

To: Board of Education

From: Dr. Milli McIntosh, Director of Human Resources

Re: District Employee Attendance Report SY 23-24

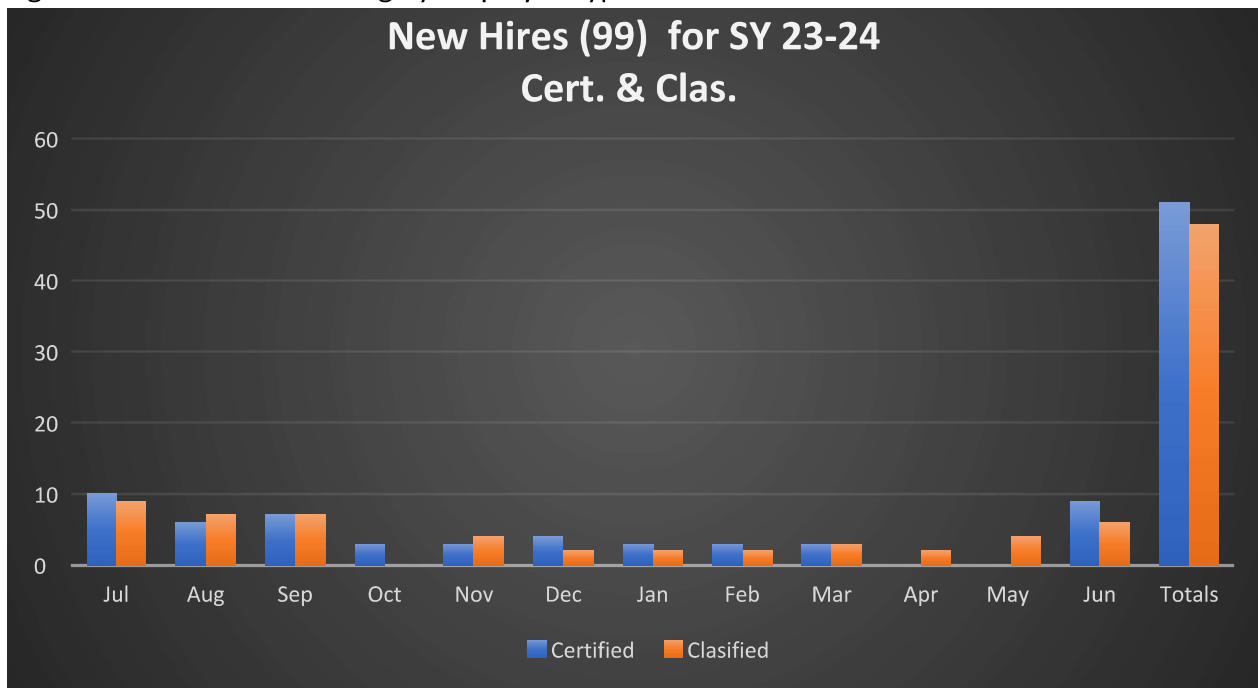
Date: January 31, 2025

Employee attendance plays a crucial role in maintaining the daily operations and academic success of SCS. Absenteeism not only affects classroom instruction but also incurs significant costs related to substitute staffing and operational adjustments. Employee presenteeism rate was 91% for 23-24 school year.

