

March 2, 2005

Dr. John Hardwick, Superintendent
Beeville ISD
Beeville, Texas 78102

Dear Dr. Hardwick:

We finally received the absent from Duty report from E.D.P. The program that E.D.P. wrote for us enables us to track employee absences in a more detailed manner. The attached Summary Report shows professional staff absences from September 1, 2004 through February 25, 2005. The report highlights absences in the categories of State Sick Leave, Local Leave, Professional Workshop Leave and Professional Extracurricular Leave. In all of these absences a substitute teacher could have been called to carry out the teacher's lesson for that day. Presently, our substitute pay is \$50.00 per day for non-degreed and \$60.00 for degreed. The following is an approximate cost of substitute teacher for each category.

State Sick Leave 489.5 days x \$50.00 per day =	\$24,475.00
Local Leave 1148.5 days x \$50.00 per day=	\$57,425.00
Professional Workshop Leave 723.5 x \$50.00 per day=	\$36,175.00
Professional Extracurricular Leave 121 days x \$50.00 per day =	\$6,050.00
Approximate Total Cost	\$124,125.00

Please review and let me know when you are ready to discuss possible ways to address this issue and release to the board of education.

Sincerely,

Erasmus Rodriguez
Deputy Superintendent

Leave Category - Local Sick Leave

	A=# of Teachers	B=# Teachers Absent	C=# of Days Used	C/A
A.C. Jones	74	65	228	3.0811
LRC	8	9	58.5	7.3125
Moreno	42	43	219.5	5.2262
Hall	26	23	74	2.8462
FMC	24	29	150.5	6.2708
Md/FI	26	21	75.5	2.9038
HMD	26	22	128.5	4.9423
TJIS	28	36	152	5.4286
ABE	1	1	0.5	0.5
Nurses	6	4	5	0.8333
Central Library	1	1	3.5	3.5
Special Ed.	11	8	48.5	4.4091
Food Service	1	1	2	2
District Offices	10	1	2.5	0.25
				#DIV/0!
Totals	284	264	1148.5	4.044

Mean	std. Dev.	conf. Interv
3.5359934	2.178256	1.141931

Leave Category - State Sick Leave

	A =# of Teachers	B =# of Teachers Absent	C =# of Days Used
A.C. Jones	74	49	94
LRC	8	9	23.5
Moreno	42	29	61
Hall	26	20	50
FMC	24	27	72
Md/FI	26	16	42
HMD	26	18	38.5
TJIS	28	26	77.5
ABE	1	1	2.5
Nurses	6	1	4
Central Library	1	1	2
Special Ed.	11	10	21
Food Services	1	0	0
District Offices	10	2	1.5
Totals	284	209	489.5

C/A

1.2703

2.9375

1.4524

1.9231

3

1.6154

1.4808

2.7679

2.5

0.6667

2

1.9091

0

0.15

#####

1.7236	Mean	Std.Dev.	Conf. Inter.
1.6909283		0.954565	0.885259

Leave Category - Professional Workshops

	A =# of Teachers	B =# Teachers Absent	C =# of Days Used	C/A
A.C. Jones	74	63	229.5	3.1014
LRC	8	6	14	1.75
Moreno	42	26	81.5	1.9405
Hall	26	25	58.5	2.25
FMC	24	23	66.5	2.7708
Md/FI	26	10	23	0.8846
HMD	26	20	62.5	2.4038
TJIS	28	34	159	5.6786
Special Ed.	11	5	29	2.6364
				#DIV/0!
Totals	265	212	723.5	2.7302

Mean	Stndrd. Dev.	Conf. Inter.
2.6017842	1.323840307	0.86238288

Leave Category - Professional Extracurricular

	A =# of Teachers	B =# of Teachers Absent	C =# of Days Used	C/A
A.C. Jones	74	33	88.5	1.1959
Moreno	42	12	17.5	0.4167
Hall	26	3	4.5	0.1731
FMC	24	4	4.5	0.1875
HMD	26	1	3.5	0.1346
TJIS	28	3	2.5	0.0893
				#DIV/0!
Totals	220	56	121	0.55

Mean	Std. Dev	Conf. Inter.
0.3661818	0.422035	0.292855