

**Article 46**  
**Nursing Preceptor Program**

Section 1. The Union and the Employer recognize that the preceptor program has proven to be a successful method to develop new Registered Nurses/**Licensed Practical Nurse** or Registered Nurses/**Licensed Practical Nurses** who transfer to a new position. The preceptor model provides an individualized one on one approach to learning that provides positive educational outcomes in a cost effective manner.

Section 2. A preceptorship format is an organized program in which staff facilitate the development and socialization of newly hired, transferred or upgraded employees to the responsibilities and competencies of their new position.

Section 3. A preceptor is an experienced role model who has received formal training to function in this capacity. He/she works with new or transferred staff (preceptees) to help them master competencies required in their new role. Preceptors support the individual's growth and development for a fixed and limited amount of time. A preceptor has specific preceptor competencies to master and maintain in order to fulfill this role. The decision to develop an employee in the preceptor role is one that is mutually agreed upon by the employee and the manager.

Section 4. **Preceptors must preferably will have one (1) year clinical experience.** Preceptors must complete the preceptor training program and maintain program competencies. It is understood that the preceptor training programs will be developed by the Department of Clinical Education and may be amended by the Department from time to time.

Section 5. It is understood that preceptor pay will be utilized for employees who assume the responsibility of supervising/teaching nursing students provided that the students do not have an instructor on site.

Section 6. All Nurse Practitioner students seeking clinical placement at KH in completion of their program will contact the KH Clinical Education Department for potential placement. Current KH employees will be prioritized for placement. The School Based Health Centers will be included as a site for Nurse Practitioner students.

Section 7. Preceptors will be paid in accordance with Appendix D., Registered Nurse Salaries and **Appendix F, Technical Employee Salaries.**

TA  
4/23/25  
AM  
EWS  
HWP  
4/23/25