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**To: Board of Education**  
**From: Michelle Jensen, Doreen Treuden, Karen Frey**  
**Date: June 1, 2026**

**Re: School Nurse Contract for 2026-27**

**Background**

Deerfield Schools has contracted with Fort HealthCare for our school nursing contract for several years. We have been very pleased with the school nurses that have been assigned to us over the years. The contract rate increases for the school nurse contract have varied from year to year which has caused us to consider stopping the contract with Fort HealthCare and hiring the school nurse as a school employee. The recent increases have been 4.5% in 22/23, 6% in 23/24, 6% in 24/25, 8% in 25/26. We gave consideration to this again last year, but decided that we would continue to monitor the contract increases and our needs.

This spring, Fort HealthCare presented a contractual agreement for the 2026-27 school year with a 4% increase and added non-compete/non-solicitation language stating that the District would not be able to employ, contract with or otherwise engage any RN employed by the Fort HealthCare School Nurse Program for twelve (12) months following termination or expiration of the contract. It also stated that the District could not solicit or induce any such RN to terminate employment with Fort Health Care.

The administrative team discussed this new language and considered the option of stopping the contract and hiring the school nurse as a District employee with the recognition that if we do not choose to do so this year, the District would be bound to the new contract language moving forward. Doreen Treuden and Karen Frey contacted the School Nursing Program supervisor directly and shared our concern with this new non-compete/non-solicitation language in the contract. They requested that it be removed from the contract as it had not been present in previous years. The Fort HealthCare administration denied the request to remove the new language citing the investment of time and resources they make in the School Nursing Program and the need for stability in supporting the program.

At the Personnel Committee on May 18, 2026, we discussed the new contract language, the response from Fort HealthCare related to our request to remove the non-compete/non-solicitation language and the option of employing the school nurse as District employee.

The Fort HealthCare contract automatically renews on August 1. If the District wishes to terminate the contract, it must do so thirty (30) days prior to August 1.

**Recommendation**

We recommend ending the school nursing contract with Fort HealthCare and employing the school nurse as a District employee. The contract would remain the same at 1200 hours per year/30 hours per week. We evaluated the cost difference between the proposed Fort HealthCare contract and the potential cost to the District. It would be a cost addition of approximately \$1,000 if the employee takes health insurance and a cost decrease of \$20,000 if the employee does not take health insurance. These dollar amounts are based on the current Fort HealthCare contract renewal rates.



## **Fort HealthCare School Nursing Contractual Agreement**

**District: Deerfield Community School District**

**To: Michelle Jensen, Superintendent  
300 Simonson Blvd.  
Deerfield, WI 53531**

**Fort HealthCare  
611 Sherman Avenue East  
Fort Atkinson, WI 53538**

**CC: Lisa Jensen, MBA, BSN, RN VP Nursing Services/CNO - FHC**

**CC: Jennifer Kawleski, BSN, RN, LSN, NCSN School Nurse Coordinator - FHC**

# SCHOOL NURSING CONTRACTUAL AGREEMENT

This School Nursing Services Agreement (“Agreement”) is entered into between **Fort HealthCare School Nurse Program** (“School Nurse Program”) and the **Deerfield Community School District** (“District”).

**Term.** Services shall be provided during the **2026–2027 school year**, defined as **August 1, 2026 through June 15, 2027**.

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## 1. SERVICES

The School Nurse Program shall provide school nursing services to the District through registered nurses (“RNs”) employed by Fort HealthCare and qualified to practice school nursing in the State of Wisconsin, as requested by the District and within contracted hours.

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## 2. RN QUALIFICATIONS

All RNs assigned shall:

- Hold a current Wisconsin RN license.
  - Shall be a graduate of an approved baccalaureate or higher degree program in nursing or shall be a graduate of an approved associate degree nursing program and have successfully completed an approved Public/Community Health Nursing course, in accordance with requirements established by the Department of Public Instruction (DPI).
  - Comply with applicable District policies and procedures.
  - Maintain competency consistent with the Wisconsin Nurse Practice Act and professional standards; and
  - May pursue DPI School Nurse License and/or National School Nurse Certification.
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## 3. RN DUTIES

Within contracted hours, RNs may provide the following services as requested by the District:

- **Emergency Care:** Assist in the implementation of Emergency Nursing Services per WI Statute 120.02(1)(g) and Admin Rule PI 8.01(2)(g). (including developing and coordinating staff training in First Aid, CPR, emergency response)
- **Screening:** Coordinate vision/hearing screenings (including Early Childhood, 4K, Kindergarten)
- **Medication Administration:** Provide training district staff on safe medication administration practices.
- **Staff Training:** Provide training to designated district staff regarding the care of students with identified medical conditions and health concerns. Shall communicate student health information to staff strictly on a need-to-know basis, in accordance with applicable privacy and confidentiality requirements.
- **Education and Committees:** Serve as a resource and assist in providing direct education for health-related topics. Serve as a resource or member of health-related committees.
- **Data Collection:** Coordinate systematic collection of health and developmental data consistent with Wisconsin law.
- **Delegation:** Delegating medical procedures to school staff can only be done by a registered nurse in accordance with the Wisconsin Nurse Practice Act.
- **Policy and Procedure:** Develop and/or review District health related policies and procedures.
- **Health Services Budget:** Develop and administer School Health Services Budget as requested by the District.
- Other duties within RN scope as approved by the School Nurse Coordinator and District administration.

