

Teacher Attendance
Presentation to the Mineola Board
of Education

July 20, 2017

Teacher Attendance

- Teacher attendance is directly related to student achievement.
- Teacher attendance is directly-related to a positive school culture.
- Teacher attendance and teacher effectiveness is the foundation of a positive growth mindset.

Article XXV Non-attendance Days

- 15 sick days – all unused days can be accumulated in a “sick bank.”
- A teacher may accumulate a maximum of 200 days.
- 2 Personal Days can not be accumulated (use it or lose it)
- 20 Family Illness days of which 3 are not deducted from bank (3 free days).
- Death in family – up to 5 days not deducted from bank.
- Summary: 20 days available each year; 5 days are “free.”

2016-2017

- Three categories – Sick, Personal and Family Illness.
- Mineola has 280 teachers who took a total of 2,874.5 days for an average of 10.2 days.
- A caveat – 19 teachers had over 21 absences each due to medical issues, family illness or maternity leaves for a total of 914 days.
- If we remove that number, we are left with 261 teachers who took 1,960.5 days for an average of 7.5 days for the year.

Total Absences 2016-2017 by Years Teaching

# of Years Teaching	Total # Teachers	Average Days
1--4	50	3.34
5--10	29	6.64
11--15	30	8.0
16-19	50	8.93
20-24	58	9.34
25-29	22	9.20
30+	22	8.77

% of Absences not Charged to Bank

Number of years	total # teachers	Avg days	% free days
1--4	50	2.83	43%
5--10	29	6.64	44%
11--15	30	8.0	49%
16-19	50	8.93	44%
20-24	58	9.34	41%
25-29	22	9.20	37%
30+	22	8.77	37%

Summary of Data

- 42% of all days taken for the 2016-2017 school year were not charged to a teacher's bank.
- 25% of these days were taken as Family Illness.
- If we remove untenured teachers, there were 211 teachers who took 1,816 days last year for an average of 8.6 days.

Overall Attendance

- 16 untenured teachers and 6 tenured teachers had 100% attendance against their banked days.
- Each of the above 22 teachers took “0” Personal and “0” Family Illness days.
- 48 untenured teachers had exceptional attendance and took less than 3 Personal and Family Illness days.

Final Thoughts

- Teachers are vital to student learning and student achievement.
- We need to encourage good attendance and discourage excessive absences.