

To: Board of Education  
From: Dr. Milli McIntosh, Director of HR  
Re: Annual Emp Attendance Analysis, Costs & Emp Turnover Rates Report SY 22-23  
Date: January 1, 2024

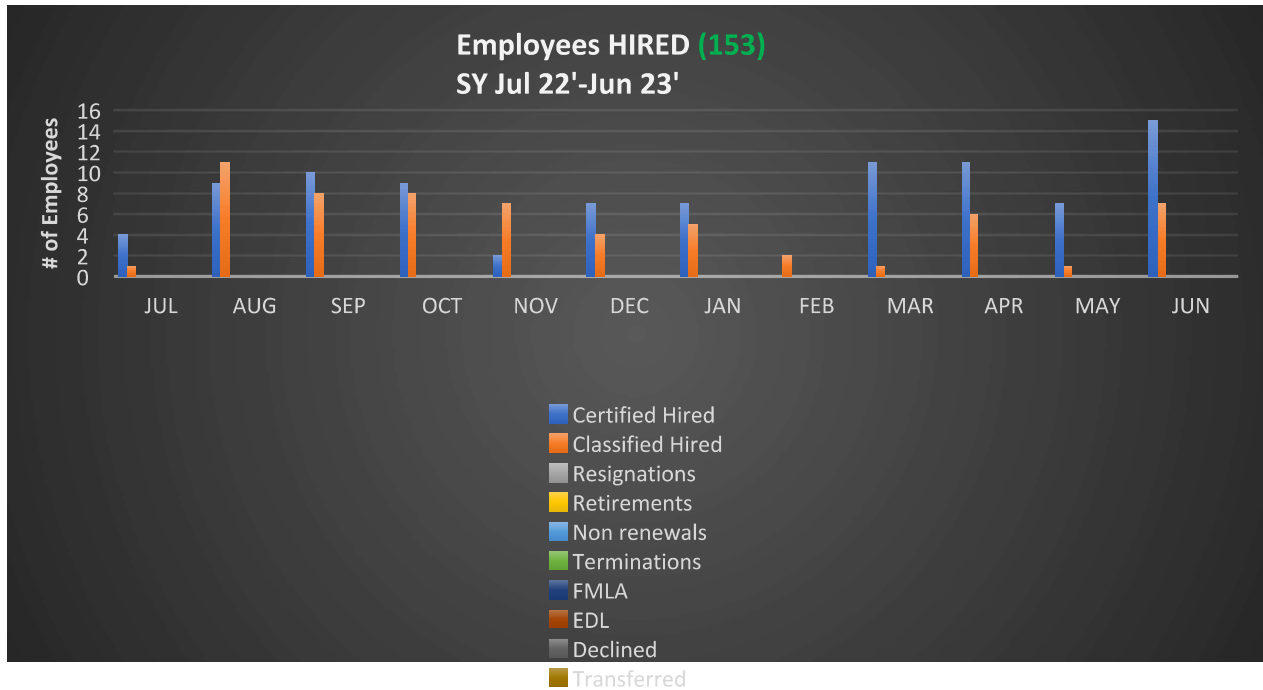
In an effort to maintain our competitive edge, SCS continually monitors, forecasts and predicts beneficial technological upgrades. Effective July 1, 2023, our district migrated to Red Rover, a new attendance/sub management system. Red Rover provides a much better snapshot of employee absenteeism. The system is more robust and user friendly. Employees receive information via text not phone calls. This appears to be a more preferred method of communication especially with Millennials and Gen-Zers as well as minimizing non-answered calls.

The following is an analysis/summation of district wide annual attendance and statistical reports for SY 22-23. There is graphical representation to include but not limited to: Actual sub costs, absences by Reason Codes, employee fill rates percentages as well as district overall absence totals, employee turnover rates, employee movement throughout the district and some historical data as well.

