



Los Angeles Unified School District Employee Absence Management Update & Progress Report

Presentation to the
Human Resources Committee
November 3, 2005

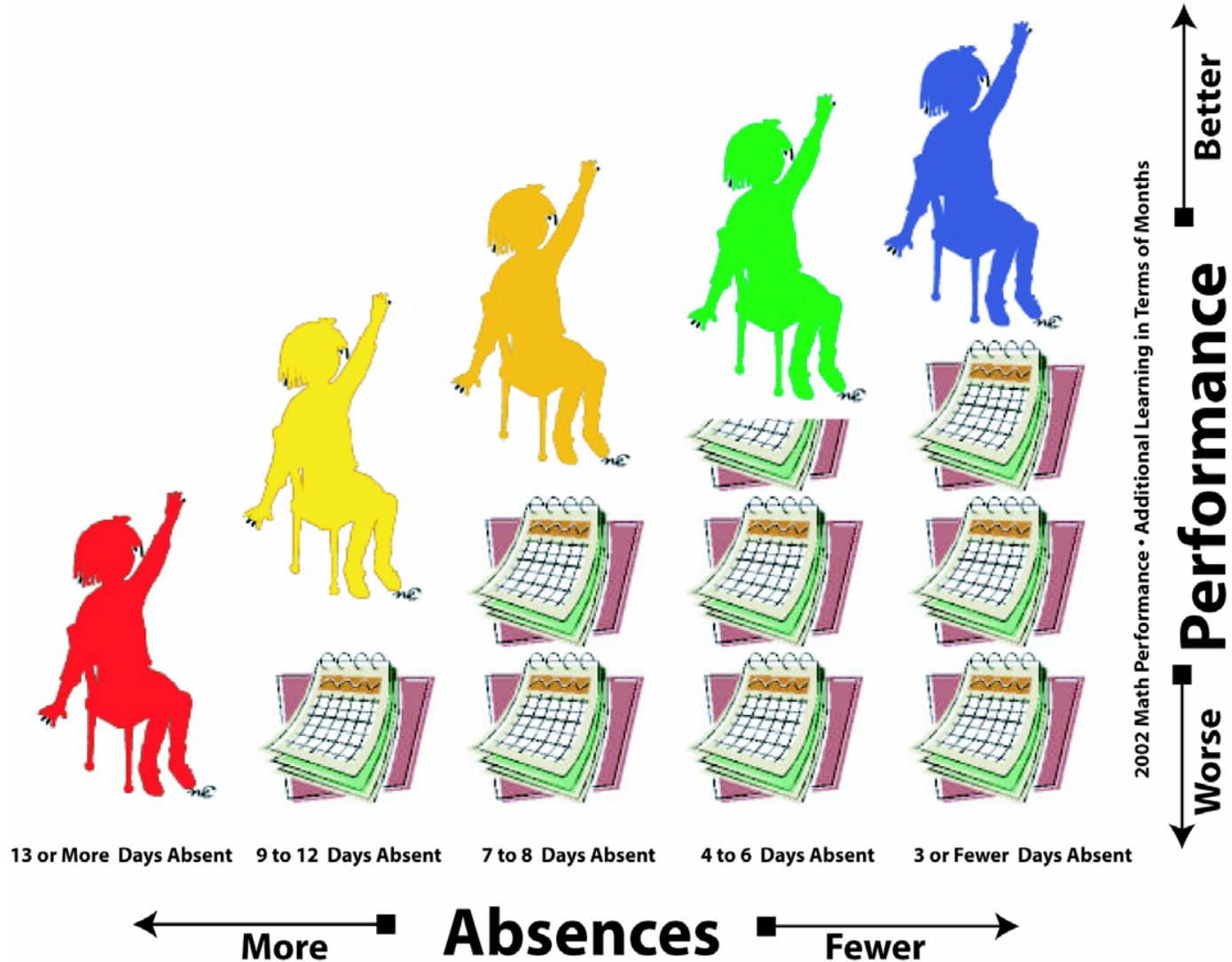
Aso1va

What We Have Learned So Far

- Focus not on “attendance” per se, but actual management of the absence
- Use of payroll data
- Analysis of who, what, when, where, why
- Integration of the Workers’ Compensation, Health and Welfare, Reasonable Accommodation, Disability Retirement, Illness Leave Donations, Wellness, and Family and Medical Leave Programs
- Cost of absence

