

**ECHO IDAHO**

**K12 School Nurses**

# **Legislative Updates and Addressing Burnout Among School Nurses**

5/14/2025

Amy White, General Counsel, West Ada School District

Cindy Floyd, BSN-RN, FNP-BC, School Health Care Provider,  
Southwest District Health and Marsing School District

None of the planners or presenters for this educational activity have relevant financial relationship(s) to disclose with ineligible companies whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients.



**University of Idaho**  
School of Health and Medical  
Professions



The logo for ECHO IDAHO is a large, stylized letter 'E' composed of three parallel diagonal stripes. The top stripe is yellow and contains the word 'ECHO' in white, bold, sans-serif capital letters. The middle stripe is light gray and contains the word 'IDAHO' in black, bold, sans-serif capital letters. The bottom stripe is yellow and contains the text 'K12 School Nurses' in black, sans-serif capital letters.

**ECHO IDAHO**

**K12 School Nurses**

# **Legislative Updates for School Nurses**

5/14/2025

Amy White, General Counsel, West Ada School District

None of the planners or presenters for this educational activity have relevant financial relationship(s) to disclose with ineligible companies whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients.

# Disclosure

Please understand that this is informational only. This is not individual legal advice and does not create an attorney-client relationship between myself, AJH and/or your entity.

# Learning Objectives

- Review of the requirements of Idaho law relating to parental rights in the school setting with regard to health care.
- Exceptions to parental permission in emergency medical situations in the school situation.

# House Bill 32

## I.C. 67-2362 Mask Mandates Prohibited

- Neither the state nor a political subdivision may mandate that an individual in this state must use a medical face mask, face shield, or other face covering for the purpose of preventing or slowing the spread of a contagious or infectious disease;
- An official may not mandate that an individual in this state must use a medical face mask, face shield, or other face covering for the purpose of preventing or slowing the spread of a contagious or infectious disease;
- A medical face mask, face shield, or face covering shall not be required by the state, a political subdivision, or an official as a condition for entry, education, employment or other services; and
- If the state, a political subdivision or an official recommends using a medical face mask, face shield, or face covering to prevent or slow the spread of a contagious or infectious disease, such recommendation shall be accompanied by a notice that the recommendation is not mandatory.
- A School District is covered under the definition of a political subdivision.
- Nothing in the section shall be interpreted to restrict the requirement of face masks in any vocational setting where the wearing of a protective face mask is a mandatory requirement and necessary to perform required job duties. The exemption in this section is strictly limited to those working in roles where face masks are an integral and compulsory safety component of required job duties, which includes but is not limited to health care professionals, individuals working with hazardous materials or biohazards, and workers in industrial environments where respiratory protection is vocationally required.

# House Bill 59a

## Medical Ethics Defense Act

- Public policy of the state of Idaho to protect the right of conscience for health care professionals, health care institutions, and health care payers. The purpose of this law is to protect health care professionals from discrimination, punishment, and retaliation as a result of any instances of conscientious medical objection.
- Nurses are specifically included in the definition of Health Care Professionals in the code.
- A health care provider shall have the right of conscience and pursuant to this right, shall not be required to participate in... a medical treatment, or service that violates the health care provider's conscience. (medical, ethical, moral, or religious beliefs or principles sincerely held by any health care provider.
- The health care provider shall communicate to their employer a conscience-based objection when it occurs or as soon as reasonably possible to allow an employer to make necessary staffing adjustments without delaying the provision of health care services. Nothing in this chapter shall prevent an employer from requiring an employee to disclose their conscience-based objections at the time of hiring, but such disclosure shall not limit the rights protected by the Chapter.
- Conscience-based objections shall be provided in writing by an employee if requested by the employer.
- No health care provider shall be discriminated against in any manner as a result of exercising the right of conscience pursuant to this section.
- No health care provider shall be civilly, criminally, or administratively liable for exercising the right of conscience of this section and no health care institution shall be civilly, criminally, or administratively liable for the exercise of the right of conscience by a health care professional employed, contracted, or granted admitting privileges by the health care institution.