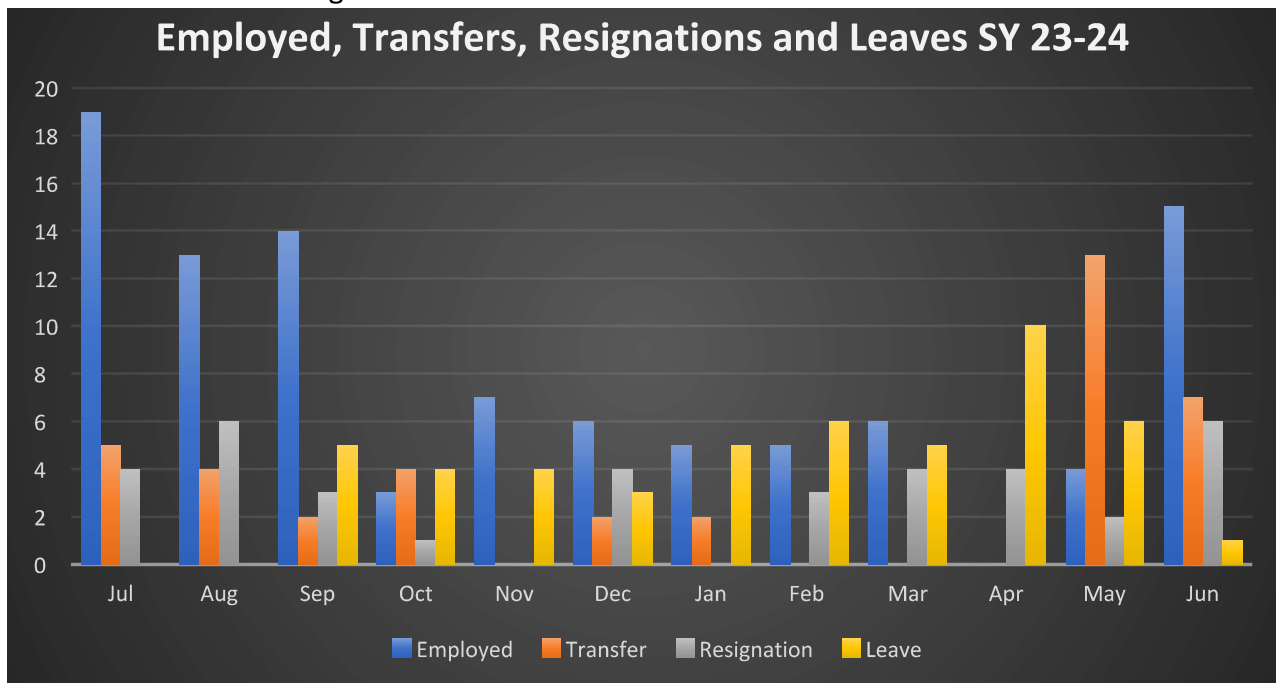
Capturing data was somewhat challenging this year due to the new software system currently used to monitor and track employee absenteeism and guest teacher/sub employee replacements, Red Rover. We anticipate an improvement once the system is able to generate customized reports based on recommended attendance data requirements.

The following report provides a comprehensive analysis of employee absenteeism for the previous academic year, focusing on key metrics such as total absences, reason codes for each occurrence, and the costs incurred from employing substitute staff. Data also includes actual sub costs, absences by reason codes, including overall employee fill rate percentages as well as district overall absence totals. Simpson County Schools budgets a significant amount of money for employee absenteeism...in upwards of \$300 thousand per year for both certified and classified costs combined, as indicated in the following graphic during the July 1, 2023- June 30, 2024 time frame to include some historical data.

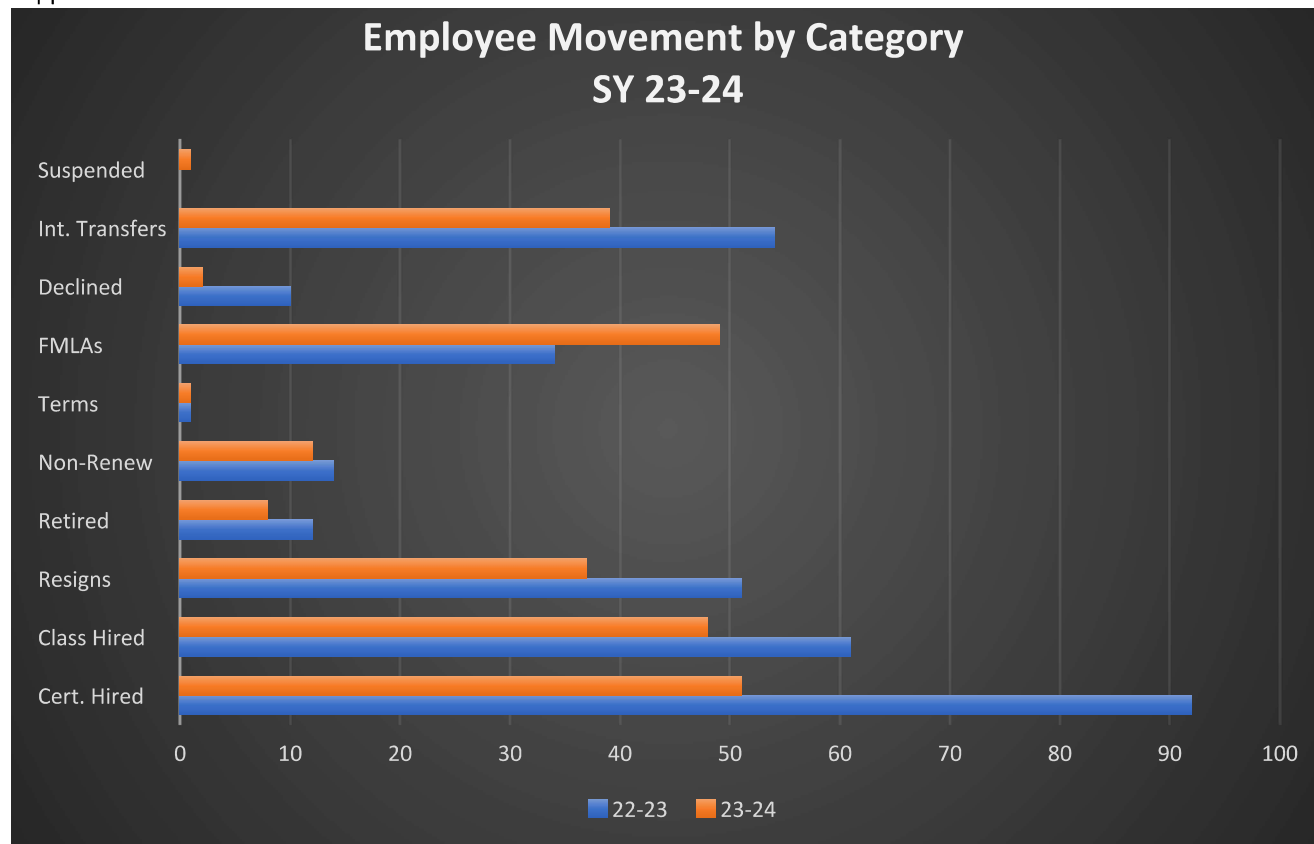
SCS hired/onboarded 99 new employees for the SY 23-24. 51 Certified and 48 classified. Months displaying the greatest numbers were July, August and September. There wasn't a significant difference in hiring by employee type.