Employee Absence Hurts Achievement

“Students of Most Frequently Absent Teachers Lag Peers”



* Absence includes Miscellaneous time

Source of Absence Data

District Payroll System

Worked

- Regular (RG)
- Miscellaneous (MS)
- Professional Development (PD)
- Overtime (OT)

Substitute Time¹

Absence

- Bereavement (BV)
- Full-pay illness (IL)
- Half-pay illness (IH)
- Jury duty (JU)
- Personal necessity (PN)
- Unpaid time (UP)
- Workers' compensation (WC)²

Paid Time Off (PTO)

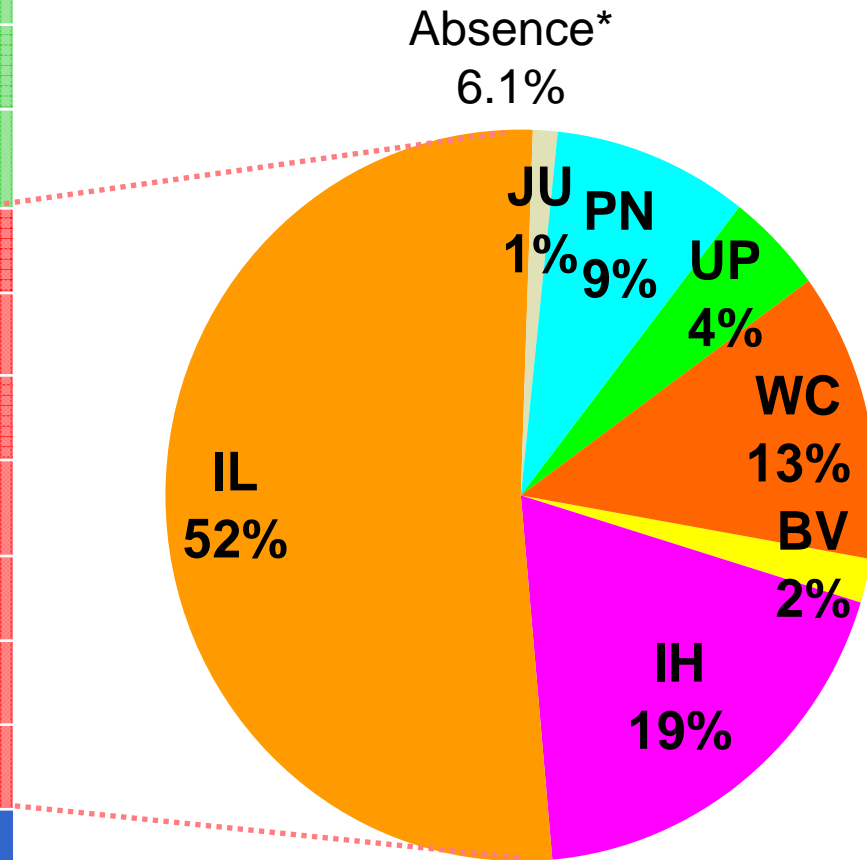
- Holiday (HO)
- Vacation (VA)

¹ Substitute time derived by class instead of pay codes

² WC time includes withdrawal from illness bank and excludes direct payment from Sedgwick CMS

