

PSRP AND SCHOOL RELATED HEALTHCARE PROVIDERS

2010 Resolution

ATTENDEES:

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OBSERVERS:	
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Ohio Federation of Teachers	Jerome Tuggle, Staff

RESOLUTION ON INFECTIOUS AND CONTAGIOUS DISEASES

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3 WHEREAS students, school, and public employees deserve an environment that is free
4 of health risks, and

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6 WHEREAS the number of confirmed cases of infectious and contagious diseases
7 continues to increase, and

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9 WHEREAS Paraprofessional and School Related Personnel (PSRP), School
10 Healthcare Providers, and Public Employees are often exposed to potentially infectious
11 and contagious diseases due to our employment responsibilities and the public we
12 serve, and

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14 WHEREAS eliminating exposure to infectious and contagious diseases is a major
15 concern to PSRPs, School Healthcare Providers, and Public Employees, and

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17 WHEREAS many administrators encourage employees to come to work when they are
18 ill, therefore

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20 BE IT RESOLVED that PSRPs, School Healthcare Providers, and Public Employees
21 work with administration to develop policies regarding the dissemination of new
22 information and the implementation concerning the containment of infectious and
23 contagious diseases as updated information become available from the Center for

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24 Disease Control (CDC) and other Public Health Organizations, and

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26 BE IT RESOLVED that the Ohio Federation of Teachers (OFT) encourage locals to
27 request administration to formally renounce all attendance policies that promote
28 employees coming to work when ill, and

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30 BE IT FURTHER RESOLVED that the OFT encourage locals to negotiate Health and
31 Safety language that address employee health and safety related to exposure to
32 infectious and contagious diseases in their collective bargaining agreements, and

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34 BE IT FINALLY RESOLVED that OFT supports legislation that mandates administrators
35 to provide information to employees regarding outbreaks of infectious diseases within
36 24 hours after they have been notified.

37 38 39 **RESOLUTION ON TAXING OF "CADILLAC" HEALTH CARE PLANS**

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41 WHEREAS employer-sponsored health care insurance plans are under attack from
42 those who seek to tax "Cadillac" health care benefits as an excise tax, and

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44 WHEREAS many health care plans offered by school districts and governmental
45 agencies are considered "Cadillac" health care plans and would be subjected to an
46 excise tax, and

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48 WHEREAS insurers selling health care plans costing more than \$8,000 for an individual
49 and \$21,000 for a family would have to pay a 35 percent excise tax on the excess
50 amount, and

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52 WHEREAS the health care excise tax — which would be placed on insurers but is
53 expected to be passed along to employers which will eventually be passed on to the
54 employees, thus decreasing take home pay, and

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56 WHEREAS the health care excise tax plan will be a tax on employees' benefits in an
57 indirect manner, and

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59 WHEREAS the "Cadillac" healthcare excise tax would unfairly penalize employees in
60 school districts and governmental agencies who have historically been under paid, and
61 in many instances have bargained and/or forgone salary increases in lieu of better
62 health care benefits, and

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64 WHEREAS the tax on "Cadillac" health care plans would disproportionately impact
65 working class families, therefore

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67 BE IT RESOLVED that the Ohio Federation of Teachers (OFT) encourages the
68 American Federation of Teachers (AFT) to oppose any legislation that would tax our
69 health care plans.

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RESOLUTION ON RECOGNITION OF NATIONAL BOARD CERTIFICATION FOR SCHOOL NURSES

