



Making Waves Academy
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Hiring Licensed Vocational Nurse (LVN) Under AB1722

Executive Summary

Making Waves Academy (MWA) has been actively recruiting a second school nurse for the 2024-2025 school year amidst a highly competitive market for over 4 months. The disparity in compensation between educational institutions and healthcare facilities poses a unique challenge in attracting credentialed school nurses also known as Registered Nurses (RNs). ***In response to the ongoing shortage of credentialed school nurses, California passed AB 1722.*** This bill permits Local Education Agencies (LEAs) to hire Licensed Vocational Nurses (LVNs) when a diligent search for a suitable credentialed school nurse (RN) each school year proves unsuccessful. ***We have been very fortunate to have one credentialed school nurse for over 3 years, unfortunately we have been unable to find a second school nurse for the 2024-25 school year.***

However, our most recent search did yield a candidate with strong school (K-12) experience but she is a Licensed Vocational Nurse. At this time, we are asking for board approval to hire a Licensed Vocational Nurse under the supervision of our tenured school nurse as allowed by AB 1722. ***Below you will find a summary of the key provisions that must be met and a description of how MWA has addressed those provisions.***

Key Provisions of AB1722:

- **Diligent Search Requirement:** LEAs must conduct a thorough search for a credentialed school nurse (RN) annually.
- **Supervision:** LVNs must be supervised by a credentialed school nurse (RN) employed by the same LEA.
- **Board Approval:** LEAs are required to seek approval from their governing board prior to hiring an LVN.

Diligent Search

Timeline of MWA Search Efforts:

- **Initial Job Posting Date:** February 2, 2024
 - **Advertisement:** Both paid and unpaid job boards were utilized
 - **Applications Received:** 9 (2 not qualified, 7 qualified)
 - **Interviews Invited:** 5 (1 no response, 4 conducted)
 - **Interview Outcomes:** 2 rejected, 2 withdrew, 1 declined (desired higher salary)
- **Search Firm Engagement*:** Late April 2024
 - Applicants Contacted: 504
 - Interviews Conducted: 96
 - Candidates Submitted: 2 (1 previously interviewed by us)
 - Candidate Feedback: Lack of interest due to compensation, location, and multi-stage interview process

****If MWA hired a candidate found through the firm, MWA would have to pay a finder's fee no less than 20% of the candidate's annual salary.***



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Supervision

To align with AB1722, MWA has developed two job classifications to delineate the responsibilities between an RN and an LVN.

1. **School Nurse Level I (LVN):** LVNs will handle routine school nurse duties and support the health needs of students under the supervision of an RN.
2. **School Nurse Level II (RN):** RNs will handle routine school nurse duties, supervise LVNs, and ensure compliance with health regulations and protocols.

These roles are designed to establish a clear line of supervision and communication, ensuring the quality and safety of health services provided to our students.

As part of MWA's ongoing recruitment strategy, we will post a year-round School Nurse resume drop to continue our efforts to hire a registered nurse. Additionally, we will conduct further benchmarking with other charter school organizations to ensure our compensation is competitive.

Request for Approval

We are seeking approval from the MWA Board to proceed with the hiring of a Licensed Vocational Nurse (LVN) under the conditions specified in AB 1722. This step will enable us to maintain adequate health services for our students for the 2024-2025 school year despite the challenges in recruiting credentialed school nurses.

Conclusion

Approval of this request will allow MWA to strategically address the needs of our students while ensuring compliance with state legislation and maintaining high standards of student health care at Making Waves Academy.