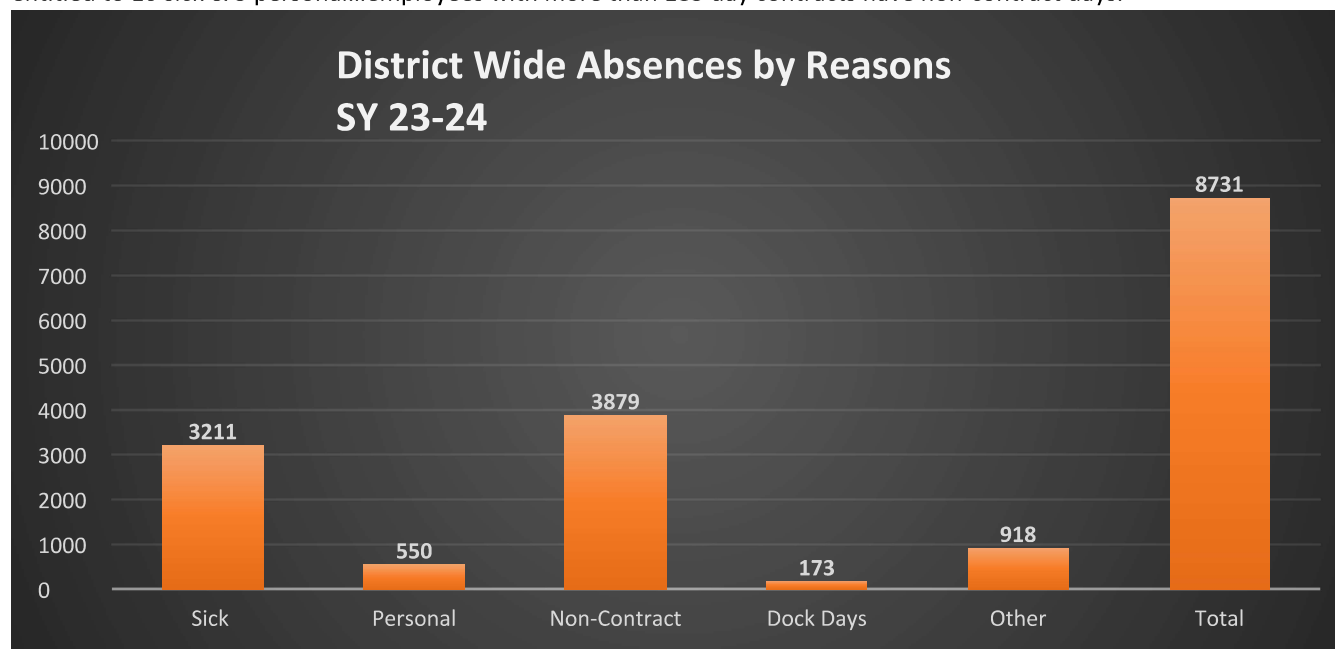
Overall movement throughout the district...



