

Providence Public Schools Staff Absenteeism



Providence City Council Presentation

January 30, 2013

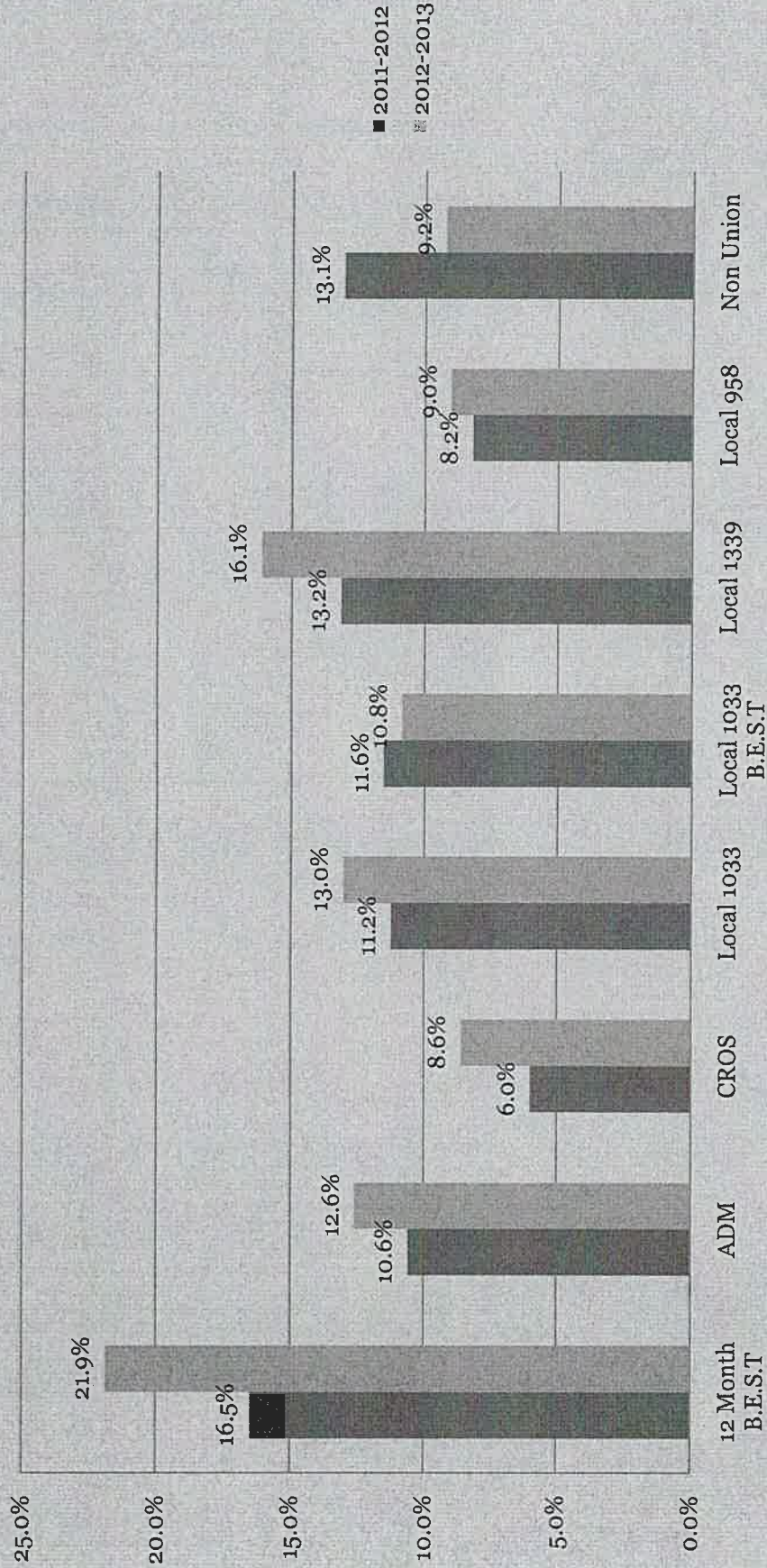
Craig S. Bickley
Senior Executive
Director of Human
Resources

