

March 2026

Staffing and Workload Overview

86 Nurses Responded

58 Said they are not concerned about budget cuts

28 Said they are concerned about budget cuts

- **Student Population:** Schools represented range from small specialized programs (20 students) to large high schools (3,200 students)
- **Staffing Levels:** Most schools operate with a single full-time RN, though larger high schools often have two. Some offices also include part-time RNs, LPNs, or LNAs.
- **Visit Volume:** Yearly visits vary significantly, with many nurses reporting between 4,000 and 12,000 visits annually. Some high-traffic offices report over 20,000 yearly visits.
- **Daily Responsibilities:** Beyond general visits, nurses manage daily medication administration (e.g., 10+ daily meds), screenings, mental health support, and complex cases involving G-tubes, trachs, ventilators, and seizure disorders.

Concerns About Staffing Cuts

- **Current RIFs:** Several districts (e.g., SAU 54, Londonderry) are already in the process of "Reduction in Force" (RIF) for nursing positions.
- **Impact of Cuts:** Nurses expressed that cuts lead to unsafe conditions, such as being asked to leave their primary building to cover others, leaving their own students without on-site medical care.
- **Budgetary Pressures:** Many respondents noted that while their positions are safe this year, nursing hours or positions are frequently discussed during budget season.
- **Operational Strain:** Multiple nurses reported they are unable to take lunch breaks or even visit the bathroom due to the continuous flow of students and high administrative demands.

Key Participant Comments

- **Acuity vs. Ratios:** Participants emphasized that staffing should be based on student medical acuity (e.g., Type 1 Diabetes, catheterization needs) rather than outdated student-to-nurse ratios
- **Vital Role:** Many argued that school nurses are as essential to student well-being and school success as principals or guidance counselors
- **Unlicensed Support:** Concerns were raised about the lack of qualified subs and the reliance on busy administrative staff for medical tasks