Absence Rate Breakdown, 2004-05

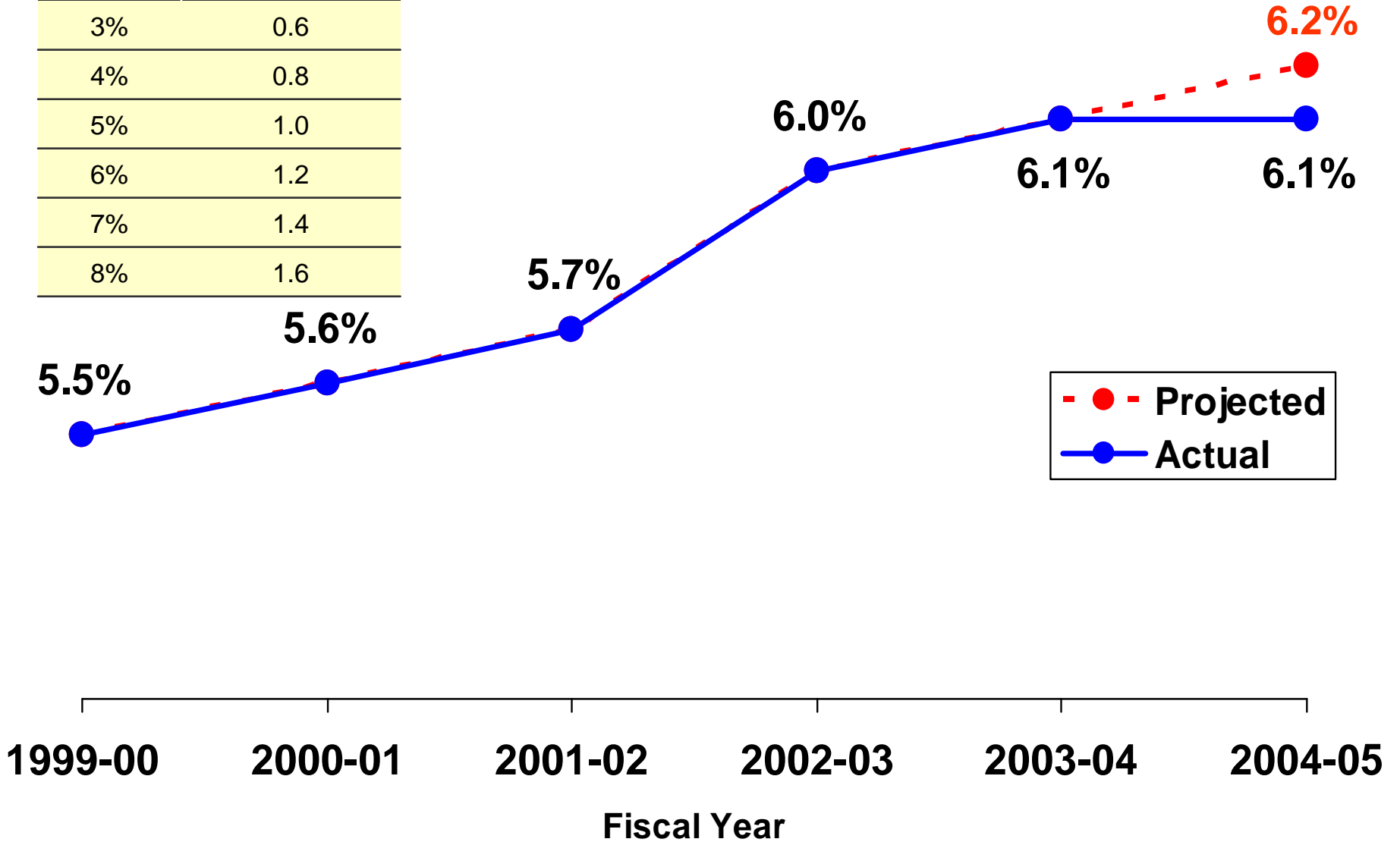
		Pay Codes	Hours
Worked 93.9%		RG	108,072,361 92.8%
		PD	404,836 0.3%
		MS	883,233 0.8%
Non-WC 5.3%		BV	134,314 0.1%
		IH	1,333,135 1.1%
		IL	3,685,461 3.2%
		JU	82,370 0.1%
		PN	625,776 0.5%
		UP	315,057 0.3%
		WC	905,661 0.8%
		Workable Time	116,442,204 100.0%