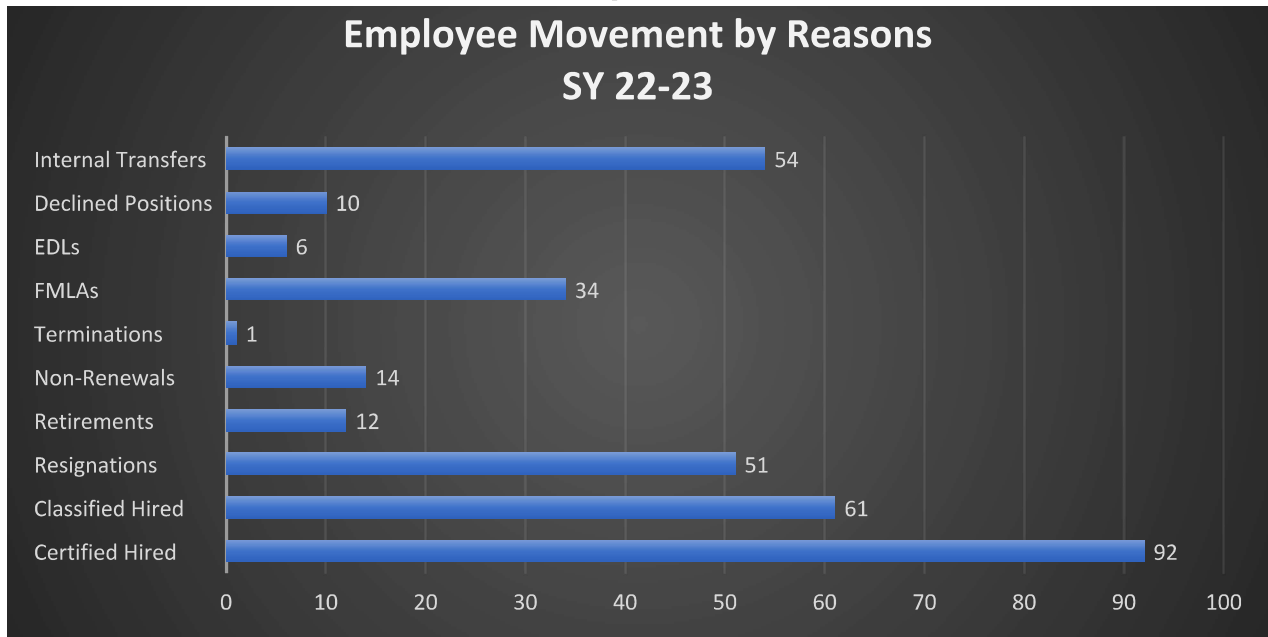
**Please note:** Although the migration occurred July 1, 2023, the data being displayed is from AESOP (the previous system) displaying July 1, 2022 – June 30, 2023.

Next year's report will be representative of actual Red Rover data.

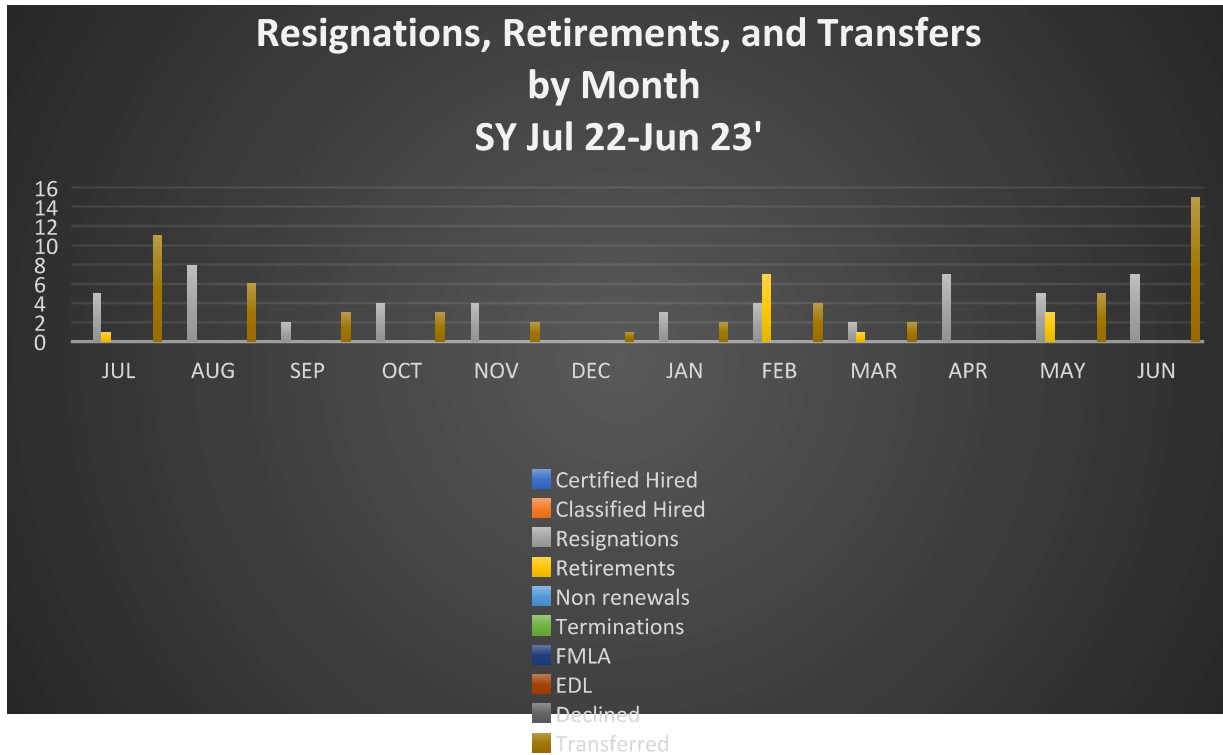
SCS hired/onboarded 153 new employees for the SY 22-23. 92 Certified and 61 Classified. Months displaying the greatest numbers were Sept, March, Apr and June for certified; and Aug, Sept and October for classified. Overall, the numbers give a clear picture of our hiring process. As indicated by the spikes, most certified positions are filled during the earlier part of the year and most classified positions are filled closer to the start of school.



