

**School Year 2021-2022  
Public Health Work Force Nursing Grant  
Testing Program FAQ  
November 5, 2021**

## **Nurse Employment & Management**

- 1. Are there any suggested criteria Education Service Centers (ESCs) should use when selecting Local Education Agency (LEAs) to allocate the nursing grant funds and/or deploying nurses? **New November 5, 2021****
  - As ESCs allocate funds to LEAs, they should consider the following prioritization guidelines:
    1. LEA's without a full-time licensed nurse on **any** campus
    2. LEA's without a full-time licensed nurse at **every** campus
    3. LEA's with a high percentage of Title 1 campuses\*
    4. LEA's with a high percentage of migrant students
  
- 2. What if an LEA accepts funds but can't secure an RN/LVN/CMA? Then what happens? **New November 5, 2021****
  - If an LEA receives grant funds specifically to hire nurses but cannot do so and wish to use the funds differently, they need to seek special approval from CDC before funds could be expended. The LEA would need to notify their assigned ESC and TEA to begin this special approval process.
  
- 3. If an ESC Region directly hires nurses to deploy within LEAs, can the ESC Region's Nursing Grant programmatic staff member (if applicable) supervise LVNs as they work within various LEAs? **New November 5, 2021****
  - An ESC Region can hire a registered nurse (RN) and arrange for them to work within LEAs, and the RN would not require supervision from a licensed medical professional, unlike an LVN.
  
  - If an ESC Region hires a licensed vocational nurse (LVN), the LVN **must be supervised by one of the following medical professionals already working within the LEA** as required by the Board of Nursing Rules & the Nurse Practice Act:
    1. Registered Nurse (RN)
    2. Advanced Practice Registered Nurse (APRN)
    3. Medical Doctor (MD)
    4. Doctor of Dental Surgery (DDS)
    5. Podiatrist
    6. Physician Assistant (PA)
    7. Board of Nursing Rules Reference:
    8. [Texas Board of Nursing - Nursing Practice FAQ](#) (FAQ on LVN Supervision)

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9. [Texas Board of Nursing - Practice - Nursing Practice](#) (Board of Nursing Position Statement on the role of RN and LVN in a school setting)

- Supervision of clinical practice must be managed by one of the individuals listed above due to the complexities of nursing supervision.

**4. TEA FAQ states that RN supervisors for LVN, CMA, CNA must be an employee of the district. The nurse requirements state that the supervisor is dependent on the scope of the work and may not be an employee of the facility. Can you clarify? We are thinking about hiring RNs at the ESC that would travel and fulfill the supervisory role for LVNs, CMAs, CNAs. Is this allowable? **New November 5, 2021****

- An RN hired at the ESC Region cannot manage LVNs, CMAs, and/or CNAs working within an LEA. The RN has to be available for everyone they are managing. This is not logistically possible across an entire region for several LEAs, as stated in the Nurse Practice Act.
- An LVN, CMA, and/or CNA **must be supervised by one of the following medical professionals already working within the LEA** as required by the Board of Nursing Rules & the Nurse Practice Act:
  1. Registered Nurse (RN)
  2. Advanced Practice Registered Nurse (APRN)
  3. Medical Doctor (MD)
  4. Doctor of Dental Surgery (DDS)
  5. Podiatrist
  6. Physician Assistant (PA)
  7. Board of Nursing Rules Reference:
    1. [Texas Board of Nursing - Nursing Practice FAQ](#) (FAQ on LVN Supervision)
    2. [Texas Board of Nursing - Practice - Nursing Practice](#) (Board of Nursing Position Statement on the role of RN and LVN in a school setting)
- Supervision of clinical practice differs from general supervision. Supervision of clinical practice must be managed by one of the individuals listed above due to the complexities of nursing supervision.

**5. Many charter schools/districts use CNA/CMAs to add health services capacity. Knowing that in Texas, the title "nurse" is protected in the Nurse Practice Act – what guidance should we give CNAs and CMAs about legal penalties and regulations on calling themselves "nurse" (understanding that many districts use these positions)? **New November 5, 2021****

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- The term “nurse” is a protected title in the state of Texas. Anyone using the title nurse must be licensed by the Texas Board of Nursing as a nurse. Violation of this law would mean the CNA or CMA practices nursing without a license and can be prosecuted. There are numerous cases where the BON has brought charges against individuals that represent themselves as a nurse. Here is the link to the Imposter Alert website. Texas Board of Nursing - Discipline & Complaints - Imposter Alerts
- CNAs and CMAs should only use those initials approved to use and should correct anyone who calls them “the nurse.” In addition, the CNA or CMA cannot exercise any school-based medical authority other than what a para-professional staff person can do. A CNA or CMA can’t do anything without a physician’s order or direction from the individuals listed to answer questions 3 & 4.