* Absence Rate = (WC Time + Non-WC Time) / Workable Time

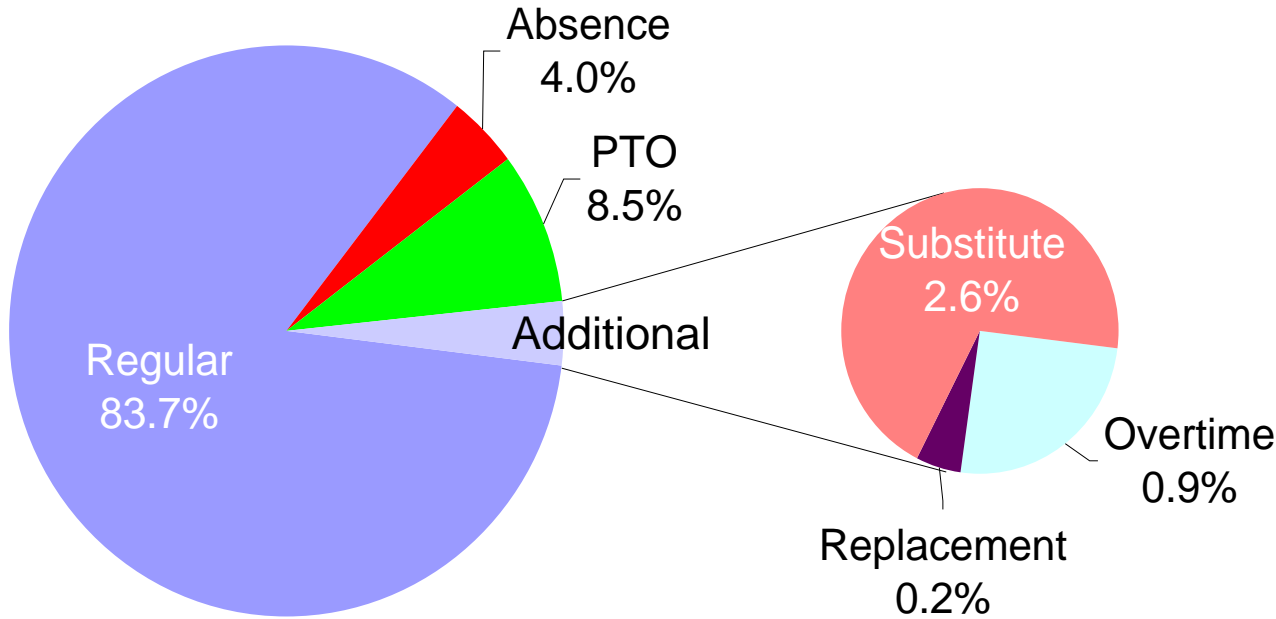
6-Year District-Wide Historical Absence Trend

Absence Rate	Absence Days per Pay Period
3%	0.6
4%	0.8
5%	1.0
6%	1.2
7%	1.4
8%	1.6



What Makes Up Absence Cost?