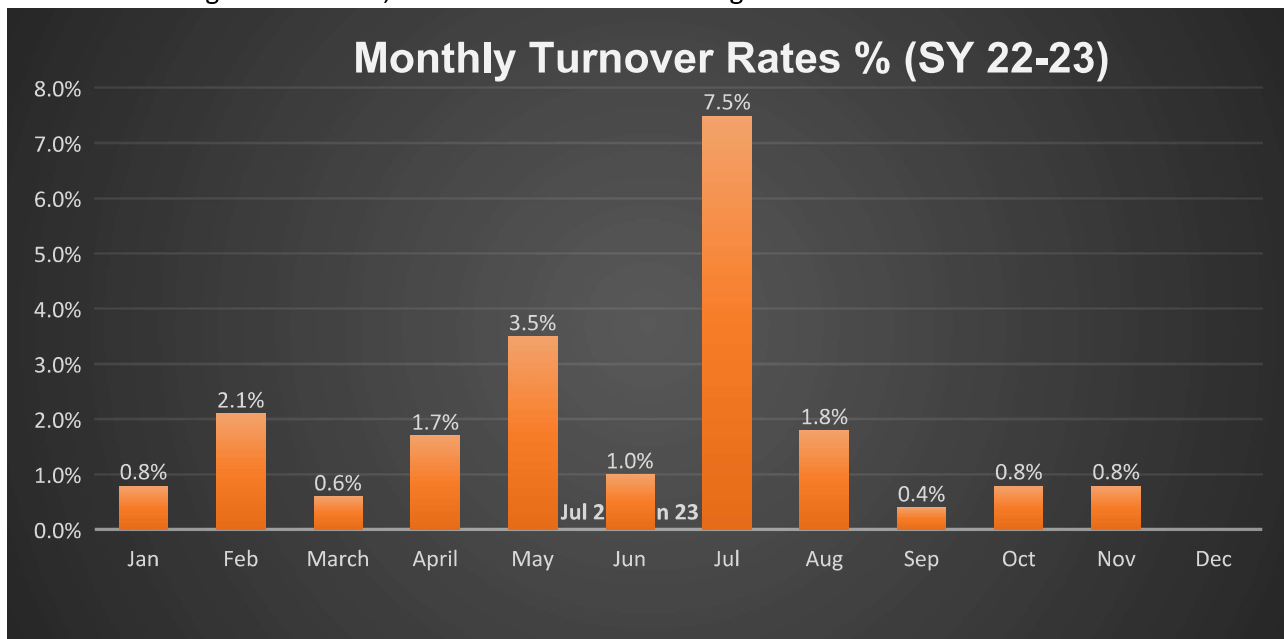
Overall internal and external movement throughout the district as indicated below.



