School Health Update 2019

Pennsylvania Department of Health
Bureau of Community Health Systems
Division of School Health
• Chief of School Division
  Jill Clodgo

• School Health Consultants
  Sheri Mountz
  Susan Templin

• Bureau Administrative Support
  Christine Weltmer, Administrative Officer 1
• Advice on legal, personnel or policy development may not be provided by the Division of School Health.
• Utilize available tools such as the DOH website to research topics.
• Contact the appropriate licensing/enforcement entities (Immunizations, Education, Board of Nursing, Department of Human Services, etc.)
• Do not send repetitive calls and emails for the same issue.
  ⚠️ Repetitive inquiries delays in answering your question.

• Pay attention to our out of office messages.
  ⚠️ We will respond upon our return.

• Provide ample time for us to respond.
  ⚠️ While we strive to answer questions quickly, we cannot commit to providing immediate answers.
Regulatory Agencies

- Pennsylvania Department of Education
  - https://www.education.pa.gov/Pages/default.aspx

- Department of Human Services
  - https://www.compass.state.pa.us/compass.web/Public/CMPHome

- Office of Child Development & Early Learning
  - https://www.education.pa.gov/Early%20Learning/Pages/default.aspx
School Health Website

Commonwealth websites have a new structure.

School Health

The School Health Program is the oldest program of public health services in Pennsylvania, with responsibilities predating 1895. The program serves all children of school age attending public, private and non-public schools in Pennsylvania and is responsible for providing technical assistance, training and coordination of programs and services to schools, parents and the community at large regarding school health programs and services.

www.health.pa.gov

www.health.pa.gov/schoolhealth
School Health Website (cont.)

School Health Topics A-Z

A
Abuse (Adult and Child)
Access (Pennsylvania School-Based Access Program)
Act 48
Allergies/Epinphrine Administration
Asthma
Automated External Defibrillator (AED)/CPR Requirements for Schools

B

C
Certification and Licensure
Communicable and Vaccine-Preventable Diseases

E
Early Intervention
Environmental Issues/Air Quality/Drinking Water/Bloodborne Pathogens/IPM/Pests (Bed Bugs, Lice, Scabies)
Evaluation Rubric (School Nurse and School Dental Hygienist)

F
Field Trips

G

H
Homeless Students

N
Naloxone Program

O

P
Pennsylvania Statewide Immunization Information System (PA-SIIS)
Plans of Care
Pre-School
Private and Non-Public School Health Services
Pregnancy

Q

R

S
School Health Website (cont.)

School Health Updates

- 2018 School Health Update August 2018
- 2018 School Health Update April 2018
- 2018 School Health Update March 2018
- 2018 School Health Update January 2018
- 2017-18 School Health Update Oct 2017
- 2017 School Health Update
- 2016 Summer School Health Update
School Health Website (cont.)

The E-Library contains older statistics and other documents from an assortment of agencies throughout the Commonwealth.

Health > All Health Topics > School Health > Statistics

School Health Statistics

Public school entities are required to submit an annual report which includes aggregate totals for select chronic conditions with medication administered, screenings, exams, injuries and staffing. Data are only published at the county level. For grant writing and research purposes school district level data can be requested from the Division of School Health.

DISCLAIMER: Responsibility for data accuracy lies with the individual school entities. The Department specifically disclaims responsibility for any analyses, interpretations or conclusions made by the user.

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<th>Body Mass Index (BMI)</th>
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<tr>
<td>Free Narcan for High Schools Program</td>
<td>Form</td>
<td>Opioids, School Health</td>
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<td>School Health update August 2017</td>
<td>Newsletter</td>
<td>School Health</td>
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<td>School Immunization Survey Summary 2016</td>
<td>Publication</td>
<td>Children's Health, Immunizations, School Health, Teen Health</td>
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<tr>
<td>School Immunization Survey Summary by State 2017-2018</td>
<td>Publication</td>
<td>Children's Health, Immunizations, School Health, Teen Health</td>
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Access SHARRS at the following link: https://apps.health.pa.gov/sharrs

There have been significant changes made to the submission dates due to the new processing system.

Note: It is important that reports and dental hygiene authorization plans be submitted timely. There will now be “hard” open and close dates.
SHARRS (cont.)

- It is important that schools mark their calendars with the following **Annual Report and Dental Hygiene Plan Due Dates**.
  - It is the school’s responsibility to ensure compliance with due dates.
  - The School Health Annual Reimbursement Report will now open for data entry **May 15 and close September 30**.

**Note:** Only the Superintendent/CEO may submit the SHARRS report.
• The Dental Hygiene Services Program Authorization Plan will now open for data entry **April 1 and close April 30**
  - A school dentist is still required and is to review and approve the plan.
  - Any SHARRS user may submit the Dental Hygiene Authorization Plan.
  - The Dental Hygiene Authorization Plan must be closed before the SHARRS system can be opened for data entry in order for the system to process reports correctly.
• Schools that do not
  - Have a hygienist hired, or
  - Have a plan, developed and approved by the school dentist and administration, submitted to the Division of School Health on time will be reverted to a Mandated Dental Program and cannot be changed after the closing date due to processing requirements.
SHARRS September 30 due date is required by the Public School Code of 1949:

Section 2505.1. Reimbursement for Health Services. “...(b) ...Reimbursement on account of health services rendered by a school district or joint school board may be withheld by the Secretary of Health unless the actual expenditures for the health services are certified to the Secretary of Health within three months after the end of the school year...” (the school year officially ends June 30 per the Department of Education).
• An instructions button is located in the top right corner of every page.
• The instructions provide detailed guidance on how to complete the report, manage user accounts and determine which data must be included.
• The instructions button will direct the user to the section of the instructions that correlates to the page the user is on.
SHARRS data is used for statistical reporting and research, and should be accurate.

- Ungraded special education has been removed from the ADM field, as directed by PDE.
- Grade should be entered as defined in the student’s IEP.

A CSN should review the report prior to submission to ensure healthcare data is accurate.

Data entry errors delay the processing of the report and may result in deductions to a school’s reimbursement.
Adapt Pharma is again offering free Narcan to all school buildings that house grades 9-12. The standing order written by Dr. Levine does not apply to schools and specifically states, “This order is not intended to be used by organizations who employ or contract with medical staff who are authorized to write prescriptions.”
Adapt Pharma qualifies schools as “Direct Purchasers”

- [https://www.narcan.com/direct-purchasers](https://www.narcan.com/direct-purchasers)
  - Download and complete the “Intake Form” from the above link.
  - If you have any questions, please call ADAPT Customer Service at 1-844-4-NARCAN (844) 462-7226.
  - Fax or email the completed form to ADAPT Customer Service at (484) 367-7815 or customerservice@adaptpharma.com.
• Free live training for school nurses.
• Developed by the Pa Academy of Pediatrics.
  ▪ Presented on-site by a physician and a local Children & Youth worker.
  ▪ Approved for 3 credits (48/58) that satisfy Act 126 and Act 31 requirements.
  ▪ Go to www.pascan.org to submit your presentation request.
  ▪ Contact Teresa Olsen, Program Director at the PA Chapter, American Academy of Pediatrics at tolsen@paaap.org with questions.
Field Trips

- The full “Field Trip Consideration” document is located on the School Health website under “Field Trips”.
- Children are entitled to health services at all times while under school jurisdiction, which includes field trips.
  - If a nurse is necessary but is unable to attend, the school may have to cancel the field trip to avoid discriminating against the student.
  - Parent may be asked, but not required, to attend.
Field Trips (cont.)

Consider the following when planning:

- Pennsylvania licensed prescriber order and written parental consent are required for all medications, including over the counter meds.
- Parents who designate another person to administer medications to their child must provide the medication, all supplies and education to that person.
  - The school’s supply may not be used as the nurse may not participate in the designation.
  - School nurses and employees may not serve as the parental designee.
• Unlicensed persons are permitted to administer the following medications:
  🔴 Asthma rescue inhalers
  🔴 Epinephrine auto-injectors
  🔴 Section 1414.2. School Access to Emergency Epinephrine.--(a) Subject to subsection (g), a school entity or nonpublic school may authorize a trained school employe to:...
  🔴 Diabetes care and medications only if the school (district, charter, private/non-public) fully implements all requirements of Act 86
School employees who agree to administer these medications must complete/pass the approved training and demonstrate competency to the school nurse.

Training and resources can be found at:

- [http://www.paasthma.org/asthma101/](http://www.paasthma.org/asthma101/)
- [https://www.health.pa.gov/topics/school/Pages/Asthma.aspx](https://www.health.pa.gov/topics/school/Pages/Asthma.aspx)
- [https://www.health.pa.gov/topics/school/Pages/Epinephrine.aspx](https://www.health.pa.gov/topics/school/Pages/Epinephrine.aspx)
Field Trips (cont.)

- Self-administration and/or self-carrying may be permitted for certain medications:
  - Asthma rescue inhalers
  - Epinephrine auto-injectors
  - Section 1414.1. Possession and Use of Asthma Inhalers and Epinephrine Auto-Injectors
  - Diabetes care and medications only if the school (district, charter, non-public) fully implements all requirements of Act 86
Field Trips (cont.)

• Emergency Medical Technicians (EMTs) and paramedics function under Emergency Medical Services (EMSs) medical command only, so they may not be utilized.

• Consider Pennsylvania licensed volunteers.

• Licensure verification: www.pals.pa.gov
Licensed volunteer must:

- Function within scope of practice.
- Have necessary skills.
- Know plans of care/provider order.
- Have Dept of Education required clearances.
- Have a TB test if > 10 hours per week in direct contact with students.
- Optional requirements: CPR and Basic first aid training.
Field Trips (cont.)

- Out of state: School should ensure licensed nurse or licensed volunteer permitted to practice under Pennsylvania license. [https://www.ncsbn.org/contact-bon.htm](https://www.ncsbn.org/contact-bon.htm)

- Out of country: U.S. State Department may be of assistance in reaching consulate. [http://www.state.gov/s/cpr/rls/index.htm](http://www.state.gov/s/cpr/rls/index.htm)
• School jurisdiction

  ✰ Public School Code, Section 510
  School board may adopt rules during time students are under supervision of school, including time spent in coming to and returning from school.

  ✰ 22 Pa. Code, Section 15.1
  Equal opportunity to participate in the school program and extracurricular activities.
Schools are required to provide nursing services to students any time they are under school jurisdiction.

School jurisdiction includes:
- Trips to and from school while in school furnished transportation.
- Class time (including lunch, recess, physical education).
- School sponsored extracurricular activities, field trips and camps.
- Non PIAA sports/athletic activities (such as intramural activities).
School Jurisdiction (cont.)

- U.S. Department of Education Office for Civil Rights
  - [https://www2.ed.gov/about/offices/list/ocr/index.html](https://www2.ed.gov/about/offices/list/ocr/index.html)
    - “OCR’s mission is to ensure equal access to education and to promote educational excellence through vigorous enforcement of civil rights in our nation’s schools”.
  - [https://www2.ed.gov/about/offices/list/ocr/faq.html?src=go](https://www2.ed.gov/about/offices/list/ocr/faq.html?src=go)
    - Frequently Asked Questions on OCR's work, including information related to our areas of enforcement and the Civil Rights Data Collection.
III. Ensure Equal Opportunity for Participation

“A school district that offers extracurricular athletics must do so in such manner as is necessary to afford qualified students with disabilities an equal opportunity for participation. This means making reasonable modifications and providing those aids and services that are necessary to ensure an equal opportunity to participate, unless the school district can show that doing so would be a fundamental alteration to its program”. 
Private/Non-Public Services

• Provision of School Health Services to Private/Non-Public Schools
  ▪ School Nurse Act, Act 707 of 1962
    ▪ Equal health services are required for public and non-public schools.
    ▪ Neither the law nor regulation distinguish differences in the level of service to public vs. non-public schools.
  ▪ Pa. Public School Code, § 14-1401 and 14-1402
    ▪ (1) "Children of school age“ ...means every child attending or who should attend an elementary grade or high school, either public or private, within the Commonwealth
    ▪ Section 1402(a.1) requires that “every child of school age shall be provided with school nurse services ...”
Provision of School Health Services to Private/Non-Public Schools

28 Pa. Code § 23.1 states school districts are required to provide specified health services for children of school age who attend an elementary, grade or high school, either public or private.

28 Pa. Code § 23.51 states that a child in private, parochial and public schools shall be provided with school nurse services in the school which the child attends.
28 Pa. Code § 23.52 states that the school nurse services shall be provided through the public school system and the administration of this service shall be the responsibility of the public school administrator in consultation, as needed, with the private or parochial school administrator.
• 28 Pa. Code § 23.74

A function of the school nurse is to interpret the health needs of individual children. Includes assessment of student health care needs, development of appropriate plans of care, medication administration, first aid and emergency care, etc.

• Certified school nurses must rotate to every assigned building; amount of time necessary is based on assessment of student health needs as determined by the school nurse.
• Schools **do not** have to provide services to K and/or pre-K if those grades are not offered in the public school.
  
  - Schools **do** have to provide services if the K or pre-K is an “integral” part of the school district.
  - Integral means that the pre-K is operated by the public school district, not just renting space in the school building.
Schools may not receive reimbursement via SHARRS for “Pre-K Counts” students or any preschool program that receives funding from any source.

Children age 4 and under must adhere to the ACIP immunization schedule.

[https://www.cdc.gov/vaccines/schedules/hcp/child-adolescent.html](https://www.cdc.gov/vaccines/schedules/hcp/child-adolescent.html)
Child Day Care

- Chapter 3270: Child day care centers are regulated by the Department of Human Services
  
  https://www.pacode.com/secure/data/055/chapter3270/chap3270toc.html

  - 3270.131a. [Reserved].
  - 3270.133. Child medication and special diets.
  - 3270.135. Diapering requirements.
  - 3270.136. Reporting diseases.
• Section 1410. Employment of School Health Personnel.

Except as otherwise provided in this article, all school districts alone or jointly with other districts or joint school boards shall employ school physicians and school dentists but only with the approval of the Secretary of Health... and shall employ one or more school nurses...
• Responsibility of nurse to determine appropriate level of care for students.
  - PDE- CSPG 95- Principal
    - A principal may supervise and direct nurses ... exclusive of directing health services controlled by the Nurse Practice Act.
  - CSPG 101- Paraprofessional
    - A paraprofessional shall not be directed to engage in health-related activities reserved exclusively for licensed professionals.
• **In loco parentis**

Public School Code, Section 1317  Authority of Teachers, Vice Principals and Principals over Pupils.

Every teacher, vice principal and principal in the public schools shall have the right to exercise the same authority as to conduct and behavior over the pupils attending his school, during the time they are in attendance, including the time required in going to and from their homes, as the parents, guardians or persons in parental relation to such pupils may exercise over them.

Does not provide parental authority for medication administration and other nursing functions.
Sharing Health Information

• Sharing health information

  49 Pa. Code § 21.18  Nurse Practice Act
  
  Covers standards of nursing conduct, requirement for registered nurses to safeguard patients’ dignity, right to privacy and the confidentiality of patient information.
  
  Records that are transferred to a student’s new school are to be maintained by the new school.
  
  Records entered into an electronic database must be secure from unauthorized personnel access to a student’s health information.
  
  Records should never be sent back to the student’s previous school, as that school no longer has a right to the student’s health information.
Sharing health information

Pa. Public School Code, § 14-1409
- All health records ... shall be confidential, and their contents shall be divulged only when necessary for the health of the child or at the request of the parent or guardian to a physician ...

28 Pa. Code § 23.55
- Health records shall be maintained for each child ... kept in the school building where the child attends ... available to the school nurse at all times ... shall be transferred with the child when he moves from one school to another or from one district to another.

Personally identifiable information should not be submitted to the Division of School Health.
• **Family Educational Rights and Privacy Act**

  - Health records maintained by a school district that receives funds under any program administered by the U.S. Department of Education are “education records” subject to the Family Educational Rights and Privacy Act (FERPA).

  - FERPA allows schools to disclose a student’s health and medical information to teachers and other school officials, without written consent, if these school officials have “legitimate educational interests” in accordance with school policy.
Family Educational Rights and Privacy Act

The school district must issue annual notice of rights under FERPA to parents and to students over age 18, which includes information regarding criteria used by the school for determining which school staff members have been designated as “school officials” and what is “legitimate educational interest” for staff access to education records.

FERPA@ed.gov

https://hipaa.com/?p=2904
• Health Insurance Portability and Accountability Act (HIPAA)

School nurses may communicate concerns about medical orders or share related health issues or information that may be relevant to the treatment regimen with the physician.

- HIPAA allows the school nurse and physician to communicate verbally with each other without written authorization of the parent if it is for treatment purposes.
  - This does not apply to requests for release of health records.