Requests requiring additional hours must be made in writing to the School Nurse Coordinator and approved in advance.

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## 4. DISTRICT RESPONSIBILITIES

The District shall:

- **Equipment & Space:** Provide a private office with a computer, phone, a locked file cabinet, and secure storage for medications. This office space must provide for privacy unless another private space is

available for the nurse to use for coordination and consultations. Provide health room space in each building for provision of health care to staff and students. Provide medical equipment (audiometers, vision screeners, stethoscope, blood pressure cuffs, otoscope, pulse oximeter etc.)

- **Budget:** Provide a budget for the School Health Services.
- **Advance Notice:** Provide at least four (4) weeks' notice for overnight field trips or curriculum teaching requests.
- **Communication:** Designate an administrator to meet with the RN monthly or as needed regarding health services.

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## 5. PROGRAM ADMINISTRATION

- **Implementation:** School Nursing Services shall be provided by registered nurses (RNs) under the supervision of the School Nurse Coordinator. The School Nurse Program shall be established and operated in compliance with the Wisconsin Nurse Practice Act, including Wisconsin Administrative Code § N 6.03 (Standards of Practice for Registered Nurses), and shall adhere to the guidance set forth in The School Nursing Scope and Standards of Practice, the National Association of School Nurses (NASN), and the American Academy of Pediatrics (AAP).

The School Nurse Coordinator shall serve as the primary liaison between the School Nurse Program and the District and shall be responsible for oversight and implementation of School Nurse Practice policies. The School Nurse Coordinator shall also facilitate collaboration with community health systems, the school system, and program management, including professional development for RNs functioning within the District.

All student health documentation, review of student health records, and the maintenance and filing of such records shall be the responsibility of the assigned RN or may be delegated to a school health aide or other designated school staff in accordance with the Nurse Practice Act and district policy. Referral of students, consultation with other professionals on behalf of students, and response to student and staff health needs shall be the responsibility of the School Nurse. Home visitation may be conducted on an as-needed basis.

- **Supervision:** Supervision of the School Nurses will be the responsibility of the School Nurse Coordinator in partnership with the designated District Administrative Staff.
- **Evaluation:** Evaluation of the School Nurse Program, either verbal or written, will be a joint effort completed at least annually between the School Nurse Coordinator and the designated District Administrative Staff.

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## 6. INDEMNIFICATION

Each Party shall indemnify, defend, and hold harmless the other Party, its officers, employees, agents, and representatives from and against any and all claims, damages, losses, liabilities, injuries, costs, and expenses, including reasonable attorneys' fees and expenses (collectively, "Claims"), arising out of or relating to any loss or damage to property, personal injury, bodily injury, or death suffered by the indemnified Party and/or third parties, to the extent caused by the negligent acts or omissions or willful misconduct of the indemnifying Party, its officers, employees, contractors, or agents, in connection with such Party's exercise of its rights or performance of its obligations under this Agreement.

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## 7. COMPENSATION

- Services shall be limited to the contracted hours during the school year and shall not be provided during school breaks unless otherwise expressly authorized in writing.
  - Any additional hours or special projects shall require prior written request and approval by both Parties and shall be billed at the contracted hourly rate through a written addendum to this Agreement.
  - Summer school nursing coverage may be provided only upon execution of a written addendum specifying duration, and applicable rates.
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**8. PROFESSIONAL LIABILITY INSURANCE**

- The School Nurse Program, as a department of Fort HealthCare, shall furnish to the District as requested a valid certificate of insurance evidencing that it has adequate professional liability insurance coverage for the services to be provided hereunder.
- The District shall furnish to Fort HealthCare as requested a valid certificate of insurance for liability for coverages satisfactory to Fort HealthCare.

**9. EMPLOYMENT RELATIONSHIP**

All RNs provided under the terms of this Agreement are employees of Fort HealthCare. Nothing in this Agreement creates an employment relationship between the District and any RN. Fort HealthCare shall be responsible for workers compensation insurance coverage, unemployment compensation contributions, and other payroll tax matters as they relate to such RN.

**10. NON-COMPETE / NON-SOLICITATION**

During the term of this Agreement and for twelve (12) months following its termination or expiration, the District shall not directly or indirectly:

- Employ, contract with, or otherwise engage any RN employed by the School Nurse Program, except with the prior written consent of Fort HealthCare; or
- Solicit or induce any such RN to terminate employment with Fort HealthCare.

This provision shall not prohibit the District from contracting with Fort HealthCare for continued services.

**11. RENEWAL, TERMINATION, AND MODIFICATION**

- **Renewal:** This contract automatically renews on August 1 annually unless terminated.
- **Termination:** Either party may terminate this agreement with thirty (30) days' written notice.
- **Amendment:** Modifications must be made in writing and signed by both parties. Rates for upcoming terms will be provided annually in writing.

Billing Cycle = 12 months				
Year	Hourly Rate	Hours/Year	Monthly Rate	Annual Rate
2026/27	\$68.24	1200	\$6,824.00	\$81,888.00

**IN WITNESS WHEREOF**, the parties have executed this Agreement by their authorized representatives.

**Signatures:**

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Michelle Jensen, Superintendent  
Deerfield Community School District

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Date

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Lisa Jensen, MBA, BSN, RN  
VP – Nursing Services/CNO  
Fort HealthCare

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Date