



# Chronic Teacher Absences

School Data, Research, and Reporting

School Business Administration

State Board of Education

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# TEACHER LEAVE POLICIES



# Teacher Absence Policies

- There are three types of regular leave for full- and part-time classroom teachers:
  - Annual Leave
  - Personal Leave
  - Sick Leave
- Leave policies for educators are dictated by G.S. §115C. Otherwise, educators follow leave policy as established by the State Office of Human Resources (G.S. §126).



# Annual Leave

- Full- and part-time employees earn annual leave according to their length of service.
- Full-time employees with fewer than 5 years of service earn 1.17 days of annual leave per month. Employees with 20 or more years of service earn 2.17 days of annual leave per month.
- LEAs have the authority to set the length of an educator's workday. Annual leave earning must be scaled to account for the length of the employee's workday.



# Annual Leave

- Teachers have 10 days of annual leave scheduled in the school calendar. These leave days must be taken.
- Certified instructional staff who require a substitute may not take annual leave at any time that students are scheduled to be in attendance\*.
- Certified instructional staff who are restricted in their use of annual leave accrue personal leave at the same rate as classroom teachers.



# Personal Leave

- Personal leave is accrued at a rate of 0.2 days per month by all certified staff who require a substitute when absent.
- Personal leave must be approved by supervisor, but cannot be denied when requested at least 5 days in advance.
- Personal leave may be carried over from one year to the next, but a teacher may carry a maximum of 5 days of personal leave into a new fiscal year. Excess personal leave is converted to sick leave.



# Sick Leave

- Sick leave is accumulated at a rate of one day per month. Sick leave may be accumulated indefinitely.
- Superintendent reserves the right to require documentation for an employee's use of sick leave.
- Sick leave may not be paid out upon separation of employment except in the case of long-term disability.



# Sick Leave

- Approved uses of sick leave:
  - Personal illness or injury
  - Care for newborn, or adopted child
  - Medical appointments
  - Illness of immediate family member
  - Death in immediate family
  - Elective medical procedures (30 days' notice)
  - Care for injured military family member



# CHRONIC TEACHER ABSENTEEISM



# Context and Definition

- Given that teachers cannot use annual leave on instructional days and personal leave is limited to two days per year, teachers might use sick leave as a way to manage an unexpected need to be away from work when students are in session.
- For the purposes of this presentation, we defined teachers in North Carolina who used 10 or more non-consecutive sick days in an academic year as “chronically absent”.
- We examine chronic teacher absenteeism by a variety of demographic variables for the 2014-15, 2015-16, and 2016-17 school years.