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73 WHEREAS the National Board for the Certification of School Nurses (NBCSN) was
74 formed in 1986 as an independently incorporated organization established for the
75 purpose of developing and implementing the voluntary certification of school nurses,
76 called Nationally Certified School Nurse (NCSN), and
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78 WHEREAS the American Board of Nursing Specialties (ABNS), a nationally recognized
79 accrediting body granted endorsement to NBCSN in 2008 and ABNS is the standard
80 setting body for specialty nursing certification programs and offers a very stringent and
81 comprehensive accreditation process that meets or exceeds the standards of the
82 certification industry, and
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84 WHEREAS the professional NBCSN works in close collaboration with the National
85 Association of School Nurses (NASN), the professional association for school nurses,
86 and
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88 WHEREAS the professional scope and standards of practice for school nurses includes
89 the following comprehensive domains:
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- 91 1. **Assessment:** The school nurse collects comprehensive data pertinent to the child's
92 health or situation
- 93
- 94 2. **Diagnosis:** The school nurse analyzes the assessment data to determine the
95 diagnosis and issues
- 96
- 97 3. **Outcomes Identification:** The school nurse identifies expected outcomes for a plan
98 individualized to the client or situation
- 99
- 100 4. **Planning:** The school nurse develops a plan that prescribes strategies and
101 alternatives to attain expected outcomes
- 102
- 103 5. **Implementation:** The school nurse implements and documents the identified plan
104 using evidence-based interventions and standard language or recognized
105 terminology
 - 106 a. Coordination of care
 - 107 b. Health teaching and health promotion
 - 108 c. Consultation
- 109
- 110 6. **Evaluation:** The school nurse evaluates progress towards attainment of outcomes
- 111
- 112 7. **Quality of Practice:** The school nurse systematically enhances the quality and
113 effectiveness of nursing practice
 - 114 a. Demonstrates quality by documenting the application of the
 - 115

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- 116 nursing process in a responsible, accountable and ethical manner
117 b. Incorporates new knowledge into practice
118 c. Participates in quality improvement practices
119 d. Obtains and maintains professional certification
120
- 121 8. Education: The school nurse attains knowledge and competency that
122 reflects current nursing practice
123
- 124 a. Participates in educational activities regularly
125 b. Provides continuing education
126 c. Seeks experiences that reflect current practice
127 d. Uses knowledge and skills appropriate to practice or situation
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- 129 9. Professional Practice Evaluation: The school nurse evaluates one's own nursing
130 practice in relation to professional practice standards and guidelines, relevant
131 statutes, rules, and regulations
132
- 133 a. Practice reflects application of current knowledge
134 b. Provides care that is age appropriate in a culturally and sensitive manner
135 c. Engages in self evaluation on a regular basis
136 d. Participates in formal or informal evaluation process or peer review
137
- 138 10. Collegiality: The school nurse interacts with, and contributes to the professional
139 development of peers and school personnel as colleagues
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- 141 a. Shares knowledge and skills and provides feedback with peers and
142 colleagues
143 b. Contributes to a supportive and healthy environment
144 c. Participates in appropriate local, state, and national professional associations
145 in a membership or leadership capacity
146
- 147 11 Collaboration: The school nurse collaborates with the client, the family, school
148 staff, and others in the conduct of school nursing practice
149
- 150 a. Communicates the school nurse's role regarding client care and the delivery of
151 that care
152 b. Collaborates in creating documented healthcare plans that are focused on
153 outcomes and decision related to care and delivery of services
154 c. Partners with others to effect positive outcomes or change
155 d. Documents referrals, including provisions for continuity of care
156
- 157 12. Ethics: The school nurse integrates provisions in all areas of practice
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- 159 a. Maintains client confidentiality
160 b. Serves as a client advocate assisting clients in developing skills for self-
161 advocacy
162 c. Seeks available resources to formulate ethical decisions

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d. Practices self-care, managing stress, and connecting to self and others

13. Research: The school nurse integrates research findings into practice

- a. Utilizes the best available evidence, including research findings to guide practice decisions
- b. Actively participates in research activities:
 1. Identifies clinical problems specific to research
 2. Participates in a formal committee or program
 3. Participates or conducts research
 4. Contributes to school nursing literature

14. Resource Utilization: The school nurse considers factors related to safety, effectiveness, cost, and impact on practice in the planning and delivery of school nursing services

- a. Evaluates factors such as safety, effectiveness, availability of cost and benefits and impact on practice
- b. Assists the client and family in identifying and securing appropriate and available services
- c. Delegation of appropriate tasks and assignments
- d. Assists client and school community in becoming informed consumers