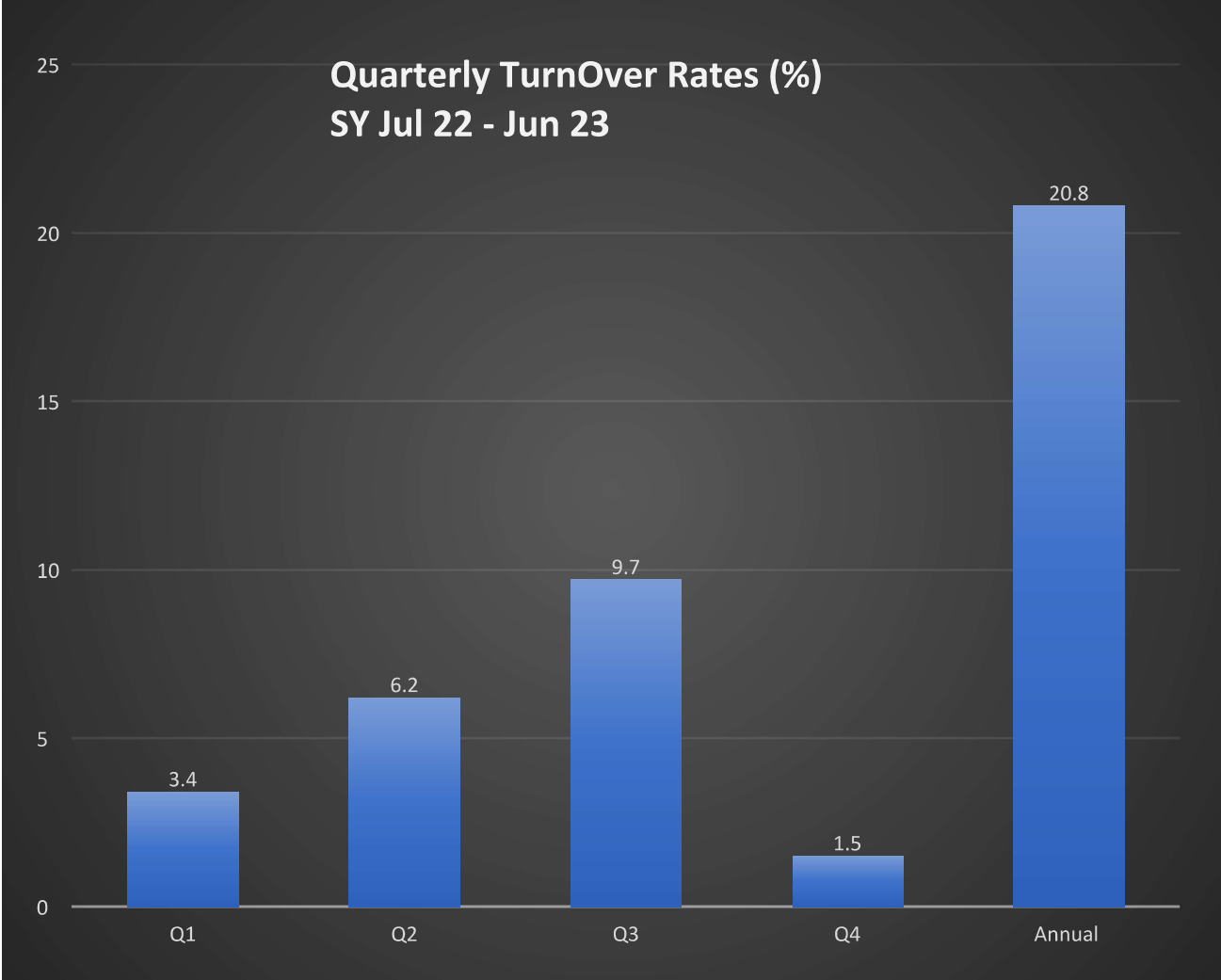
(Movement continued...displayed by month). Overall 78 employees either resigned, were terminated, non-renewed or retired. A closer snapshot to follow.



According to data from from the Kentucky School Report Card, teacher turnover rose from 20.4 in 2021-22 to 24.9% in their most recent release for 2022-23. We experienced an uptick of 3.26% in employee turnover during the 22-23 school year...From 15.7% to 20.8%. SCS remains below the state average for turnover. Although not massive, we consider it to be meaningful... for retention is the new recruitment.



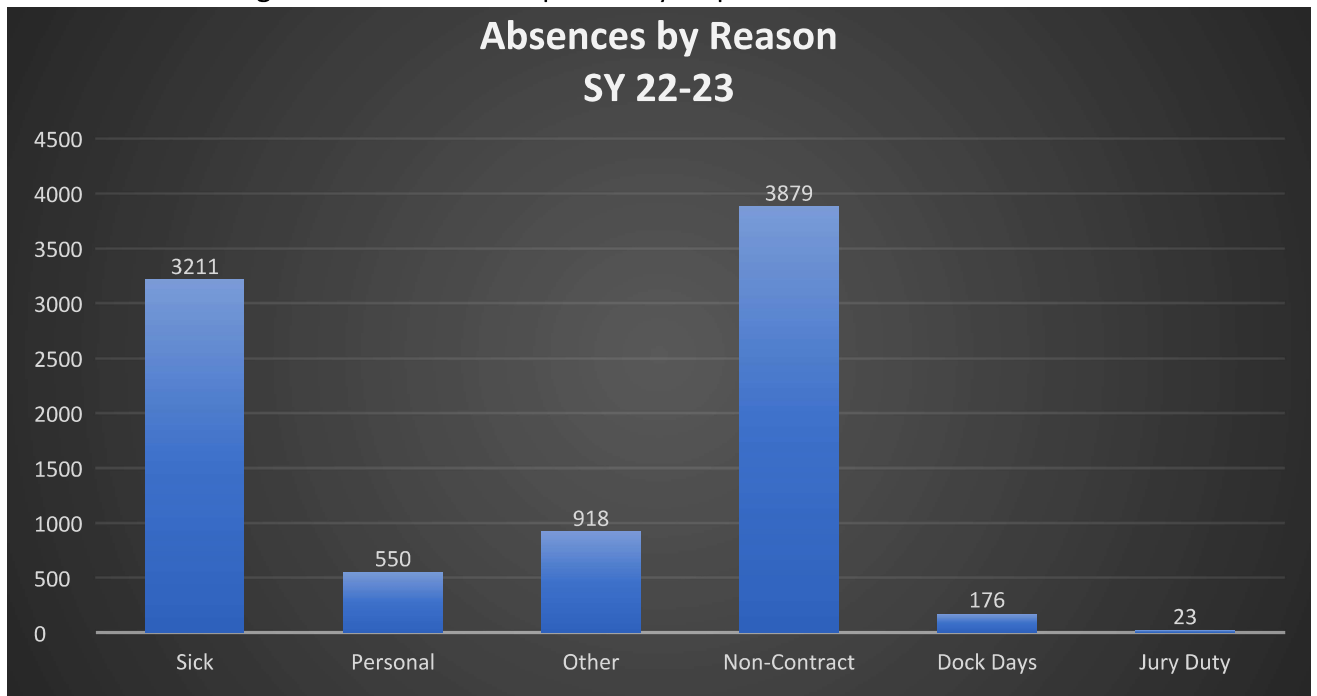
There continues to be an upward trend for the first three quarters...with Q3 showing the greatest TOR of 9.7%. Of course, this occurs in the month of July when end of year data is finalized. Note: It is quite normal for Q4 to show a decrease in TOR. Employees typically remain in place during this time of the year.