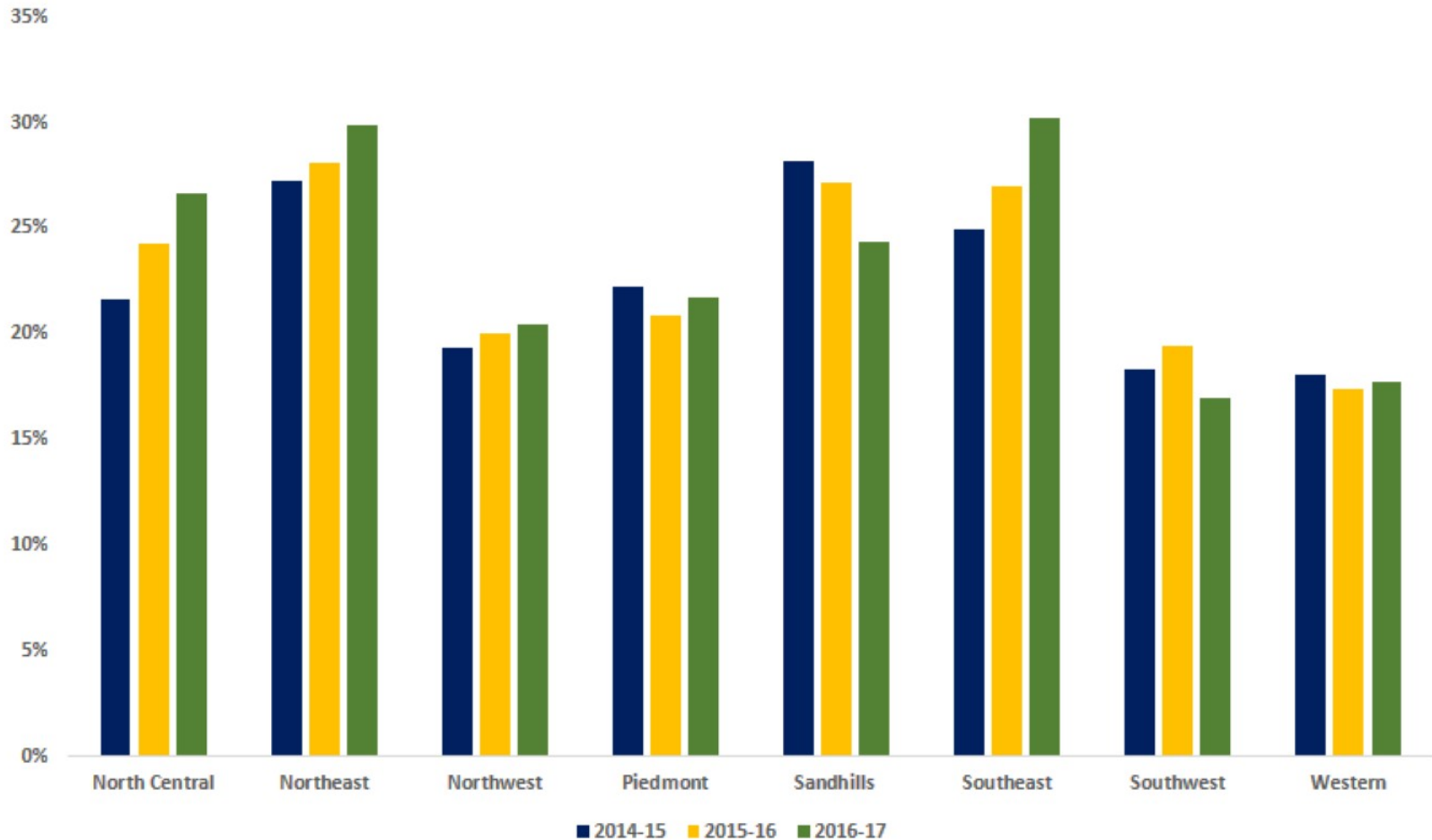


# State-wide Descriptive Statistics

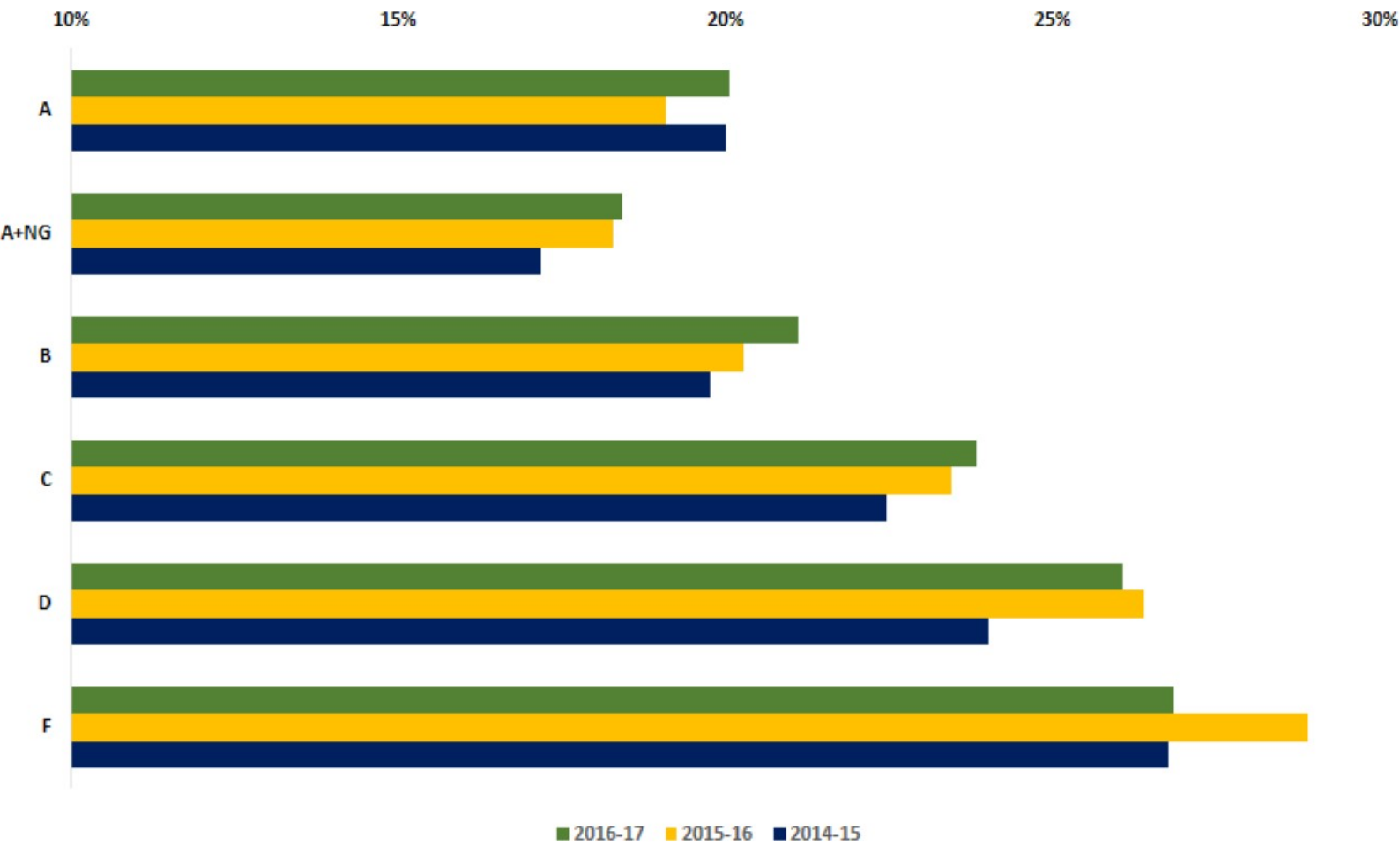
| School Year | Total Number of Educators | Total Number of Chronically Absent | Percentage of Chronically Absent |
|-------------|---------------------------|------------------------------------|----------------------------------|
| 2014-15     | 98,159                    | 21,390                             | 21.8%                            |
| 2015-16     | 97,595                    | 21,993                             | 22.5%                            |
| 2016-17     | 97,839                    | 22,121                             | 22.6%                            |