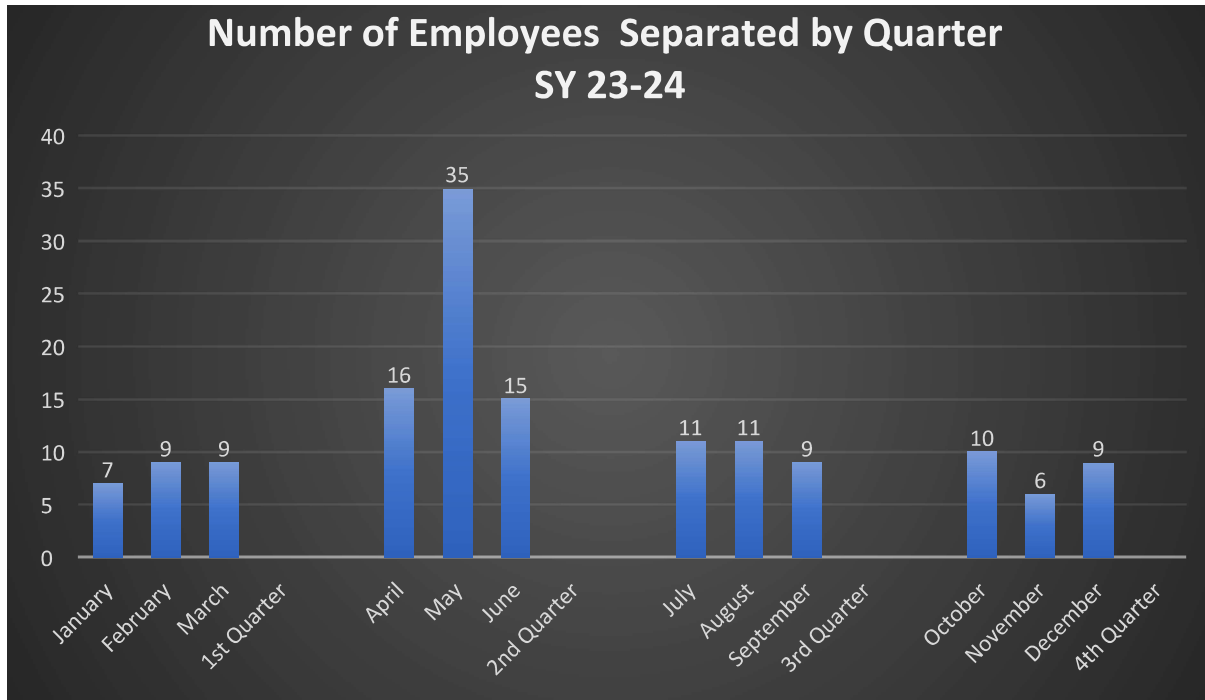
The district experienced fewer resignations, retirees, non-renewals and transfers. There was however a 44% increase in Family Medical Leave...We support our employee's health and wellness by fostering a culture of care and providing resources to promote physical, mental and emotional well-being; ultimately creating a positive and supportive environment for staff and students alike.



Sick and NC continue to be the bulk of the absences (81%) due primarily to employee benefits. Employees are entitled to 10 sick & 3 personal...employees with more than 185 day contracts have non-contract days.



