

Brackett ISD

Local Leave – Background Information

Currently, the district allows employees to have five personal days, as required by state law and five local days, as provided in local policy. Furthermore, the district's administrative guidelines grant each employee an additional local day under the term "birthday". This day can be taken at any time the employee wishes; it is not restricted for use only on the employee's birthday. In addition, teachers are eligible to earn up to three additional local days each year by attending approved staff development activities.

Any day an employee is not at work comes with a cost. The first cost is the amount that is paid to a substitute. The employee is still receiving their pay and we are paying an additional amount for a substitute for the day they are away from work. Historically we have hired substitutes for teachers, paraprofessionals, cafeteria workers and custodial staff. This is done in an attempt to continue the flow of educational services to our children with minimal disruption to the educational process. Ideally, the employee is at work performing their duties in an effective, professional manner negating the need for substitutes and ensuring the top quality delivery of educational services, which does suffer when they are not on the job. Secondly, the cost is in terms of quality of educational opportunities afforded our children. Substitutes are not able to deliver the same quality of educational opportunities as the employee they are working.

Any change the Board makes to DEC Local is intended to be a temporary measure until such time as the state restores adequate funding to school districts. Additional information is enclosed which analyzed the five local days the district provided to employees during the 2010 – 2011 school year. Each local leave day granted to employees cost the district over \$4,000. This figure assumes we hire a sub at a rate of \$60 dollars per day. (Degreed subs cost \$70 per day while non-degreed subs cost \$55 per day). Campuses are required to try and obtain a degreed sub before contacting a non-degreed sub. The other assumption is we employ a sub 70% of the time an employee is absent from work. We obtained subs for teachers, paraprofessionals, custodians and cafeteria workers.

Possible Options for consideration:

- Option 1: Eliminate the five local days, keeping the employee birthday and allowing teachers to earn up to three additional local days by attending approved staff development opportunities
- Option 2: Make no changes to the local leave policy; employees receive five local days, birthday day and teachers can earn up to three additional local days by attending approved staff development opportunities
- Option 3: Employees receive five local days with sub-dock. Employees also receive birthday day as a local day.
- Option 4: Employees receive five local days as follows: 1 personal day and 4 days with sub-dock. Employees also receive birthday day as a local day.
- Option 5: Employees receive five local days as follows: 2 personal days and 3 days with sub-dock. Employees also receive birthday day as a local day.
- Option 6: Employees receive five local days as follows: 3 personal days and 2 days with sub-dock. Employees also receive birthday day as a local day.
- Option 7: Employees receive five local days as follows: 4 personal days and 1 day with sub-dock. Employees also receive birthday day as a local day.
- Option 8: Employees receives five local days as follows: 2 personal days and 3 medical days. Medical days require proof of a visit to a medical provider for the employee or a member of the immediate family. Employee also receives the birthday day.

Brackett ISD
Local Leave Analysis
2010 - 2011 School Year

Local Days Taken	Number of Employees	Total Employees	% of Employees
5.0	82	110	74.55%
4.5	11	110	10.00%
4.0	3	110	2.73%
3.5	4	110	3.64%
3.0	1	110	0.91%
2.5	2	110	1.82%
2.0	2	110	1.82%
1.5	0	110	0.00%
1.0	3	110	2.73%
0.5	0	110	0.00%
0.0	2	110	1.82%

Brackett ISD
Local Leave Analysis
2010 - 2011 School Year

Local Days Taken	Number of Employees	Total Days Taken	Cost Per Day	Total Cost
5.0	82	410	60	24,600
4.5	11	49.5	60	2,970
4.0	3	12	60	720
3.5	4	14	60	840
3.0	1	3	60	180
2.5	2	5	60	300
2.0	2	4	60	240
1.5	0	0	60	0
1.0	3	3	60	180
0.5	0	0	60	0
0.0	2	0	60	0
				<u>30,030</u>

Assumptions:

1. Seventy Percent of Leave Days require substitute
2. Cost per sub is \$60.00 per day.
3. Potential saving would be over \$21,000

Local Leave Comparison / In Addition to 5 State Days

<u>DISTRICT</u>	<u># DAYS</u>	<u>CUMULATIVE</u>	<u>NON-CUMULATIVE</u>	<u>COMMENTS</u>
Carrizo Springs CISD	5	X		
Center Point ISD	5		X	
San Felipe Del Rio CISD	*3.5 sick, 2 personal	X		* plus 3 @ sub-dock- Non-Cumulative
D'Hanis ISD	5		X	
Dilley ISD	5	X Cap @ 30		
Eagle Pass ISD	*5, 6, or 7	X Cap @ 45		*Per months of service
Hondo ISD	5		X	
Knippa ISD	5 +25 Sub-Dock		X	
LaPryor ISD	5			
Leakey ISD	5		X	
Nueces Canyon CISD	5		X	
Sabinal ISD	2		X	
Uvalde CISD	1 per Semester		X	