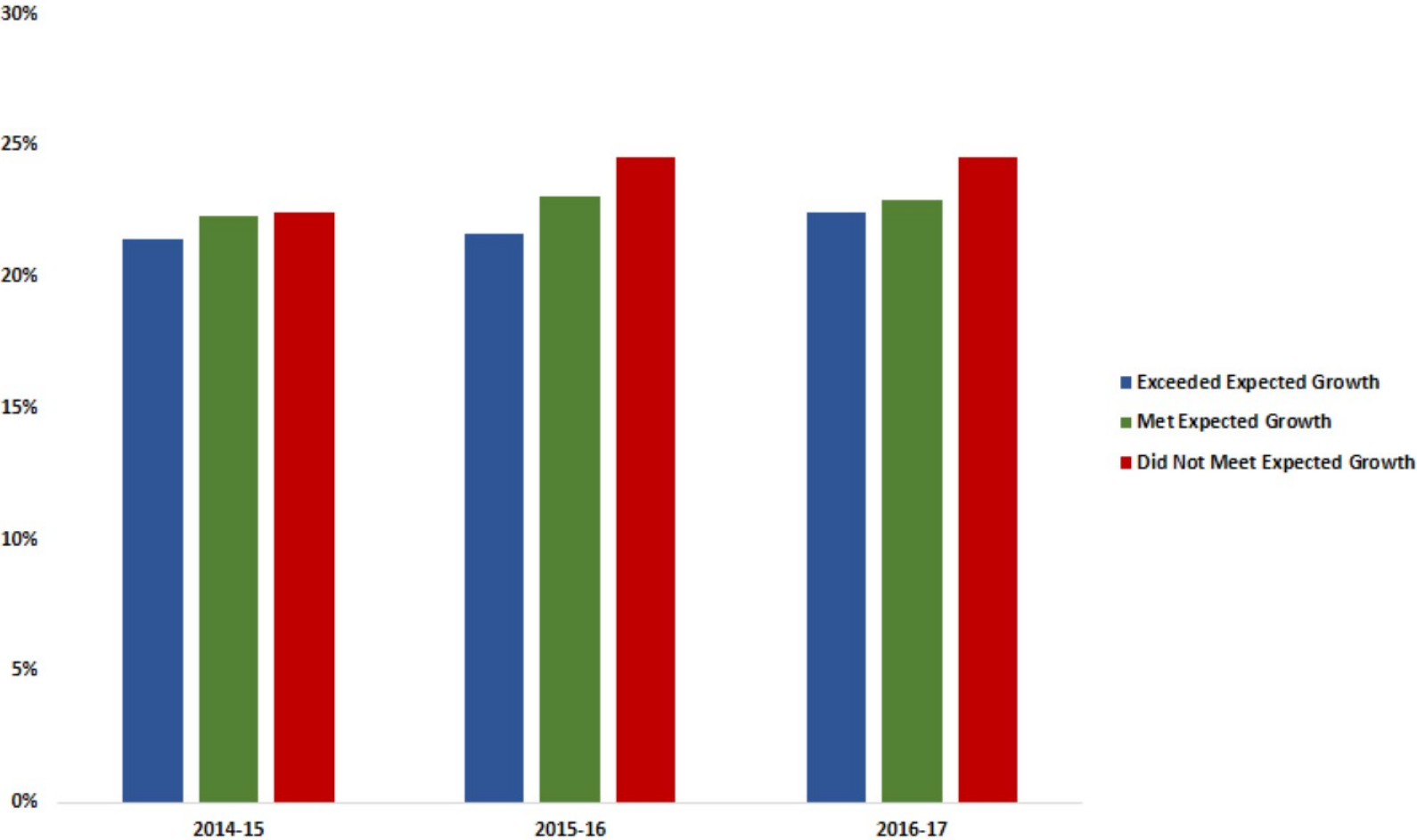
# Chronic Absenteeism by SBE Region