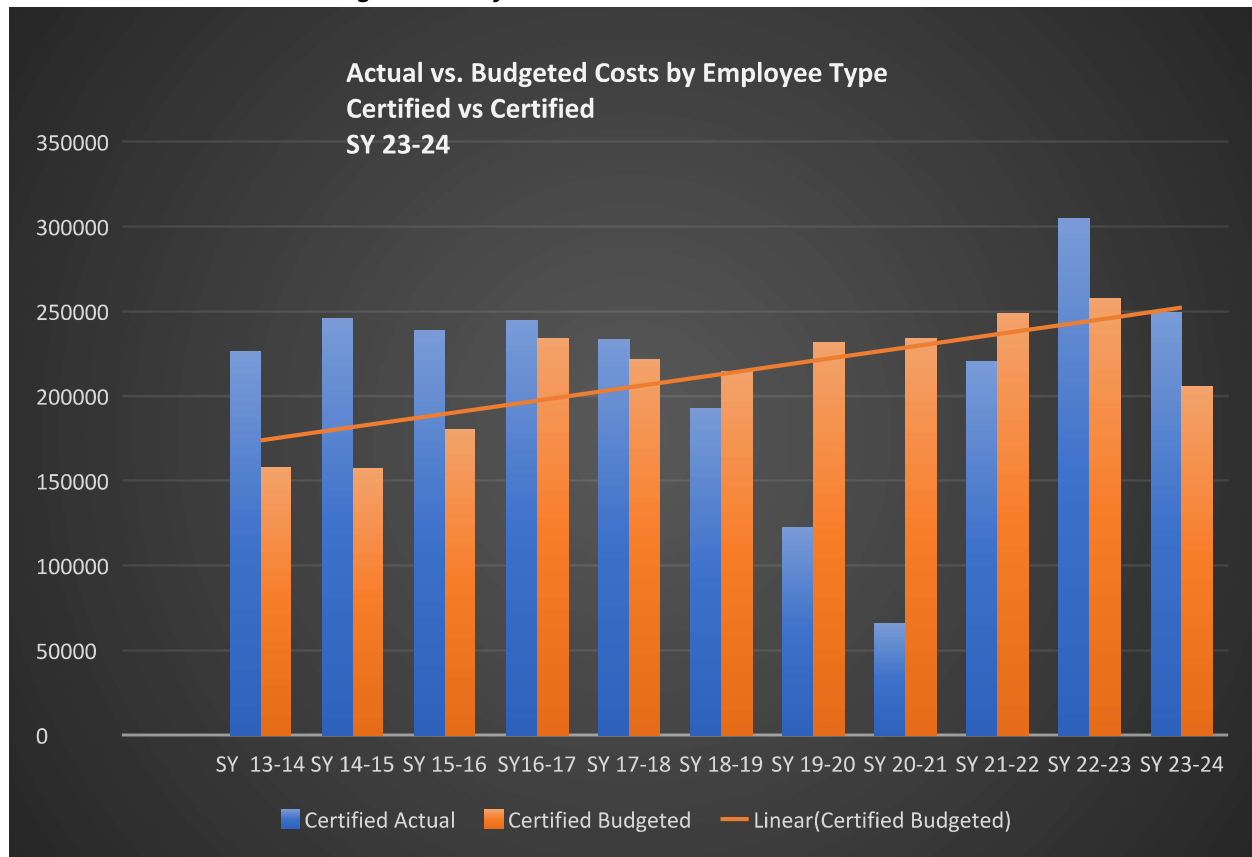
Employee turnover: May continues to be the outlier for separations primarily for compliance reasons. All non-renewals must be determined by May 15th.



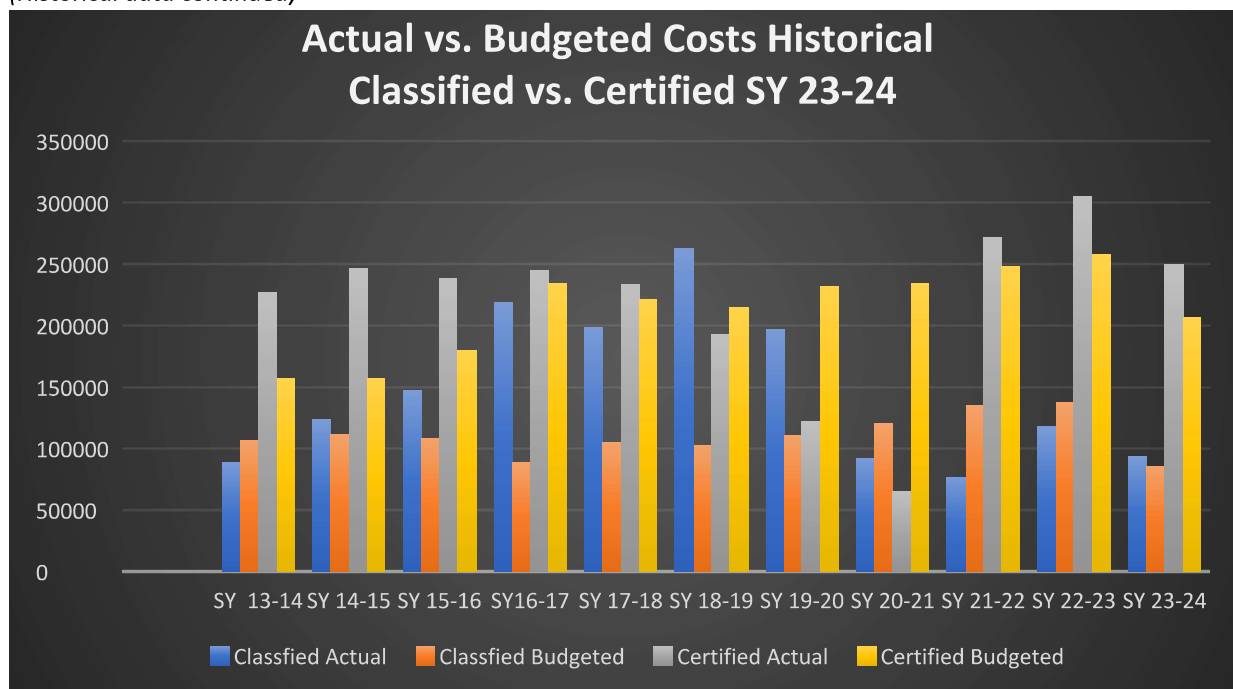
Actual sub/guest employee costs during the 23-24 school year. Note there is a decrease of \$79, 717 from previous year.