15. Leadership: The school nurse provides leadership in the professional practice and the profession

- a. Works to create and maintain healthy work environments
- b. Teachers others to proceed by mentoring and other strategies
- c. Willingness to create a culture in which risk taking is not only safe but expected
- d. Serves in key roles in the school and work settings by participating in committees, councils, and administrative teams

16. Program Management: The school nurse manages school health services

- a. Conducts school health needs assessments to identify current health problems and identify the need for new programs
- b. Develops and implements needed health programs using a program planning process
- c. Develops and implements health policies and procedures
- d. Participates in environmental and health activities, and

WHEREAS this NCSN certification further validates the school nurse's ability to demonstrate competency at the mastery level and advanced skills that include the ability to:

- practice safely, independently, and proactively in an isolated, non-healthcare environment

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- apply and integrate broad areas of nursing and scientific knowledge, public health principles, and legal parameters to school populations
- work with school and community stakeholders to assess, plan and evaluate community interventions for the health problems of school populations including emergency preparations
- advocate in the school setting for the health and educational needs of all students, including those with physical and mental disabilities,
- participate in research, revise and initiate policies that reflect best practices
- utilize resources to become knowledgeable about national standards of practice and emerging issues of concern for the health and welfare of students and staff in the educational arena, and

WHEREAS the NBCSN not only delivers health services to students, but also participates in teaching around a range of issues such as infection control, the health implications of drug, alcohol and tobacco use, sexually transmitted diseases, and other topics based on the individual or population-based needs of the students and staff, and

WHEREAS like other certified professionals in schools, such as teachers certified by the National Board for Professional Teaching Standards, school nurses certified by the NBCSN are equally competent and should be recognized, rewarded and compensated in the same way for their ability to demonstrate competence at the mastery level of practice, therefore

BE IT RESOLVED that the Ohio Federation of Teachers (OFT) affirms its support of NBCSN certification as a means of defining, promoting and recognizing high professional standards of school nurses and as a major development in the professionalization of the practice of school nursing, and

BE IT RESOLVED that OFT and its affiliates encourage and support experienced school nurses to seek NBCSN certification, and

BE IT RESOLVED that the OFT and its affiliates, through legislative action and collective bargaining, work to make the costs of becoming NBCSN certified, both in time and money, affordable to experienced nurses through such mechanisms as reimbursing NBCSN fees of nurses who complete the certification process, allowing NBCSN certification to count in lieu of traditional continuing education or recertification requirements and other means appropriate to state and local conditions, and

BE IT FURTHER RESOLVED that the OFT and its affiliates support the concept of awarding a salary differential to experienced school nurses who become NBCSN certified and that OFT devise and share information on productive collective-bargaining and other strategies for doing so, and

BE IT FINALLY RESOLVED that the OFT and its affiliates work to encourage federal; and state funding, school finance, and other incentive policies, to enable poor school districts to have the same means to develop, attract and reward NBCSN certified nurses as do advantaged districts, so that low-income students and schools have the same

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257 benefit of certified nurses as advantaged students and schools.

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RESOLUTION ON MOTOR COACH ENHANCED SAFETY

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262 WHEREAS Congress has introduced two bills; S 554 and HR 1396 (Motor Coach
263 Enhanced Safety Act) in order to ensure safety of students on commercial motor
264 coaches, and

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266 WHEREAS the American Federation of Teachers has passed a resolution in early 2009
267 calling for federal legislation requiring motor coaches used in transporting preK-12
268 students, as well as their drivers, to meet the same standards that apply to school
269 buses and their drivers, and

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271 WHEREAS the AFT and the American Association of Classified School Employees,
272 have lobbied for these bills, therefore

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274 BE IT RESOLVED that The Ohio Federation of Teachers supports these bills, and

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276 BE IT FINALLY RESOLVED that the OFT also assist in the lobbying for passage of
277 these bills.