# House Bill 239a

Amends existing Idaho Code 33-1609 definitions regarding Human Sexuality to mean – sexual conduct, sexual pleasure, sexual intimacy, sexual abuse, sexual violence, eroticism, pornography, deviant sexual behavior, sexual attraction, sexual orientation, or any form of sexual identity, gender identity, gender ideology, or gender conversion.

# House Bill 239a

## New I.C. 33-1611A Requiring Permission for Instruction Addressing Human Sexuality.

- It is not the intent of the legislature that instruction regarding human sexuality as defined shall be included or required in Idaho public schools.
- Prior to any child attending instruction that addresses human sexuality as it is specifically and narrowly defined, regardless of whether offered through regular or guest instructors, the school district offering such instruction shall notify parents and legal guardians who are eligible to attend such instruction no less than two (2) weeks before the date the instruction is to begin.
  - Provide the parent/guardian with a brief description of the content of the instruction in human sexuality.
  - The parent/guardian shall have the opportunity to review any materials that will be used in the instruction.
  - The school district shall not permit any child to attend such instruction unless the parent/guardian of the child submits a signed and written permission form to the board of trustees within one (1) week of the commencement of the instruction granting the school permission to allow the child to attend the instruction.
  - If the parent does not provide such permission – alternative educational instruction that furthers the completion of any grade level or graduation requirement that does not address Human Sexuality, as defined, shall be provided to the child.
- A parent whose child received this instruction without the permission form, shall provide written notice to the Board or its designee that the instruction occurred. THE parent may provide retroactive permission or ask the board for rectification of the situation.
- Upon receipt of the notice, the Board shall file the retroactive permission within thirty (30) days of such notice.
- Each Board of Trustees shall adopt policies and procedures to investigate the alleged violations of the provisions of this code.
- Any public school employee who is found to have violated the provisions of this section after investigation may be subject to disciplinary action.
- If the Board fails to provide adequate rectification, the parent/guardian shall have a cause of action against the Board of Trustees but only after exhausting all other available remedies.
- If the parent prevails in litigation – may recover actual damages and any other relief available by law, including but not limited to injunctive relief sufficient to prevent the defendant Board from violating these requirements.



# House Bill 290

## Idaho Code 39-4801 Regarding School Immunizations and Exemptions was amended.

- Required school immunizations previously identified by the Department of Health and Welfare are not codified.
- The statute now lists out the required immunizations for school students.
- A student not meeting the conditions of this section shall be excluded from school by school authorities and such students may not attend any public, private or parochial school until the student is in compliance – unless meets the exemptions.
- A student under the exemptions may be excluded by the DHW in the event of a disease outbreak.
- School authorities – annual requirement to submit by November 1 each year – a report including specific information as to immunizations.
  - Inclusive dates of reporting period
  - Name and address of school, school district and county
  - Grade being reported and total number of students enrolled in each grade
  - Name and title of person completing the report
  - Number of students who meet all immunization criteria
  - Number of students who do not meet the specified number of immunizations listed by specific immunization type
  - Number of students who do not meet the immunization criteria but are in the process of receiving immunizations
  - Number of students who claimed exemptions to the immunizations.
- Exemptions –
  - A minor child whose parent/guardian has submitted a certificate signed by a physician licensed by the state board of medicine stating that the physical condition of the child is such that all or any of the immunizations would endanger the life or health of the child and they shall be exempt.
  - A minor child whose parent/guardian has submitted a signed statement to school officials stating their objections on religious grounds or other grounds shall be exempt.
  - Any student of majority age who submits a signed statement to school officials stating the student's objections on religious or other grounds shall be exempt from any or all immunization criteria at every public, private or parochial school in this state, including postsecondary, trade, college, university, or other institution of primary, secondary or higher learning.
- School officials shall describe the exemptions provided in this section and provide a citation to this section in any communication to parents/guardians regarding immunizations.

