Fund (0001) per Control Section 13.40, Budget Act of 2023 | \$ - | \$ -65,000 | \$ - | \$ - |
| Totals, Transfers and Other Adjustments | \$ - | \$ -65,000 | \$ 30,000 | \$ - |
| TOTALS, REVENUES, TRANSFERS AND OTHER ADJUSTMENTS | \$ 81,182 | \$ 14,638 | \$ 115,570 | \$ 86,304 |
| TOTAL RESOURCES | \$ 137,472 | \$ 91,700 | \$ 146,504 | \$ 166,268 |
| Expenditures: | | | | |
| 1111 Department of Consumer Affairs Regulatory Boards, Bureaus, Divisions (State Operations) | \$ 55,385 | \$ 63,363 | \$ 65,771 | \$ 67,744 |
| 9892 Supplemental Pension Payments (State Operations) | \$ 654 | \$ 654 | \$ 489 | \$ - |
| 9900 Statewide General Administrative Expenditures (Pro Rata) (State Operations) | \$ 4,371 | \$ 3,415 | \$ 3,613 | \$ 3,613 |
| Less funding provided by General Fund (State Operations) | \$ - | \$ -6,666 | \$ -3,333 | \$ - |
| TOTALS, EXPENDITURES AND EXPENDITURE ADJUSTMENTS | \$ 60,410 | \$ 60,766 | \$ 66,540 | \$ 71,357 |
| FUND BALANCE | | | | |
| Reserve for economic uncertainties | \$ 77,062 | \$ 30,934 | \$ 79,964 | \$ 94,911 |
| Months in Reserve | 15.2 | 5.6 | 13.4 | 15.5 |

NOTES:

1. Assumes workload and revenue projections are realized in BY +1 and ongoing.
2. Expenditure growth projected at 3% beginning BY +1.



Agenda Item 5.4

Information only: Presentation by the Department of Rehabilitation (DOR) (Hellan Dowden and Dawn Anderson) on School Nurse Apprenticeship Pathway to Success with DOR

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BOARD OF REGISTERED NURSING
Agenda Item Summary

AGENDA ITEM: 5.4
DATE: February 28-29, 2024

ACTION REQUESTED: Presentation by the Department of Rehabilitation (DOR) (Hellan Dowden and Dawn Anderson) on School Nurse Apprenticeship Pathway to Success with DOR

REQUESTED BY: Board

BACKGROUND: Innovative Approaches to School Nurse Recruitment and Retention – Sacramento City Unified School District

The Governor provided funding in the 22-23 Budget to fund the expansion of health personnel education programs. Teachers for Healthy Kids as part of a grant from the County Office of Education to improve LEA BOP reimbursement put together a coalition of initially five school districts (now 13) with the fiscal agent Sacramento City Unified School District and the following partners: CSUS Nursing program, SETA-the local workforce agency, Labor Agency, Division of Apprenticeship Standards, California School Nurses Organization, California Teachers Association affiliates). This would test moving LVNs working at schools to RNs; RNs to BSNs or BA or BS holders and then to credentialed school nurses.

NEXT STEP:

PERSON TO CONTACT: Loretta Melby
Executive Officer
California Board of Registered Nursing
Loretta.Melby@dca.ca.gov



Innovative Approaches to School Nurse Recruitment and Retention



Agenda

Introduction

Problem and Project Outline

Engaging Partners in a Nurse Residency

Apprenticeship Model

- Employers
- Education providers
- Students

Funding

Tools



Increasing School Nurses in Sacramento County through a School Nurse Residency Program

Background

The Governor provided funding in the 22-23 Budget to fund the expansion of health personnel education programs.

Teachers for Healthy Kids as part of a grant from the County Office of Education to improve LEA BOP reimbursement put together a coalition of initially five school districts (now 13) with the fiscal agent Sacramento City Unified School District and the following partners:

CSUS Nursing program

SETA-the local workforce agency

Labor Agency, Division of Apprenticeship Standards

California School Nurses Organization

California Teachers Association affiliates

The core principals were: It could be replicated by other County Offices of Education, school districts and the three other CSU campuses that house school nurse credential programs, it could be part of an expanded program piloted by another County Office/school district and CSU campus. And it would test moving LVNs working at schools to RNs; RNs to BSNs or BA or BS holders and then to credentialed school nurses.

Problem

- **High vacancy rates of about 40%.**
 - **Recent Medi-Cal expansion to cover students with IEPs and those with Medi-Cal and a service plan. Recent expansion of mental health services but not adequate personnel to assess and refer.**
 - **There weren't enough nurses to ensure that necessary personnel were available to serve students and to bill for newly eligible school-based services.**
 - **High need for school nurses following COVID**
-

Project

Bring together a working group comprised of partners that would meet Labor Agency requirements including using the existing apprenticeship model. Include school nurse representatives in the process. Build in features to make the program sustainable.