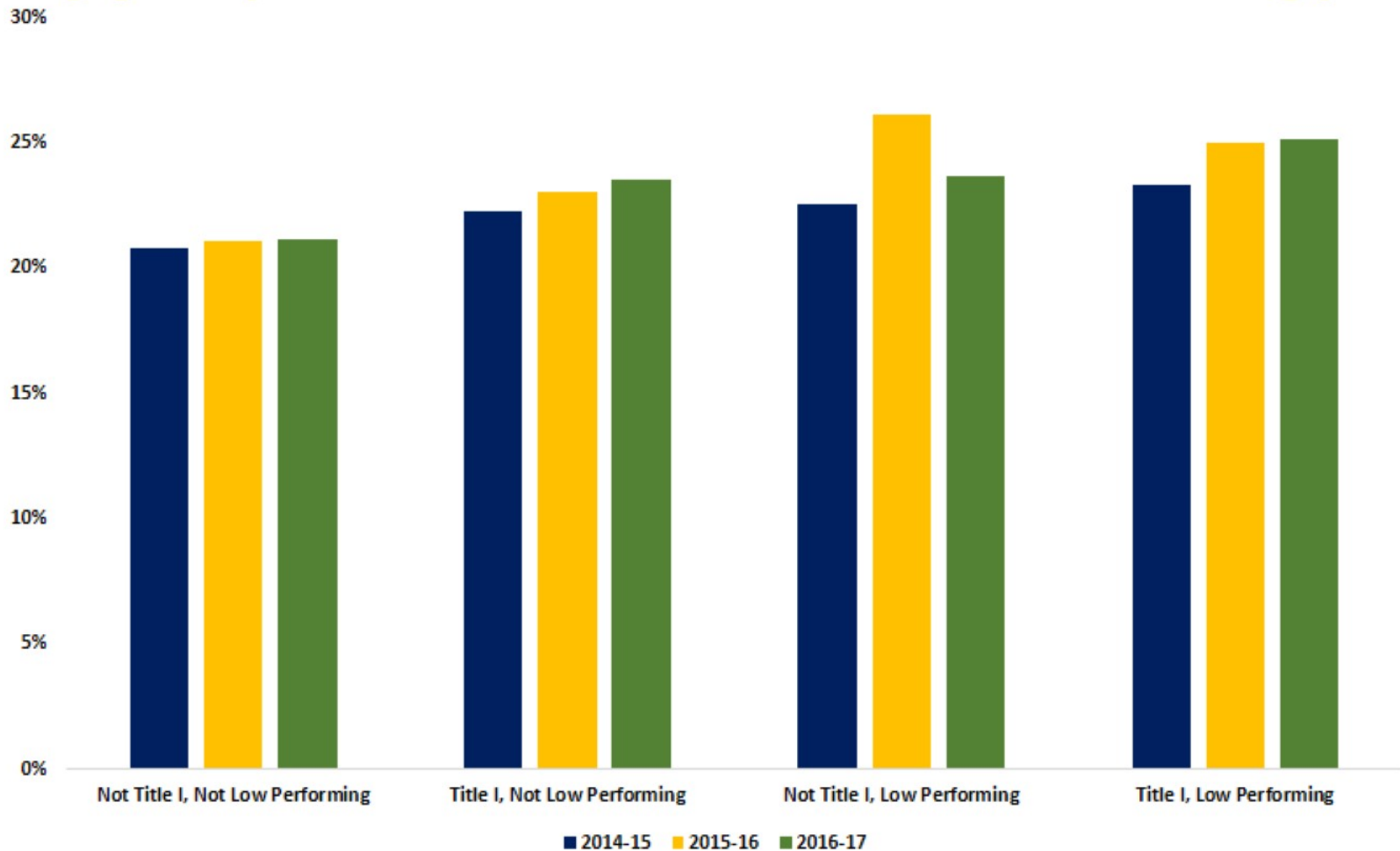
# Chronic Absenteeism by School Report Card Grade



