



HOUSE BILL 433: Registered Nurses in Schools.

2025-2026 General Assembly

Committee:	House Health. If favorable, re-refer to Rules, Calendar, and Operations of the House	Date:	April 30, 2025
Introduced by:	Reps. Gillespie, White, Cotham, Reeder	Prepared by:	Stewart Sturkie*
Analysis of:	Second Edition		Committee Co-Counsel

OVERVIEW: House Bill 433 would:

- *Provide that a licensed registered nurse with at least two years of experience in a hospital or health clinic would be required to be paid on the certified school nurse pay scale.*
- *Clarify that the State Board of Education (State Board) would not be authorized to require a four-year degree to be hired or contracted for as a school nurse.*

CURRENT LAW: The State Board of Education has the authority to certify all applicants for professional positions, including school nurses, in all public elementary and high schools of North Carolina. See Article 21 of Chapter 115C of the General Statutes. The State Board is also authorized to establish the qualifications and training required to be hired or contracted for as a certified school nurse. However, the State Board is not authorized to require or impose a requirement that would require a school nurse to obtain a four-year degree as a condition of employment. G.S. 115C-315(d2).

School nurses can obtain a national certification in the specialty of school nursing. This national certification requires, among other qualifications, documentation of hours of employment as a school nurse, a baccalaureate degree or higher in nursing, and an additional exam. If a school nurse is a nationally certified school nurse, that nurse is paid on the classroom teacher's master's degree ("M") salary schedule according to their years of experience. School nurses who are not nationally certified are paid on the noncertified nurse salary schedule. DPI's [2024-2025 Salary Manual](#), as of April 29, 2025, states that all school nurses employed since July 1, 1998, must be nationally certified either at the time of employment or within three years of employment.

BILL ANALYSIS: The bill would clarify that the State Board could not impose a four-year degree requirement in order to be hired or contracted for as a school nurse. In addition, the bill would require that a school nurse be paid under the certified nurse pay scale as established by the State Board if the nurse is a registered nurse licensed under Article 9A of Chapter 90 of the General Statutes and has at least two years of experience serving in a hospital or health clinic.

The State Board would be given authority to adopt temporary rules to enact the bill's provisions until permanent rules can be adopted.

EFFECTIVE DATE: Effective when it becomes law and applies to school nurses who are hired or contracted for as a school nurse on or after that date.

*Hillary Woodard, Staff Attorney for the Legislative Analysis Division, contributed substantially to this summary.

Kara McCraw
Director



Legislative Analysis
Division
919-733-2578