Make the project eligible for a wide range of funding opportunities by registering it as an apprenticeship Credentialed School Nurse program with the federal Department of Labor and California's Labor and Workforce Development Agency.

Use an already existing model of workforce development and adapt it to schools but use available workforce funds from other than education agencies.

Submit the program model for funding to the appropriate state agency based on program components.

Engage school employers

Engage school employers in the process to hire and assign staff to provide for preceptors/mentors.

Solve the problem of small and rural districts by allowing larger districts to provide supervision by paying a stipend (\$1,500) to a mentor/preceptor.

Develop agreed on incentives through the grant to cover preceptors/mentors and their time for supervision of Residency program enrollees.

Use language for the project that reflects the verbiage already in use for education and training within education and health care. For example, instead of apprentices, use residents.

Develop agreed to contracts for Residency participants to remain with the district if mutually agreeable following the residency.

Develop protocols with California State University

Develop protocols with CSUS for enrolling qualified applicants into their nurse credential program and linking students from the ADN to BSN program to the school nurse credentialing program. The education program controls admittance and matriculation.

The credential program requires that the applicant have an RN degree that could have been acquired at a community college, a four-year BA/BS degree in any subject and have completed a one-year credentialing program that requires on the job experience and successful completion of the credentialing program.

Course work can be done online.

A preceptor/mentor working in a school district or County Office would be assigned to the school nurse who would provide supervision and oversight.

The project would address equity issues by placing an emphasis on recruiting participants who mirror the school populations they serve.

Engage school nurses in the process

Engage school nurses in the process by including them in the oversight group for the project.

Students once enrolled participate in a welcome webinar, and a once per semester meeting with the project to discuss any issues

Documents are signed by students agreeing to a set of requirements for participation.

The project includes union representatives in developing the agreements for program participation.

A graduation celebration was held at the end of the program for participants and their families to celebrate success

Develop student incentives

- Use grants funds to offer tuition payment (\$11,400) to potential employees when offering employment
- Employment by the district during Residency period
- Payment of fees, textbooks and tuition cost for program enrollment- \$500
- Preceptorship/Mentorship during the program from experienced staff with payment of \$1500/Resident
- Employment following Residency if terms and conditions are met
- Access to a “success coordinator” that could act as a problem solver and support system for enrollees.

Recruit applicants

- Recruit applicants who could come from the following pools:
 - RNs working at school sites who do not have their credential. Nurses have five years to obtain, but must resign if they have not completed their coursework
 - BSN graduates who could be hired by districts and enrolled in the Residency program
 - ADNs with a four-year degree who could enter the Residency program
 - BA degree students finishing their ADN degree who are interested in the school nurse residency program
 - RN to BSN students at CSUS who would be interested in the Residency program
 - RNs who may have been injured on the job as a hospital nurse and would transition into school nursing
 - Nurses recruited from a mailing to all licensees in the County (this list is available from the Board of Registered Nurses) who might be interested in school nursing

Evaluate the Model

The model is being evaluated based upon its:

- Ability to be replicated,
- Recruitment and retention of school nursing personnel,
- Consideration of how well equity measures are met,
- Satisfaction of the employers and residency program participants,
- Sustainability through increased billing opportunities.



Funding

The project received a High Road Training Partnership Grant for \$958,000 to support 50 school nurses in obtaining their credentials. The first ten graduated in December. In January, the second cohort of 23 nurses were enrolled, with the final cohort enrolling in 2025. Sixty percent of the first cohort are minorities which is more reflective of the student population in the County (72% minorities). CSNO applied for funding to take the program statewide and expand the model to all four CSU credential programs and fund 150 new credentialed school nurses. The H RTP grant application was not funded



HEALTH SERVICES DEPARTMENT

5735 47th Avenue • Sacramento, CA 95824

(916) 643-9412 • FAX (916) 399-2028

Jorge Aguilar, Superintendent

Victoria Flores, Director III, Student Support and Health Services

Are you an RN with a bachelor's degree who would love to work a school day and school year schedule? Do you love working with children and families, and value education? SCUSD has several open positions for school nurses.

School Nursing is community nursing focusing on children and families. It includes helping students manage chronic disease at school, educating families and staff, advocating for the health and safety of students and supporting families' access to healthcare and education. Plus:

- School year calendar - 187 days per year which includes 2 months off summer, two weeks in December, 1 week in November, 1 week in April, all federal holidays.
- Generous and flexible paid sick leave.
- 6-hour workday, hourly rate range \$50 - \$92 based on education and years of nursing and education experience - (salary schedule is on the teacher schedule)
- CalSTRS defined benefit retirement that coordinates with CalPERS
- Wonderful supportive team of 35+ nurses
- An amazing diverse community with great need - much important work to do
- School Nurses can be hired with a preliminary credential and must obtain a School Nurse credential (1 year part time program) within 5 years.

Contact XXXX at for more information on school nursing opportunities at SCUSD.



Apply at Edjoin:

<https://www.edjoin.org/Home/DistrictJobPosting/1773522>



Information about school nursing - California School Nurse Organization website:

<https://csno.memberclicks.net/>



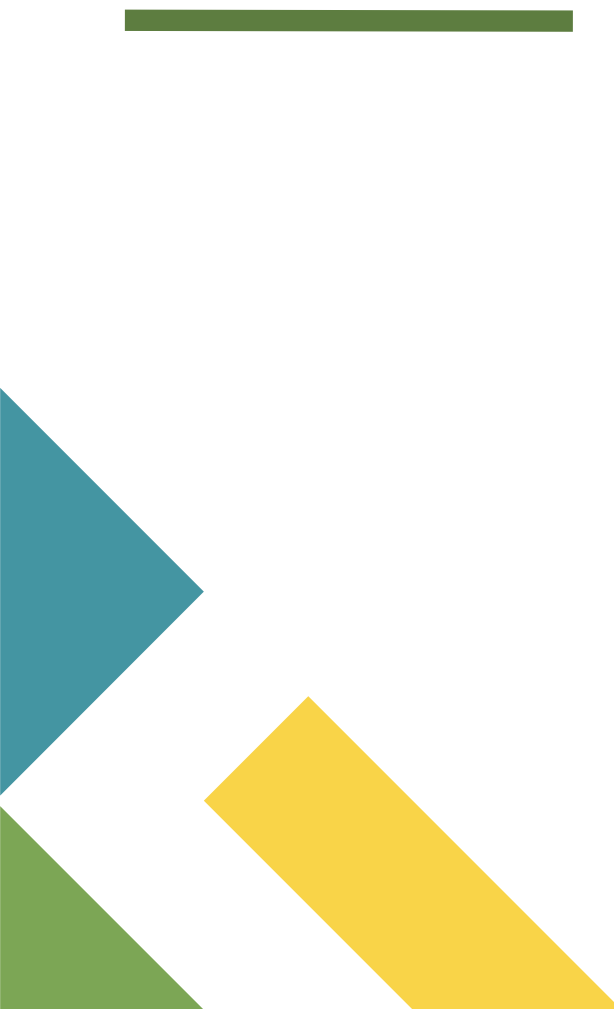
SCUSD School Nurse Salary Schedule: https://www.scusd.edu/sites/main/files/file-attachments/scta_22-23_all.184_days_9.27.22_0.pdf

Here is why School Nursing can make sense for you:

- School Nursing is community-based nursing focused on children and families.

School nurses help students manage chronic disease at school, provide care for emergent and acute health issues, educate families and staff, advocate for the health and safety of all students, and support families' access to healthcare, education, and community resources.

Plus...

- 
- School year calendar is 10 months per year, plus 2 months off in summer, 2 weeks in December, 1 week in November, 1 week in April, and all federal holidays.
 - Generous and flexible paid sick leave.
 - 6 to 8 hour workday.
 - Defined retirement benefit that coordinates with CalPERS.
 - Supportive team of nurses.
 - Work in a diverse community with great needs.

School Nurses can be hired with a preliminary credential but must obtain a School Nurse credential, (a 1 year mainly online program) within 5 years.

STEP 9

Click on RegisteredNursing_Counts.csv




Public Information – Licensee Lists Overview

The Department of Consumer Affairs (DCA) provides information to the public regarding over 150 professional license types issued through the DCA Boards/Bureaus/Committees/Programs (hereafter referred to as "Agencies") in accordance with the Information Practices Act, Civil Code § 1798.61, and Business and Professions Code § 161.

This is NOT the site for Public Records Act (PRA) Requests. Please contact the specific Board, Bureau or Commission for which the PRA information is requested.

Public Information Files

publicinfo > RegisteredNursing_0400

| Name ^ | Modified | Size |
|--|----------|------|
|  RegisteredNursing_Counts.csv | | ... |
|  RegisteredNursing_Data00.xls | | |
|  RegisteredNursing_Data01.xls | | ... |

STEP 10

Click on ...

| Size |
|------|
| ... |



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