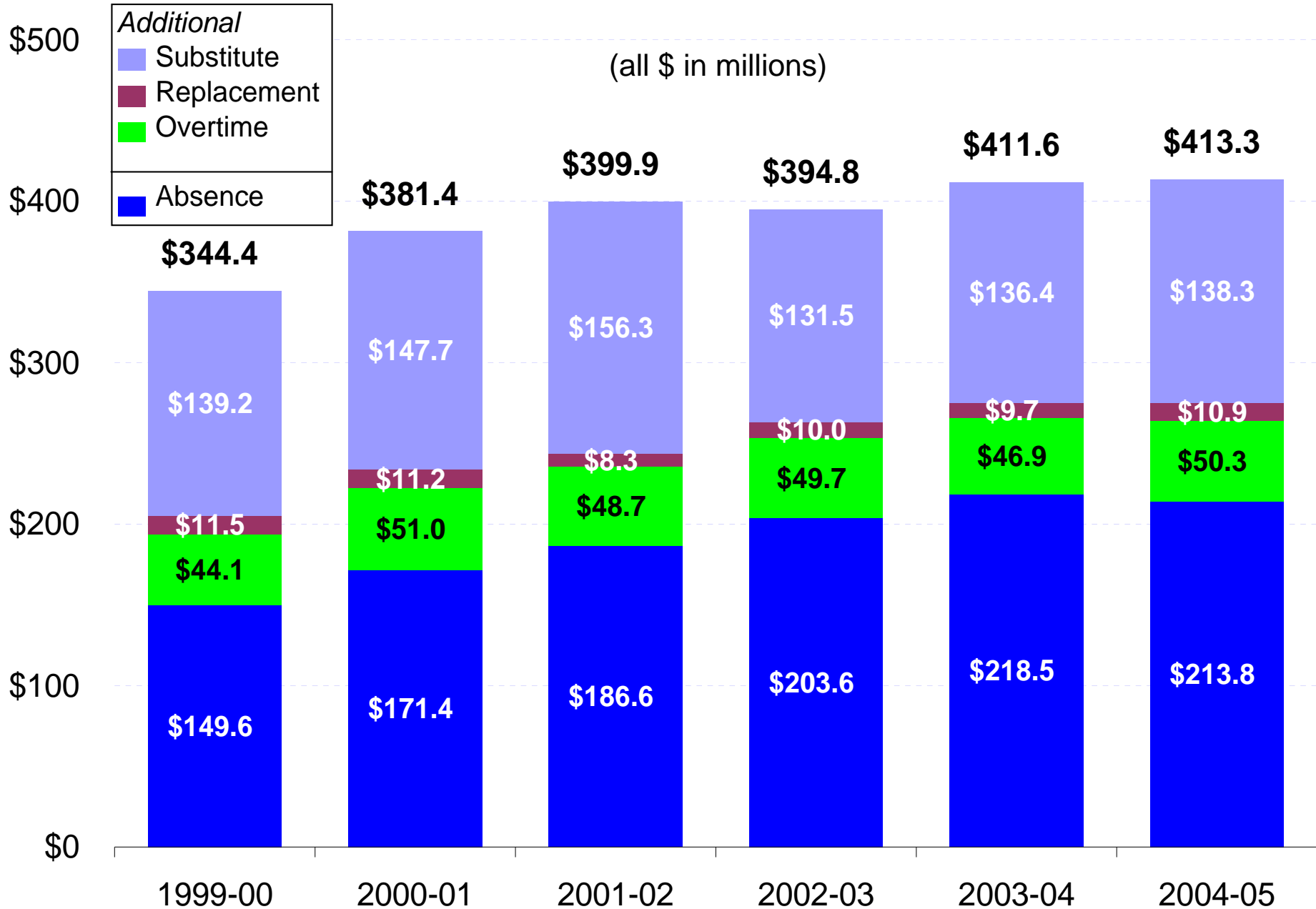
District-Wide, 2004-05
Total Labor Cost: \$5.3 Billion
Total Absence Cost: \$413.3 Million



(\$ in millions)

Pay Category	2004-05 Costs	
Regular	\$4,455.8	83.7%
PTO	\$451.9	8.5%
Absence	\$213.8	4.0%
Salary	\$5,121.5	96.3%
Overtime	\$50.3	0.9%
Replacement	\$10.9	0.2%
Substitute	\$138.3	2.6%
Additional	\$199.5	3.7%
Total Labor Cost	\$5,321.1	100.0%

