

VACANCY ANNOUNCEMENT

AN EQUAL OPPORTUNITY EMPLOYER

August 5, 2025

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.

SCHOOL NURSE Harford Academy

The School Nurse maximizes the potential of every student by promoting optimum health through the delivery and management of a comprehensive school health services program.

ESSENTIAL DUTIES AND RESPONSIBILITIES MAY INCLUDE

These items are intended only as examples of the various types of job duties to be performed; specific position assignments will vary depending on the needs of the department. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.

- Manages the comprehensive health services program and health suite as assigned.
- Provides students with direct care of injuries and acute illness utilizing the nursing process.
- Administers medications and health care treatments. Instructs and directs school staff in care when legally appropriate based on the Maryland Nurse Practice Act.
- Provides emergency care for ill and injured school population and refers them to appropriate medical care. Instructs and directs school staff in implementing emergency action plans for students with chronic health concerns.
- Develops a plan of care for students with chronic health care conditions; provides tertiary prevention through case management and utilizes interdisciplinary collaborating skills. Communicates with school staff regarding health problems of students that may affect their learning and behavior in school.
- Supervises, directs and assists in the evaluation of the Team Nurse(s) or part time (0.4 Nurses) in the interpretation and administration of health services related functions.
- Supervises and assists in the evaluation of support staff (inclusion helpers and para-educators) who are delegated/trained to assist in the care of students with medical needs, which may include but are not limited to toileting needs, transfers, and emergency protocols.
- Provides instruction, training and direction of health care needs required for field trips and any school sponsored activities. Based upon nursing knowledge, skills and judgment, consults with Nurse Coordinator when needs cannot be delegated and require additional nursing support.
- Participates in the long-term management of students with special care needs, including the creation and implementation of individualized health care plans as needed.
- Complies with Family Educational Rights and Privacy Act (FERPA) regulations; delivers care in an ethical and confidential manner that is culturally sensitive.
- Maintains, interprets and evaluates cumulative health records for students; utilizes the school system computer program to document care. Ensures compliance with state health mandates including immunizations, lead, and physical examinations; follows-up as necessary. Submits required reports to the school district, county and state.
- Maximizes the quantity of class time by reducing the incidence of health related absenteeism; assists in the promotion and maintenance of desirable student attendance practices.




SALARY

TRAINING AND EXPERIENCE REQUIRED

- ☺ Identifies health barriers to student achievement and collaborates with staff and families to address and remedy those barriers.
- ☺ Provides secondary prevention strategies such as screenings and referrals for health conditions including, but not limited to, vision and hearing screenings.
- ☺ Promotes a safe and orderly school environment. Acts as a resource to principal, school staff and families on health issues.
- ☺ Develops and implements a plan to control the spread of communicable disease. Ensures appropriate exclusion for infectious illnesses and reports communicable diseases as required by law. Instructs and directs staff in standard precautions.
- ☺ Assess the health needs of the community and provides primary prevention strategies (health counseling and health education) to students and the school community in an effort to promote health and improve student achievement.
- ☺ Serves as a liaison between school staff, families/caregivers, healthcare professionals and the community. Obtains special reports from medical sources and interprets these findings to school personnel as needed.
- ☺ Serves as the health expert on student services, 504, and IEP teams. Trains and directs care of school staff related to health related accommodations.
- ☺ Serves as a health resource to the school community; provides professional development to staff and ensures understanding and return demonstrations as mandated and whenever needed.
- ☺ Provides health resources and direction to staff as a member of the school's Wellness Team. Participates in staff wellness activities in collaboration with the Benefits department.
- ☺ Performs other work-related duties as assigned.

- ☺ This is a 10-month position. Salary range based on the FY 2025-2026 AHCATSP Salary Schedule for School Nurse Personnel. Starting Salary: \$59,097– Maximum Earnings Potential \$77,977.
- ☺ Full salary schedules can be found at <https://www.hcps.org/departments/humanresources/vacancies.aspx>.
- ☺ HCPS offers an expansive benefits package including medical, vision, dental, life insurance, retirement savings, pension, paid time off, and more.
- ☺ For a complete list of benefits, please visit the Employment Benefits section: <https://www.hcps.org/departments/HumanResources/Default.aspx>
- ☺ For more information on holidays and paid time off, please refer to the Holidays and Leave Provisions sections of the AHCATSP Negotiated Agreement: <https://www.hcps.org/boe/collectivebargaining.aspx>
- ☺ FLSA: Exempt

- ☺ Successful completion of Bachelor's Degree in Nursing or a related field for all nurses hired after July 1, 2017.
- ☺ Hold and maintain a valid license from the Maryland State Board of Nursing as a Registered Nurse (RN).
 - ☺ *Registered nurses may practice registered nursing in the State of Maryland after obtaining a license from the State Board of Nursing and must observe the rules and regulations of the Maryland Nurse Act; Health Occupations Article, Title 8-701a; Annotated Code of Maryland, Health Occupations Article, Title 8.*
- ☺ Hold and maintain current CPR certification by the American Heart Association (BLS for Health Care Providers) or the American Red Cross (CPR for the Professional Rescuer).
- ☺ At least two years of experience in school nursing, community health nursing or related field, preferred.
- ☺ Excellent oral and written communication skills; able to effectively communicate with students, school staff, and families/caregivers.

-  Job performance may include performance of physical activities such as walking, standing, lifting, and transfer up to 40 pounds in addition to operation of medical equipment and instruments and travel throughout the county.
-  Nurses may be required to work beyond their normally schedule hours with little or no advanced notices (exempt employee).
-  Proficient in the use of computer technology including Microsoft Office Suite software programs.

HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Employment Opportunities section of the HCPS website at www.hcps.org. If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

DEADLINE

Online applications will be accepted for this vacancy until the position is successfully filled.

The Board of Education of Harford County is committed to providing an inclusive and welcoming environment for all employees and applicants. We adhere to the principles of equal opportunity in all aspects of employment and do not discriminate on the basis of race, color, national origin, sex (including pregnancy and related conditions, sexual orientation, and gender identity), religion, disability, age, genetic information, or any other characteristic protected by applicable federal, state, or local laws.

In accordance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, and Title VII of the Civil Rights Act of 1964, the Board of Education of Harford County prohibits discrimination based on sex, race, color, national origin, religion, or any other protected characteristic in any program or activity it operates. The Board of Education of Harford County encourages applications from all qualified individuals.

Inquiries or concerns about your rights related to Title IX can be directed to our Title IX Coordinator, Dr. Eric Davis, at 102 South Hickory Ave, Bel Air, MD 21014, 410-588-5202, or TitleIX@hcps.org. Inquiries related to your rights under Title VI or Title VII can be directed to our Coordinator of Investigations, Ms. Renee McGlothlin, at 410-809-6087 or Renee.McGlothlin@hcps.org. Harford County Public Schools' non-discrimination policy can be accessed here: [NON-DISCRIMINATION POLICY: \(hcps.org\)](#) and found on the HCPS website under Board of Education Policies and Procedures. Harford County Public Schools' non-discrimination statement can be accessed here: [NON-DISCRIMINATION STATEMENT: \(hcps.org\)](#) and found on HCPS' homepage.

AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE