

# School Nurse Workforce Characteristics & Compensation

## Compensation

Pay disparities between RN and LPNs in the public school nurse workforce compared to the nursing workforce in general (reference 2020 Nursing workforce data), are significant.



Salary	RN	School Nurse RN
\$100,000+	20.5%	2.9%
\$80,000 – 99,999	19.1%	9.2%
\$60,000 – 79,999	29.9%	22.1%
\$40,000 – 59,999	19.2%	45.0%
<\$40,000	11.4%	17.3%

Salary	LPN/LVNs	School Nurse LPN/LVNs
\$100,000+	4.6%	0%
\$80,000 – 99,999	4.3%	0%
\$60,000 – 79,999	15.7%	1.5%
\$40,000 – 59,999	40.9%	16.2%
<\$40,000	34.5%	79.5%

**Only 34.2%** of RNs working in schools make >\$60,000/year, compared to **69.5%** of the RN workforce as a whole.

**Only 1.5%** of LPN/LVNs working in schools make >\$60,000/year, compared to **24.6%** of the LPN/LVN workforce as a whole.

## Demographics

School nurses tend to be slightly older and less diverse than the nursing workforce as a whole.

**68.5%** of all school nurses are **>40 years old**.

**98.2%** of school nurses (RN/LPN/LVN) are **women**, compared to **92%** of all RNs/LPNs.

### Black/African American

	School Nurse	Nursing as a Whole
RN	3.7%	6.7%
LPN	14.2%	17.2%

### American Indian and Alaska Native

	School Nurse	Nursing as a Whole
RN	2.2%	0.5%
LPN	3.2%	0.8%

### White

	School Nurse	Nursing as a Whole
RN	91.2%	80.6%
LPN	75.8%	69.5%

### Asian

	School Nurse	Nursing as a Whole
RN	1.3%	7.2%
LPN	1.6%	5.0%