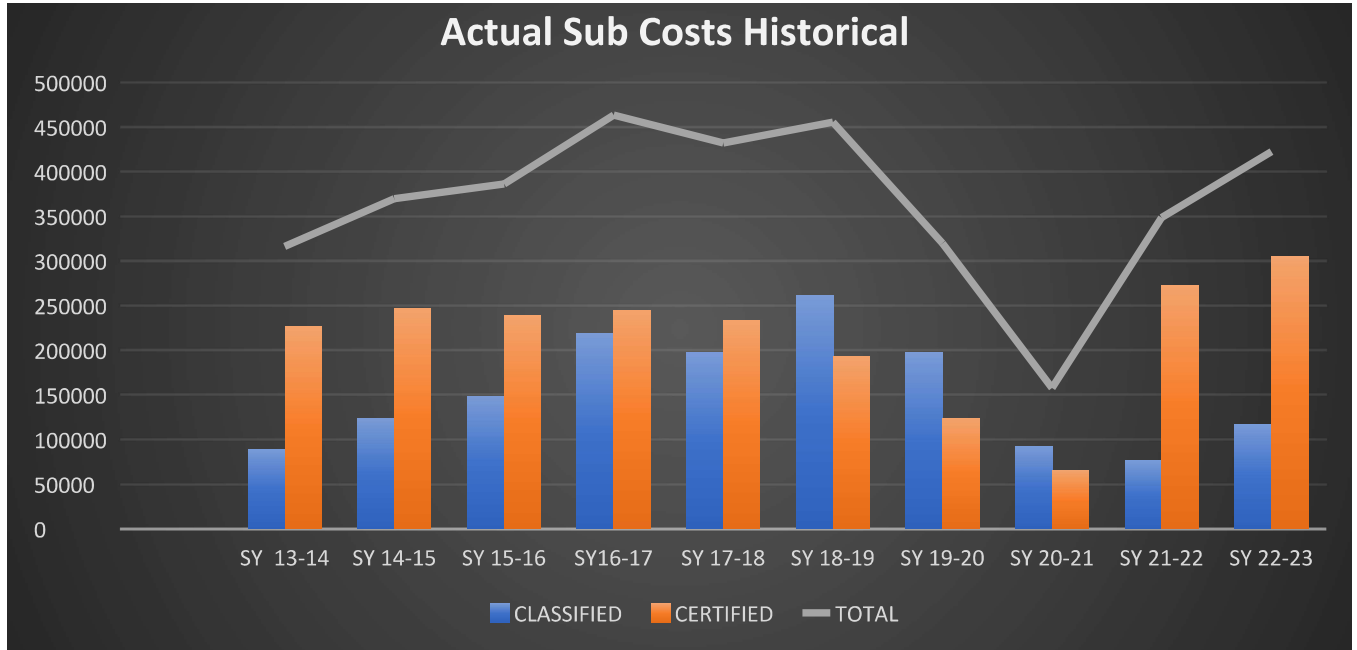
Overall, the district spent a total of \$422,402 on sub costs July 1, 2022 thru June 30, 2023 as indicated below. The total below includes the monies for sped student teachers (Jan 2023-May)