## Reporting Requirements

### **6. What are the specific reporting requirements, and who is the data being reported to for the grant? TEA? DSHS? CDC? etc. **New November 5, 2021****

- All ESC’s that receive funds would report the data from the LEA’s they are covering to TEA. The detailed timeline for reporting will be provided to ESC’s as they move forward in the grant application process. The specific metrics/reporting requirements are as follows:
  - Financial expenditures (quarterly)
  - Number and type of staff hired (semi-annually)
  - Diversity metrics of staff hired (semi-annually)
  - Equity and inclusion activities (semi-annually)
  - Equipment purchased (semi-annually)
  - Trainings conducted (semi-annually)

### **7. If the ESC hires an RN to be able to send out to assist districts and provide training, is that program or administrative costs? **New November 5, 2021****

- This would be considered a program cost(s).

### **8. What are the specific requirements in the definition of diversity, equity, and inclusion from the Nursing Grant? **New November 5, 2021****

- The Diversity Equity and Inclusion (DEI) metrics reporting requirements include:
  - i. Hiring staff (# of staff hired)
  - ii. DEI relevant training (# and type of trainings held)

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- iii. Establish a health equity team to hire a workforce representing diversity in the communities/LEAs being served.
  - a. This could be done at the ESC and/or LEA level
- We encourage the Nursing Grant ESC recipients to reach a wide range of LEAs representing diverse communities/groups that could include the following populations: English Language Learners, Title I, migrant communities, SPED, alternative schools, etc.

## Allowable Costs & Activities

**9. The grant allows funds for office supplies but not clinic supplies. How does this apply to items that are essential for nursing work? **New November 5, 2021****

- **This is determined on a case-by-case basis, but here are some examples that the CDC grant manager has determined:**
  - **Allowable**
    - Stethoscopes
    - Oxygen Monitor/Oximeter
    - Blood Pressure Cuffs
    - Eye Exam Sheet (non-electronic)
    - Otoscope
    - Laptop/Screens/Printers
    - Food Saver (to make ice packs)
  - **Not allowable**
    - Exam Tables
    - Eye exam sheet (electronic)
    - Audiometer
    - Bed for Clinic Area
    - Thermometer

**10. What stipends or retention are allowed as part of the grant? **New November 5, 2021****

- Retention and signing bonuses are allowable expenses. Stipends for additional duty/work are not.

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**11. Given the grant posting timeline, we were unable to hire nurses for the start of the school year (2021-22). This means there might be extra funds in the budget that we'd like to carry over to year 2. Will this be allowable, or will there be a different way to spend those funds? **New November 5, 2021****

- This question is pending an answer from federal grant authorities. At this time, the answer is no, but that could change.

**12. Can the funds be used to hire a substitute nurse to work across campuses when the nurse is out? **New November 5, 2021****

- Yes, because the grant guidance document specifies the following roles are allowed:
  - Permanent full-time and part-time staff
  - Temporary or term-limited staff
  - Fellows
  - Interns
  - Contractors or contracted employees

**13. Can multiple small districts (ex. 250-300 enrollment) gather to form a consortium, with one being the fiscal agent for the ESC to provide a salary to the consortium to hire an RN? **New November 5, 2021****

- Shared Services Arrangements (SSA's) are not allowed for this grant. Only ESCs are permitted to apply for this specific grant. One option could be for ESC's to flow funds to LEA's through class object code 6200, "professional fees & services."

**14. Is the March 2023 end date for ESCs or districts firm? In other words, could the ESC send a quarterly payment in March to a district that would include money for the RN's salary in April and May? **New November 5, 2021****

- All grant activity must be completed by March 31, 2023, which means quarterly payments for services/salaries beyond that date are not allowed--the benefit must be realized within the grant term.

**15. Lots of ESCs do health-related trainings for LEAs. Can the expenses of delivering those trainings be considered an allowable expense? What would need to be true for those trainings to be allowable? **New November 5, 2021****

- Delivering health-related education trainings to school nurses by an ESC is an allowable expense; however, it should be the minority expense. The majority of the funds must be expended on hiring.

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**16. How does the Nursing Grant's primary focus on hiring school nurses correlate with providing student vaccinations? **New November 5, 2021****

- The Nursing Grant guidance does not focus on vaccinations; it addresses communicable diseases and equitably provides nurses within schools. That said, assisting with vaccination efforts is something that those individuals can do as a part of their duties.

**17. Are indirect costs allowable with this grant? **New November 5, 2021****

- Indirect costs are allowed for the Nursing federal grant; recipients do not need to budget this amount.

**18. Can the funds be used for mental health supports at the LEA level? **New November 5, 2021****

- The Nursing Grant's focus on recruiting, hiring, and retaining school-based medical personnel (i.e., RNs, LVNs, CMAs, & CNA) does not apply to mental health supports/services.

**19. What is the expectation of ESC's/LEA's to engage with local health departments? **New November 5, 2021****

- There aren't any specific grant requirements for grant recipients to engage with local health departments. The ESC allocated grant funds are primarily to provide nurses within schools; if an ESC/LEA wants to engage with local health departments, they can.