# House Bill 327

## New I.C. 54-1421 Delegation of Authority

- A nurse with appropriate education, training, and experience and who is licensed under this chapter may delegate to a non-nurse tasks that do not involve the exercise of independent clinical judgment, as long as the nurse responsible for the delegation maintains proper supervision and is satisfied that the person is qualified and adequately trained.
- For purposes of this section, “tasks that do not involve the exercise of independent clinical judgment” are duties that an individual has received formal training to perform and that such individual is certified to perform by a national organization acceptable to the Board.

# House Bill 352

- The legislation amended Parental Rights laws – again.
- Some minor housekeeping edits.
- New language that states:
  - A public school shall be required to adopt procedures and policies that prohibit classroom instruction by public school personnel on sexual orientation or gender identity from kindergarten through grade 12 or in a manner that is not age-appropriate or developmentally appropriate for students in accordance with state standards.

# Senate Bill 1046a

## New I.C. 1637 - Human Growth and Development Instruction in Public Schools

- Beginning with the 2025-26 school year, each district, charter district and charter school serving students in grades 5 – 12 inclusive, or any combination thereof, shall include instruction on human growth and development as provided. Such instruction shall include but shall not be limited to an age-appropriate presentation of:
  - A high-definition ultrasound video, at least three (3) minutes in duration, showing the development of the brain, heart, sex organs, and other vital organs in early fetal development; and
  - A high-quality, computer-generated rendering or animation showing the process of fertilization and every stage of human development inside the uterus, noting significant markers in cell growth and organ development for every week of pregnancy until birth.
- The instruction required in this code section shall also be included in every class that discusses or provides instruction concerning human biology, discusses or provides instruction concerning contraception, or discusses or provides instruction concerning sexually transmitted diseases or sexually transmitted infections.

The logo consists of two overlapping chevron shapes. The top chevron is yellow and contains the text 'ECHO IDAHO' in white, bold, sans-serif capital letters. The bottom chevron is light gray and contains the text 'K12 School Nurses' in black, sans-serif capital letters.

**ECHO IDAHO**

**K12 School Nurses**

# **Addressing Burnout Among School Nurses**

5/14/2025

Cindy Floyd, BSN-RN, FNP-BC, School Health Care  
Provider, Southwest District Health and Marsing  
School District

None of the planners or presenters for this educational activity have relevant financial relationship(s) to disclose with ineligible companies whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients.

# Learning Objectives

- Introduction to Burnout
- Unique Challenges Faced by School Nurses
- Consequences of Burnout in School Nurses
- Strategies for Prevention and Management
- Promoting a Healthy Work Environment

# Burnout

- What is burnout- Burnout is a state of emotional, physical, and mental exhaustion caused by prolonged and excessive stress, impacting overall well-being.
- Symptoms of burnout- Common symptoms include fatigue, irritability, and feelings of helplessness, which hinder professional performance and personal health.
- Impact of school nurse- Burnout can severely impair a nurse's ability to perform duties, leading to decreased job satisfaction and poor patient care.



# Causes and Risk Factors

- Excessive workloads-High workloads can lead to overwhelming stress, contributing significantly to burnout among professionals, especially in demanding environments.
- Lack of support-A lack of emotional and professional support can exacerbate feelings of isolation and helplessness, increasing burnout risk.
- Insufficient resources-Insufficient resources, such as staffing and materials, can hinder effective work performance and contribute to feelings of burnout.



# Effects on Both Personal and Professional Life

- Burnout significantly impacts the personal life of nurses, leading to stress and emotional exhaustion.
- Nurses experiencing burnout often report lower job satisfaction, affecting their engagement and motivation at work.
- Burnout can lead to increased turnover rates among nurses, resulting in staffing shortages and additional stress on remaining staff.
- When nurses are burned out, the quality of care provided to patients and students may decline significantly.