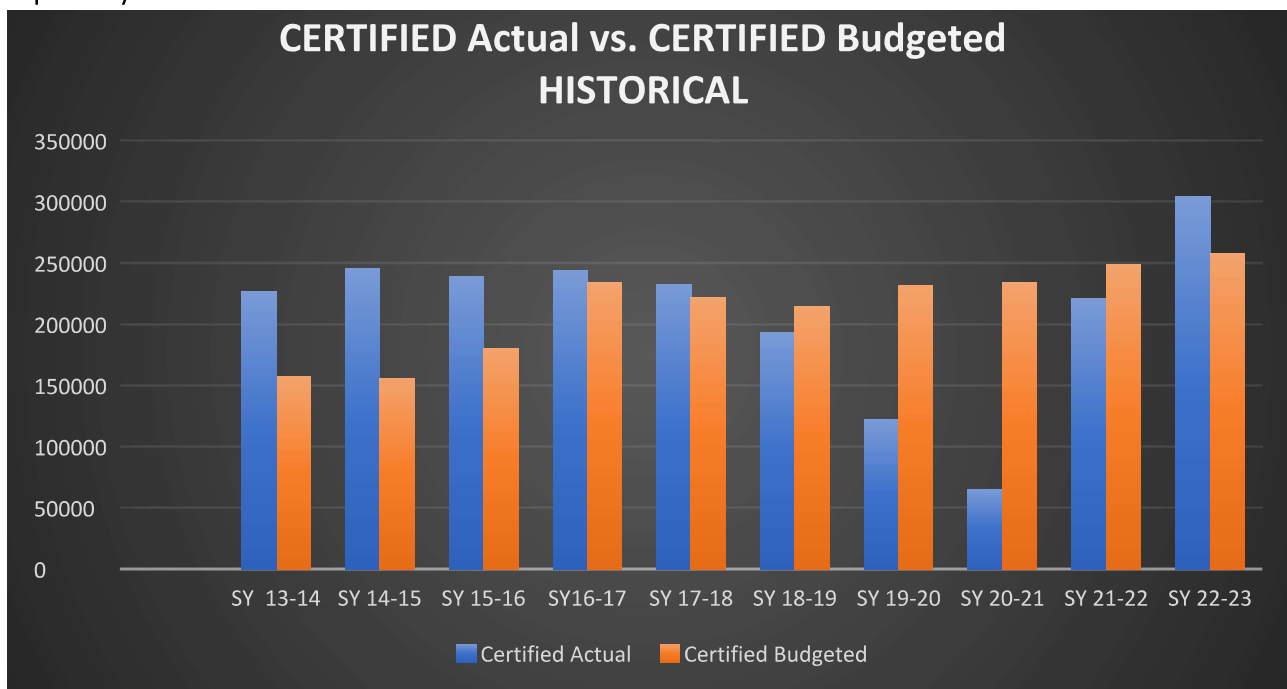
Absences associated with the above costs are a combination of Sick, Personal, Other... Non-contract, Dock days and Jury duty are included. Data indicates there were a total of 8757 absences. Removing the non-contract required days equates to 4878.



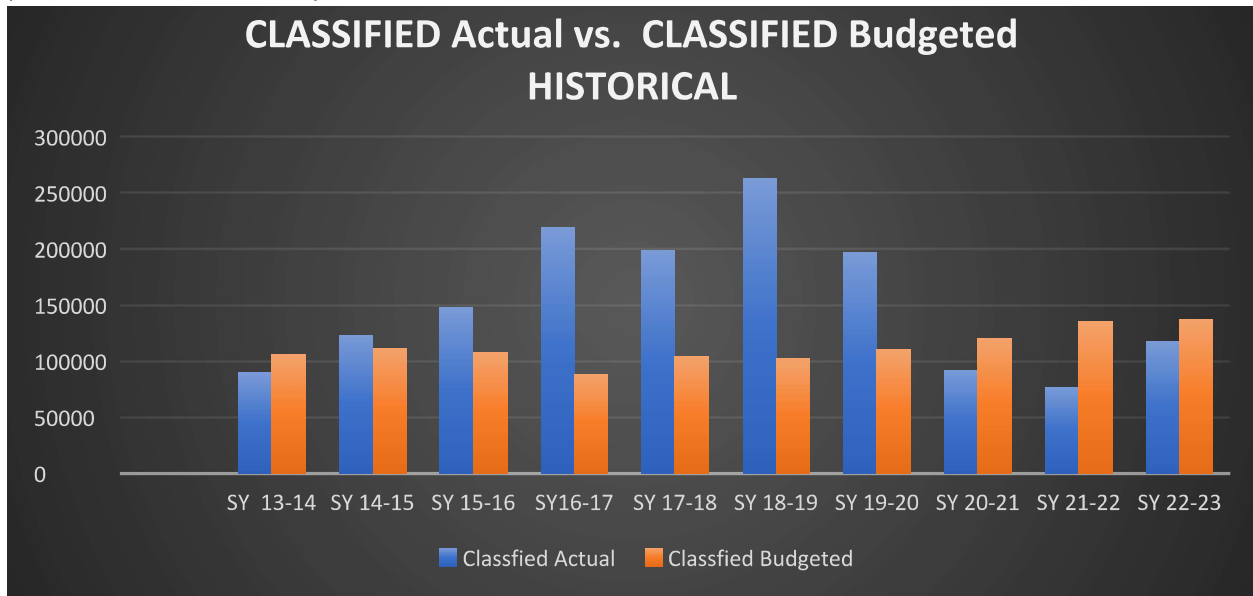
Historically, data indicates a significant drop during SY 19 thru 21. Obviously during the onset and actual pandemic. Post COVID, indicates the trend is returning more in line with historical trends. Certainly, this is an area where significant cost savings or cost avoidance can be captured. Years 21-23 also include monies allocated for the Teacher Subs (New) \$51506 for 21-22 and 38,853 for 22-23 primarily to address the SPED deficit.