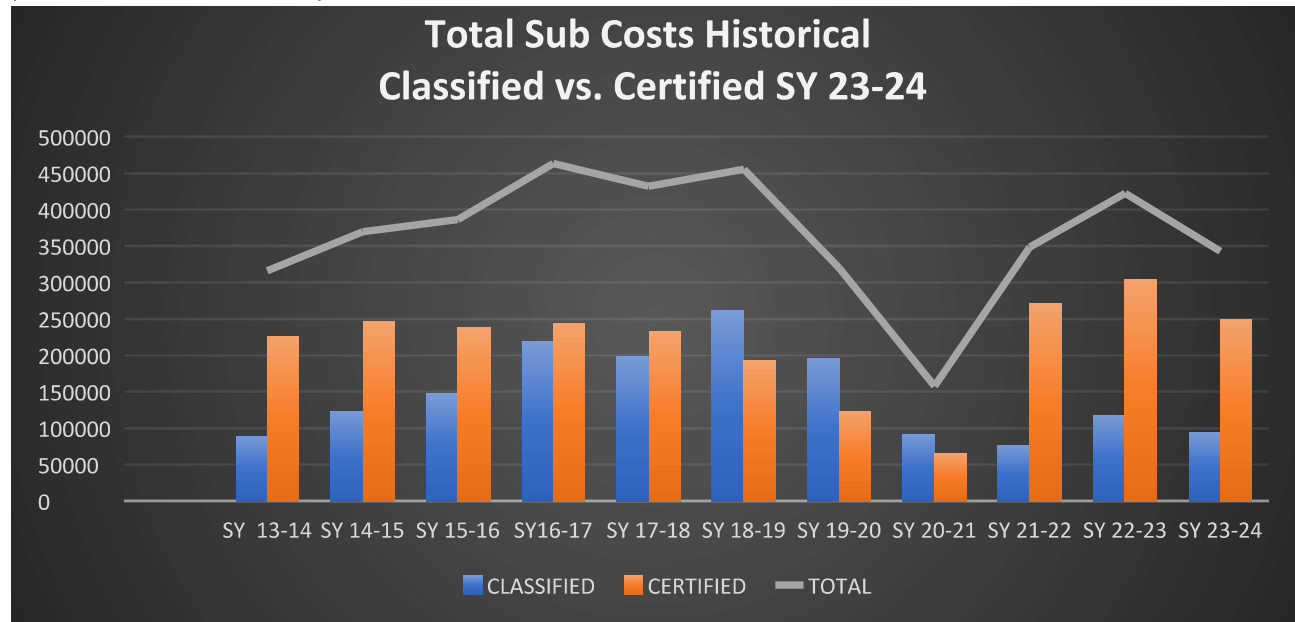
Although there was a decrease in the amount spent, the Linear historical trend displays a continued increased in budgeted certified sub costs.