# Chronic Absenteeism by School EVAAS Growth

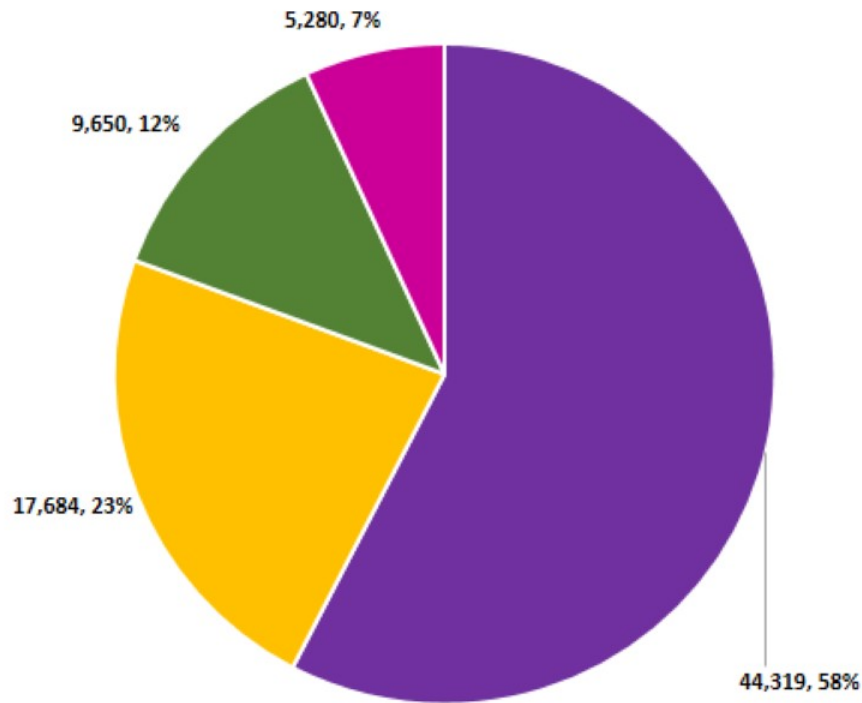


# Chronic Absenteeism by School Type (Title I and Low Performing)



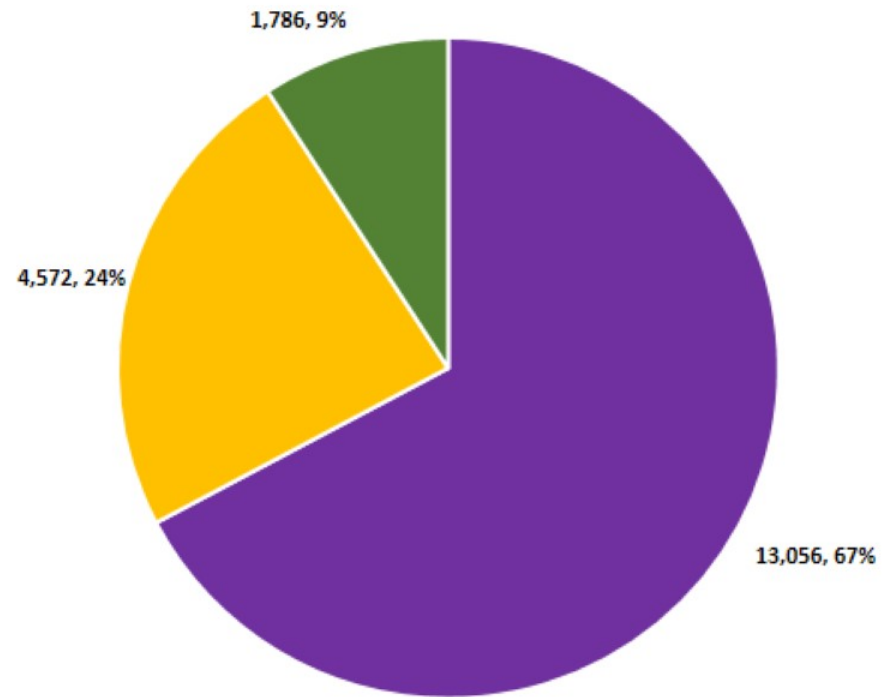
# Repeated Chronic Absenteeism

Teachers in All Three Years by Number of Years of Chronic Absenteeism, (n=76,933)



■ No Chronic Absenteeism    ■ One Year Chronic Absenteeism  
■ Two Years Chronic Absenteeism    ■ Three Years Chronic Absenteeism

Teachers with Two Years in NC Schools by Years of Chronic Absenteeism (n=19,414)



■ No Chronic Absenteeism    ■ One Year Chronic Absenteeism  
■ Two Years Chronic Absenteeism

# Discussion and Next Steps

- Questions, Comments, or Concerns
- Measuring Academic and Financial Impact of Chronic Teacher Absenteeism
- Root Cause Analysis
- Policy Implications