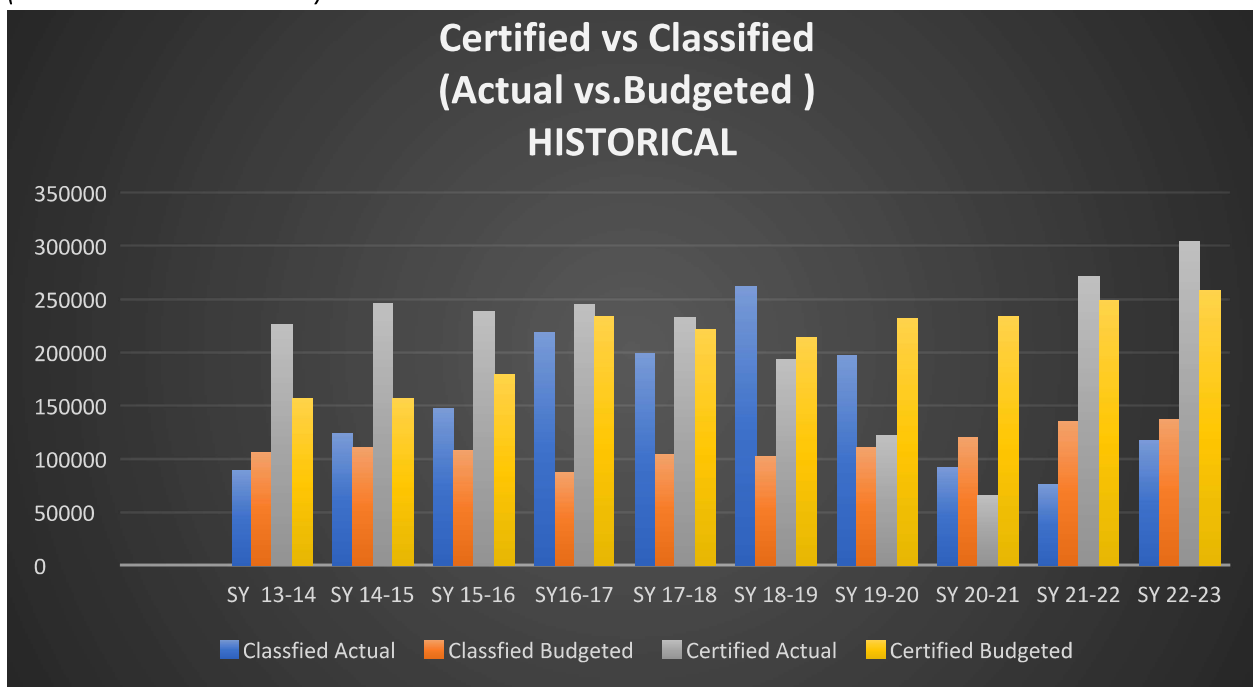
The following charts are comparison analysis of certified vs. classified actual vs. budgeted costs both separately and combined.



(Historical data continued)



