

School Nurse Qualifications and Compensation FAQ

Session Law 2025-60 (G.S. 115C-315(d2)) and 16 NCAC 06C .0110

If you have more specific questions about your district, please speak to your local board attorney to ensure full compliance with this legislation. For questions about School Nurses, please contact Thomas.Tomberlin@dpi.nc.gov.

1. *How should school nurses be paid?*

All school nurses employed by a PSU shall be compensated on the Master's schedule of the instructional support salary schedule. Note that the schedules do not preclude Public School Units from provide additional compensation or supplements using local funds.

Local Health Departments (LHDs), hospital systems, or other agencies/organizations are not required to pay the school nurses they employ according to the State Board of Education (SBE) salary schedule.

To view the M instructional support salary schedule, please visit the [Compensation page of the FBS website](#).

2. *Who can be considered a school nurse?*

A school nurse who is employed or contracted must at a minimum:

- a. Be a registered nurse (under [Article 9A of Chapter 90 of the NC General Statutes](#)) with at least 2 years of experience as a nurse in a hospital or health clinic, or
- b. Be certified by the American Nurses Credentialing Center (ANCC) or the National Board for Certification of School Nurses (NBCSN).

3. *How does SL 2025-60 and the qualification rule apply to school nurses hired prior to July 2025?*

The law does not affect school nurses hired between July 1, 1998 and July 1, 2025 that were required by law to be certified by either the ANCC or NBCSN. SL 2025-60 does not prevent these nurses from being considered school nurses; rather, it required the SBE to expand its definition of a school nurse to include those who meet the standard listed in Question 2.a. of this FAQ.

4. *How does SL 2025-60 and the qualification rule apply to school nurses hired after July 2025?*

Effective July 2025, local agencies (PSUs, LHDs, hospital systems, etc) may choose to hire RN or ADN-prepared nurses as school nurses, as long as they meet the standard listed in Question 2.a. of this FAQ. Should the local agency do so, they must pay these school nurses accordingly (see Question 1).

5. *Are local agencies permitted to require a BSN degree, national certification, or other set additional requirements for school nurses they intend to hire?*

Yes, local agencies may set additional requirements, as long as their candidates meet the minimum requirements set by the SBE listed in Question 2.

6. *What trainings does the SBE require school nurses to complete under SBE policy?*

According to 16 NCAC 06C .0110, which is the administrative rule outlining SBE School Nurse policy, all school nurses employed in a NC public school shall:

1. Within six months of starting employment or a contract with a PSU, complete the School Nurse Orientation Modules offered by the North Carolina Department of Health and Human Services (DHHS); and
2. Within two years of starting employment by or a contract by with a PSU, complete the School Nurse Roles and Responsibilities course offered by DHHS.

7. *Who is responsible for ensuring compliance with the new policy and legislation?*

It is the responsibility of the local agency to ensure that their school nurses meet the minimum qualification requirements set by the SBE. School nurses are required to provide proof of completion for the training requirements listed in SBE policy to their employing or contracting PSU.