Charles Ruggiero, Esq.
Labor & Employment
Counsel

Bernie Luger
Operations Intern

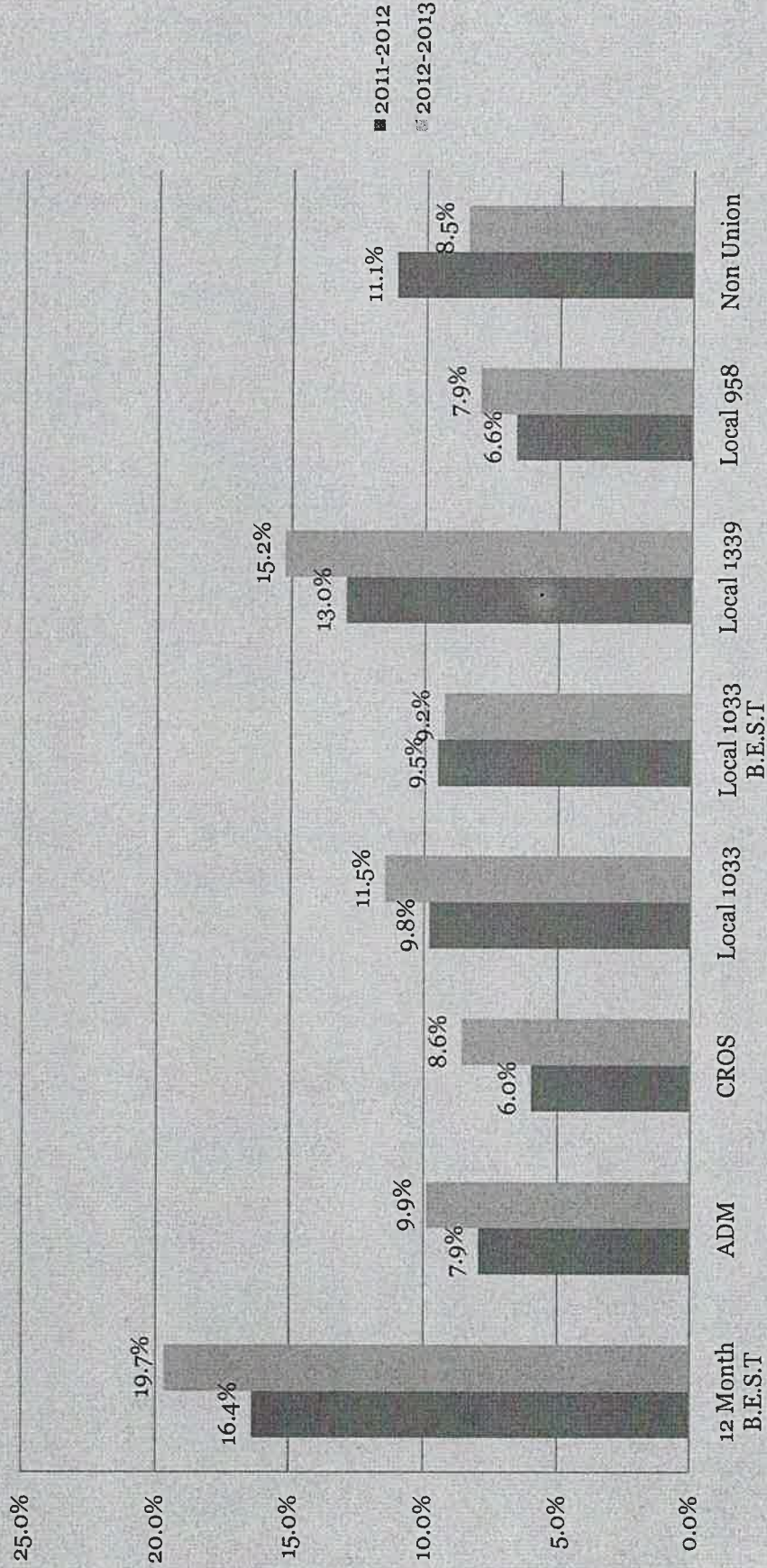
Absence Percentage by Group

All Absences - First 100 Days of School

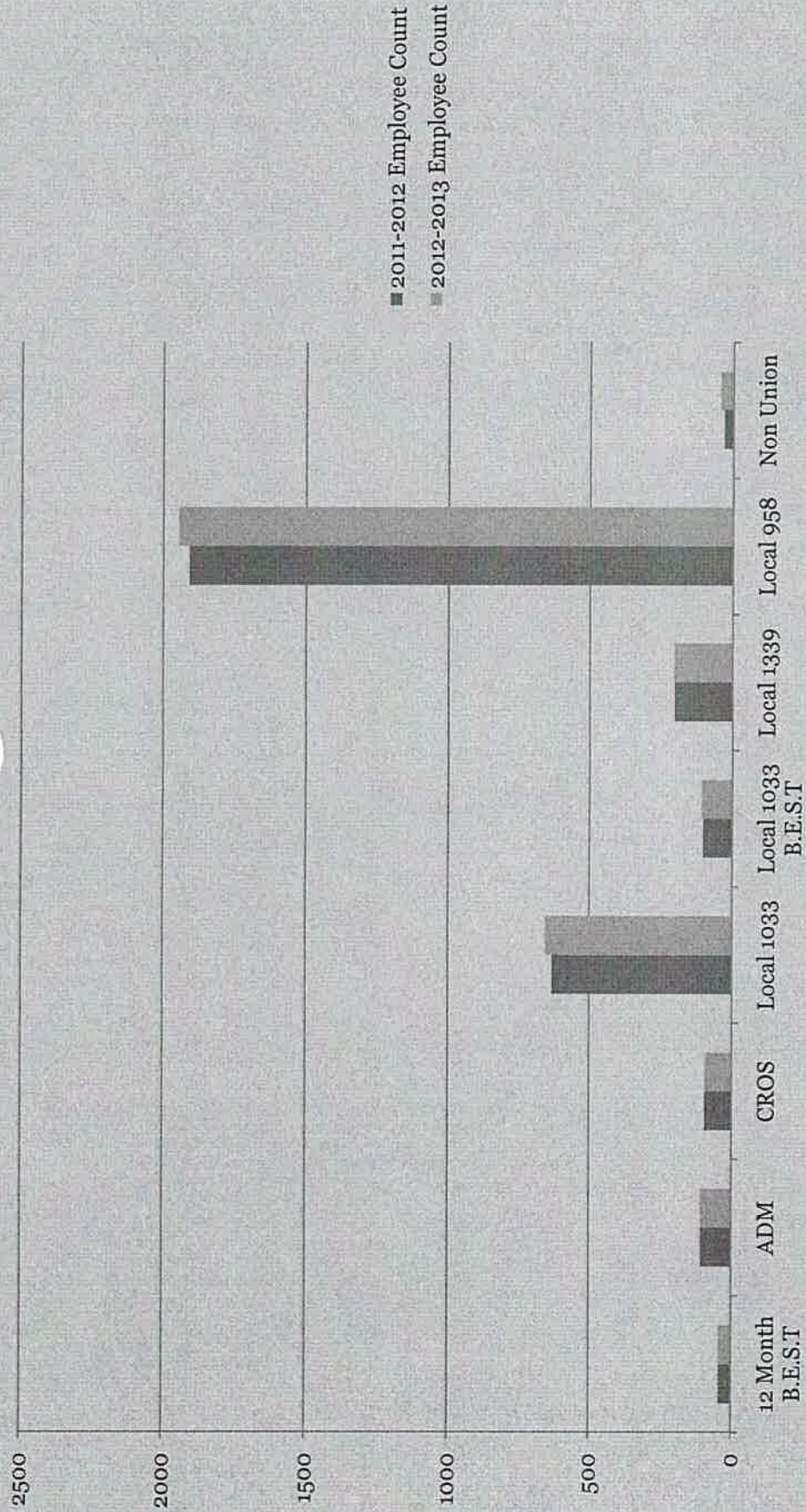


Discretionary Absences by Group

Discretionary Absences - First 100 Days of School



Groups by Employee Count



Primary Cause of Excessive Absenteeism



Research shows that higher levels of absenteeism exist in the public sector, and schools in particular, because of generous statutes, policy and labor contract provisions ... the more paid time off allowed for, the more paid time off will be taken.¹

¹ Do Teacher Absences Impact Student Achievement? Longitudinal Evidence from One Urban School District,; Raegen T. Miller, Richard J. Murnane, and John B. Willett; NBER Working Paper No. 13356 August 2007; JEL No. I2, J08, J22, J33, J3

Primary Cause of Excessive Absenteeism

- Cash poor during negotiations
- Sick days versus Short/Long-term Disability
- Generous non-discretionary paid time off provisions (personal sick, family sick, bereavement, personal, wedding, religious, welfare of school/community, parental, etc.)
- Accrual formula
- Use it or lose it accrued balances
- Generous continuation of benefits provisions
- Limited authority on discretionary paid time off (additional personal, sabbatical, unpaid leaves, etc.)
- Past Practice
- Poor oversight, ownership of progressive discipline

What this administration is doing to address absenteeism ...

- **Using the tools we have ... AESOP**
 - All employees use the system to report all absences
 - Recoding for managerial use versus payroll use
 - Centralized review of exception report (consecutive absence, submitting physician evidence, pattern of abuse, etc.)
 - Automated warning letters
 - Tighter control over FMLA process
- **Testing discretionary authority**
- **Incentives for attendance**
- **Planning for online discipline record**
- **Planning for negotiations**