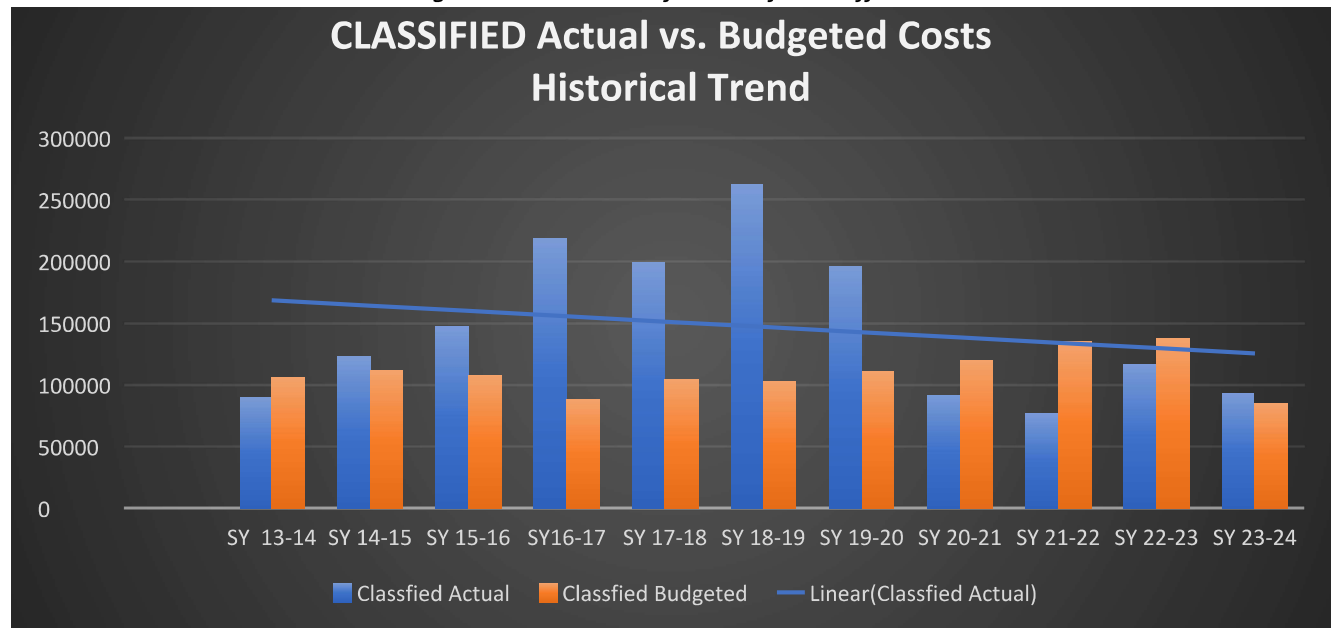
(Historical data continued)



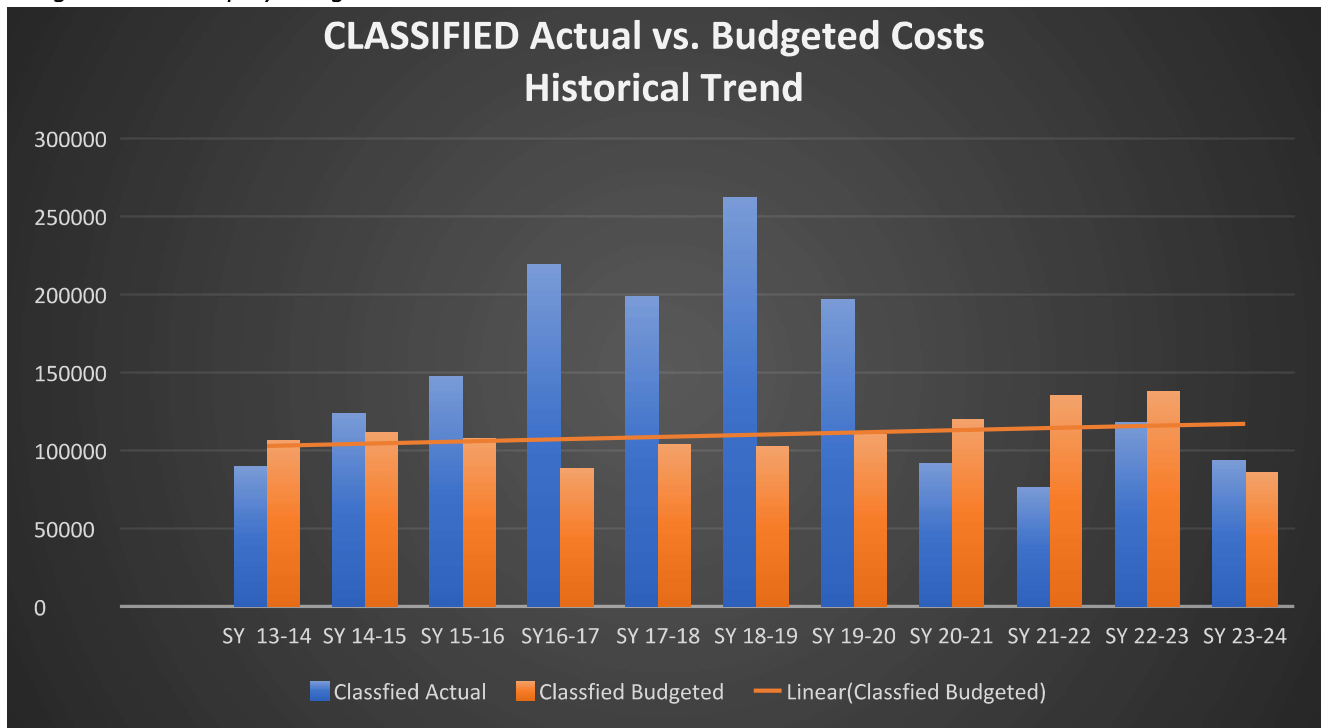
(Historical data continued)