- State licensure statutes and professional standards of practice for nurses and physicians require nurses to question/clarify medical orders, when indicated, before carrying them out, regardless of the healthcare setting. They also require physicians to provide nurses with sufficient information for safe execution of the treatment plan.
Education for Homeless Youth

- The definition of a student “awaiting foster care placement” was removed from the definition of “homeless children and youth” effective Dec. 10, 2016.

  - Access the current Department of Education's Basic Educational Circular (BEC) on Education for Homeless Youth [here](#).

  - The McKinney-Vento Act requires that, "local educational agencies will designate an appropriate staff person, who may also be a coordinator for other federal programs, as a local educational agency liaison for homeless children and youth."
7. Liaisons are required to assist children and youth who do not have documentation of immunizations or medical records obtain necessary immunizations or necessary medical documentation.

To view all Department of Education BECs: [http://www.education.pa.gov/Pages/Codes%20and%20Regulations/Basic-Education-Circulars.aspx](http://www.education.pa.gov/Pages/Codes%20and%20Regulations/Basic-Education-Circulars.aspx)

Questions on Immunizations must be directed to your local immunization consultant in the Division of Immunizations (not the Division of School Health consultant)
Questions?

Contact Mr. Storm Camara
Pennsylvania Department of Education
ECYEH state coordinator
717-772-2066
scamara@pa.gov
School nurses function under multiple laws and regulations:

- Nurse Practice Act
  - [https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Pages/default.aspx](https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Pages/default.aspx)
  - Licensure requirements in effect regardless of the nurse’s practice setting
- Public School Code
- Federal accommodation laws
• CSN caseload
  - The CSN must go to all assigned buildings on a regular basis.
    - The school district is responsible for provision of school health services.
    - The amount of time necessary is based on assessment of student health needs as determined by the school nurse.
    - The CSN can’t cover a caseload they never see.
    - The CSN needs to be on duty and be available for verbal direction or provide on-site assistance to the supplemental staff nurse as needed.
If a CSN is absent and a substitute is a supplemental licensed nurse covering the daily needs, the caseload of the absent CSN’s assignment must be temporarily redistributed so the supplemental nurse has a CSN to report to and receive direction from.

**CSPG 101 Utilization of Paraprofessional Staff** ... Paraprofessionals serving as health room aides cannot be directed to engage in health-related activities reserved exclusively for licensed professionals and controlled by the Nurse Practice Act, or other medically related laws...
Responsibilities:

- Coordinate care.
- Develop plans of care.
- Participate in teams (ex. student assistance, IEP).
- Communicate with parents.
- Perform duties exclusively connected with medical and dental school health activities (28 Pa. Code Chapter 23, Section 23.34).

The duties of school nurses shall be those assigned by the school district or joint school board which are exclusively connected with medical and dental school health activities. The technical content of the duties of the nurse shall be those prescribed by the Department of Health.
Nurse Practice Issues (cont.)

- Supplemental staff:
  - May not carry a caseload.
  - May not function as a substitute for a CSN.
  - Function under their own license.
  - Function under the direction of the CSN.
- Responsibilities:
  - Meet daily health care needs of students;
  - Follow written plans of care for assigned students;
  - Assist with completion of mandated screens and exams;
  - Consult with the student’s assigned CSN on student health care issues; and
  - Function within their scope of practice.
• Licensed Practical Nurse
  ✦ A CSN may supervise if he or she has supervisory certificate.
  ✦ Practice of practical nursing—The performance of selected nursing acts in the care of the ill, injured or infirm under the direction of a licensed professional nurse, a licensed physician or a licensed dentist which do not require the specialized skill, judgment and knowledge required in professional nursing.
SBAP at a Glance

School-Based ACCESS Program (SBAP)

- Phone: 717-787-5512
- Website: [http://www.dhs.pa.gov/provider/School-BasedACCESS/index.htm](http://www.dhs.pa.gov/provider/School-BasedACCESS/index.htm)

- Link to a Newsletter which contains useful information.
SBAP allows local education agencies (LEAs) to seek reimbursement for certain medically necessary health-related services documented in IEPs for Medical Assistance (MA)-eligible students provided in school settings.

- Includes nursing services and medication administration
Medical Authorization Requirements
As a condition of Medicaid payment, health-related services identified in a student’s IEP must be ordered/prescribed by a licensed practitioner (i.e. CRNP) within their scope of practice, and enrolled in the Medical Assistance (MA) Program.