# Emotional Demands of a School Nurse

## **Caring for Health Issues**

School nurses face emotional demands while caring for students with various health issues, impacting their well-being.

## **Mental Health Challenges**

Addressing the mental health challenges of students adds to the emotional workload of school nurses.

## **Burnout and Emotional Labor**

The emotional labor involved in caring for students can lead to burnout for school nurses over time.



# Administrative Duties Add to Burnout

## **Nursing Duties**

School nurses are primarily focused on providing care to students, addressing health concerns and emergencies.

## **Administrative Tasks**

School nurses often undertake various administrative responsibilities, such as managing records and communicating with parents.

## **Preventing Burnout**

Balancing nursing duties and administrative tasks is essential to prevent burnout among school nurses.



# Effects on Physical and Mental Health



## **Impact of Burnout**

Burnout significantly affects physical health, leading to conditions like chronic fatigue and a weakened immune system.

## **Mental Health Consequences**

Burnout is linked to mental health issues such as anxiety and depression, impacting overall well-being.

## **Performance Implications**

The effects of burnout hinder nurses' ability to perform effectively, impacting patient care and safety.

# Impacts of Burnout on Our Students

## **Burnout Impact on Care**

Burnout among school nurses can lead to a decline in the quality of care provided to students, which may jeopardize their health.

## **Importance of Proactive Measures**

Addressing burnout proactively is essential to ensure that school nurses maintain high-quality care and support for students.

# Professional Development and Self-care

## **Ongoing Professional Development**

Continuous learning and professional development are crucial for school nurses to enhance their skills and knowledge.

## **Importance of Self-Care**

Emphasizing self-care enables school nurses to prioritize their well-being and prevent burnout in their demanding roles.

## **Empowerment through Health Management**

Taking charge of their health helps school nurses feel empowered and capable in both professional and personal aspects.

# Personal Coping Mechanisms

## **Mindfulness Practices**

Mindfulness practices can help school nurses remain present and focused, reducing the impact of stress in their daily routines.

## **Stress Management Techniques**

Learning effective stress management techniques enables school nurses to cope with emotional challenges more effectively.

## **Emotional Resilience**

Developing emotional resilience equips school nurses to handle the challenges they face in their profession more effectively.





# Mental Health & Emotional Wellbeing

## **Calm (iOS, Android)**

Meditations, sleep stories, breathing exercises, and mood tracking.

## **Headspace (iOS, Android)**

Guided meditations, stress relief tools, and mental fitness activities.

## **BetterHelp (iOS, Android)**

Online therapy platform connecting users to licensed therapists.

# Mindfulness & Stress Relief

## **Insight Timer (iOS, Android)**

Thousands of free meditations, music for relaxation, and community groups.

## **Sanvello (iOS, Android)**

Combines CBT (Cognitive Behavioral Therapy) techniques with mindfulness and mood tracking.

# Journaling & Emotional Expression

## **Jour (iOS)**

Daily guided journaling prompts for mental wellbeing.

## **Daylio (iOS, Android)**

Mood tracker and micro-journaling without needing to write full entries.

# Physical Self-Care

## **MyFitnessPal (iOS, Android)**

Helps track nutrition and fitness habits.

## **Nike Training Club (iOS, Android)**

Free workout plans for different fitness levels and goals.

# Sleep & Relaxation

## **Sleep Cycle (iOS, Android)**

Smart alarm and sleep tracker to improve sleep hygiene.

## **Breethe (iOS, Android)**

Guided meditations, sleep music, and life coaching talks.

# Crisis and Support

## **NotOK App (iOS, Android)**

An app for people in distress to alert their trusted contacts quickly.

## **MindDoc (iOS, Android)**

Mood diary and mental health screening with personalized recommendations.

## **Magellan of Idaho**

<https://magellanofidaho.com/ca/crisis-support>

# Take Care of Yourself to Take Care of Others.

Any Questions