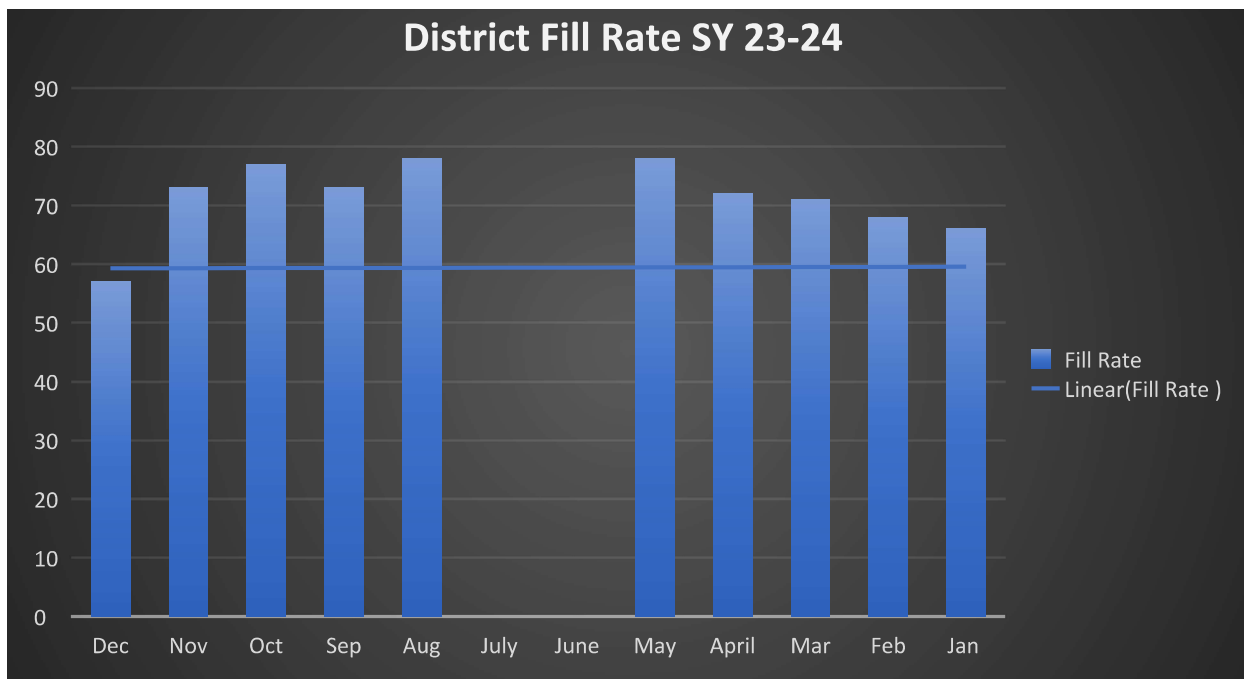
Actual costs continued to show a slight linear decrease for classified staff.



Budgeted costs display a slight linear increase.



Peak fill rates continued to be August, October and May. Whereas overall SCS averaged approximately 60%.



An Education News and Research report from June 2024 indicated that 86% of school districts faced challenges filling open teaching positions for the 2023–2024 school year. Special education, science, and foreign language roles were particularly affected. For the 2023–2024 school year, 13% of all teaching vacancies across Kentucky remained unfilled for the entire year. Overall, we as a district have been very fortunate in that only one SPED position remained unfilled. We are continuously challenged with Bus Drivers, a nationwide issue.

SCS will continually strive in 2025 to reduce absenteeism and minimize costs by working closely with employees and staff to better understand and address barriers to attendance, creating individualized plans where needed (which is currently the approach taken). As always, we aim to foster a healthier more engaged workforce and our goal is to improve our presenteeism rate two percentage points from 91% to 93% for the upcoming year.

Dr. Milli McIntosh