Services provided to students prior to the date of the medical authorization are not compensable.
Enrolling in MA:
MA Program online provider enrollment application:
https://provider.enrollment.dpw.state.pa.us

• CRNPs would enroll as Provider Type 09

• DHS provider enrollment hotline 1-800-537-8862
Medication Administration

- CSN may identify unlicensed school staff to administer the following medications:
  - Asthma rescue inhalers;
  - Epinephrine auto-injectors;
  - Glucagon (if the district opts into Act 86);
  - Insulin (if the district opts into Act 86); and
  - Narcan (naloxone).
• If self administration or unlicensed staff are permitted, it requires at a minimum:
  - School policies and procedures.
  - Provider order and permission.
  - Parent/guardian permission.

• CSN determines staff designation based on a student’s health needs.
  - CSN assures staff training is completed.
  - CSN assesses staff/student annual competency.
  - CSN assures student acknowledgement.
Medical Orders

• Prescribed orders are good for one year.
  ◦ Renew orders at the start of each school year.
  ◦ School year officially begins July 1 per the Department of Education.
  ◦ OTC/CAM medications require an order.

• Parent/guardian provides orders from the student’s licensed prescriber for all medications and treatments.
  ◦ Parent/guardian provides all medications and treatment equipment/supplies for use in school.

• Parent/guardian without prescriptive authority may not direct medical care and treatments.
Standing orders must have school physician approval for use in the following cases:

- Non-licensed staff giving emergency medications like rescue inhalers, epinephrine auto-injectors, and naloxone.
- District licensed nurses providing care at non-public/private schools.
- District licensed volunteers providing care.
- Supplemental nurses at CTCs using district standing orders.
• Schools may minimize use of medications under standing orders for various factors, including cost, expiration date, etc.

• Standing orders are null and void if the district loses its school physician, necessitating individual orders.
Medical Orders (cont.)

• Refer to the medication manual for further guidance.
  
  ![https://www.health.pa.gov/topics/school/Pages/Medications.aspx](https://www.health.pa.gov/topics/school/Pages/Medications.aspx)

• Orders must contain student name; signature and phone number of licensed prescriber; name and dosage of medication; frequency; route and time of administration; effective start and end dates; and specific directions if needed.

  ![Orders may not state, “per package or parental instructions.”](https://www.health.pa.gov/topics/school/Pages/Medications.aspx)
Working with Agency Nurses

- The CSN maintains the caseload at all times the student is under school jurisdiction.
- The agency staff functions as a supplemental staff under the guidance of the CSN.
- The agency must share with the school district the most current provider orders and nursing plans of care.
- School nurses should be included in care conferences and receive all updated information.
• The school nurse should also receive copies of agency nurse notes to show care provided during school day (maintenance of comprehensive school health record).
• The school nurse should receive copies of the medication administration record (MAR). Meds administered by an agency should be counted in SHARRS.
• Home Health Agencies function under HIPAA except when in a school setting, at which time they function under FERPA.
• Agencies must ensure the school is provided with all the appropriated parental consents, a daily report of the care provided and medication administered.
• Report suspected cases and questions related to communicable diseases to your local state health center or the local county or municipal health department.
  
  https://www.health.pa.gov/About/Pages/State%20Health%20Centers.aspx

• Immunization questions should be directed to your immunization nurse consultant. If they are not available, contact the Division of Immunizations.
  
  https://www.health.pa.gov/topics/programs/immunizations/Pages/School.aspx
• **All questions** regarding medical marijuana/CBD/CBN containing products refer to:
  - RA-DHMedMarijuana@pa.gov
  - Medical marijuana webpage
    - https://www.health.pa.gov/topics/programs/Medical%20Marijuana/Pages/Medical%20Marijuana.aspx
  - Guidance for schools
    - https://www.health.pa.gov/topics/programs/Medical%20Marijuana/Pages/School.aspx
Thank You

On behalf of the Division of School Health we would like to extend our sincere appreciation for your dedication and commitment to providing quality healthcare services to Pennsylvania school students.
Nursing is not for everyone. It takes a very strong, intelligent, and compassionate person to take on the ills of the world with passion and purpose and work to maintain the health and well-being of the planet. No wonder we’re exhausted at the end of the day!

DONNA WILK CARDILLO