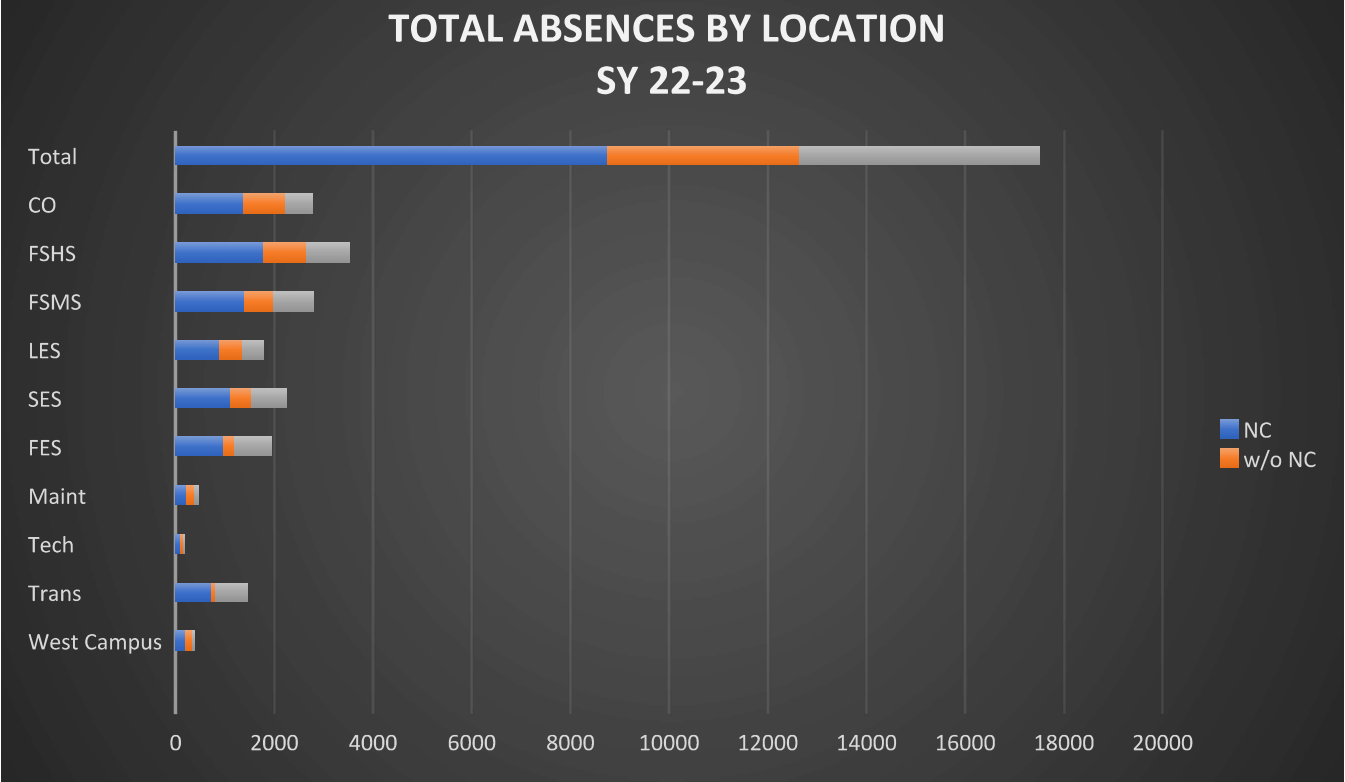
(Historical data continued)



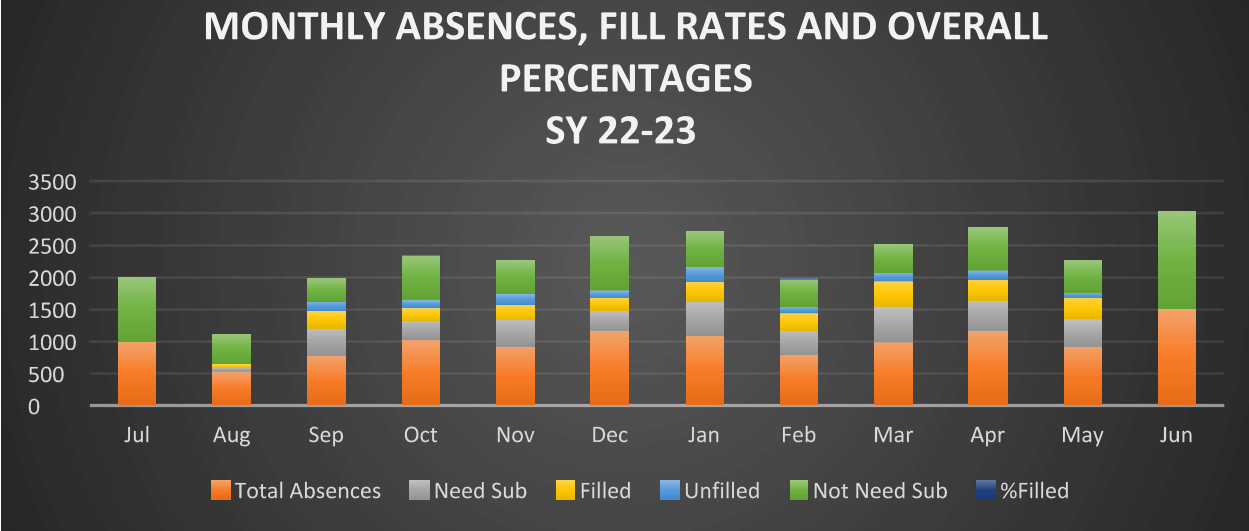
Total Absences are also noted below by location. Numbers are much lower when non-contract days are



removed. Note: NC days must be taken or they will be lost at the end of the school year.



(Green indicating no sub required)



Prepared by Milli McIntosh