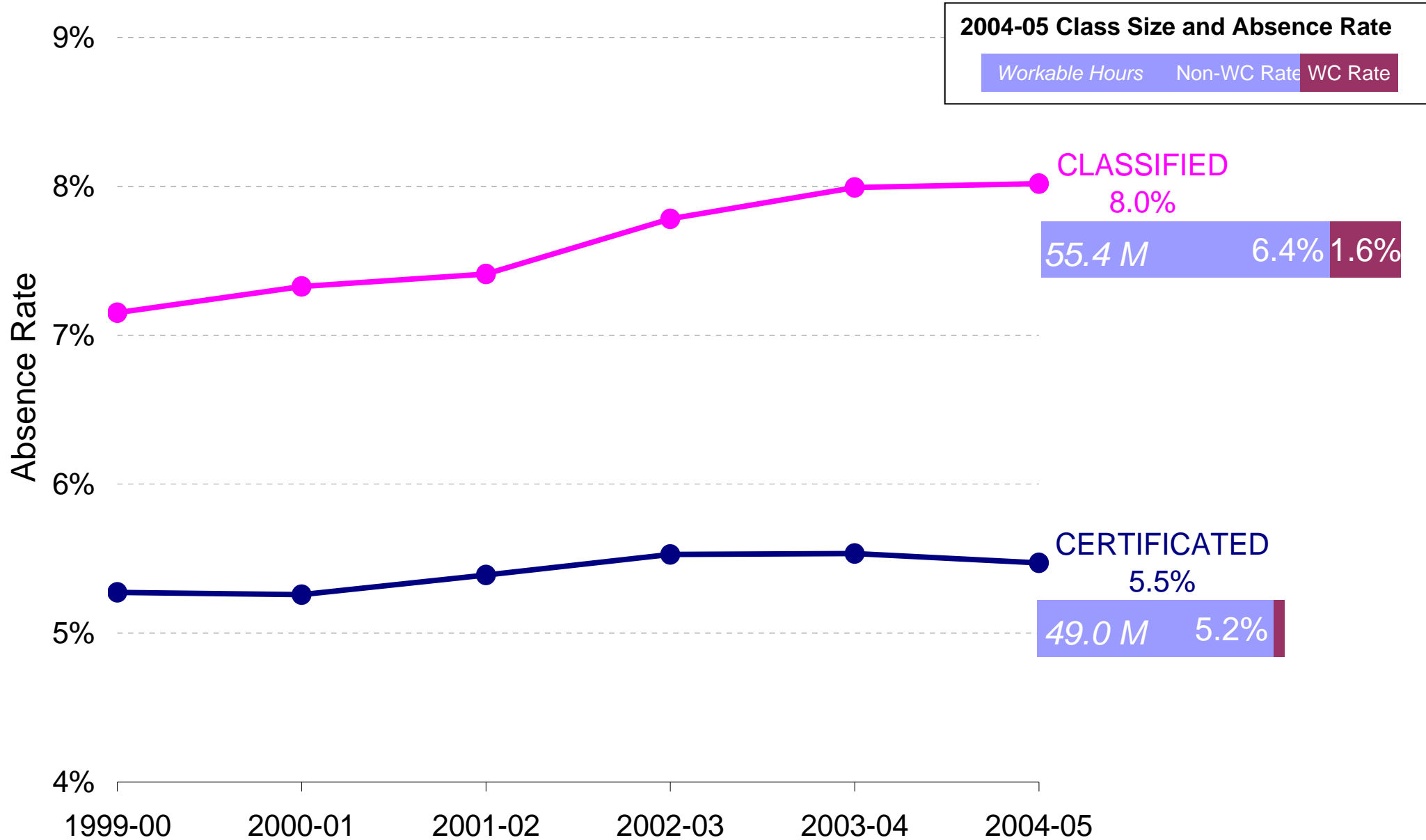
Absence Costs Trend, 1999-05



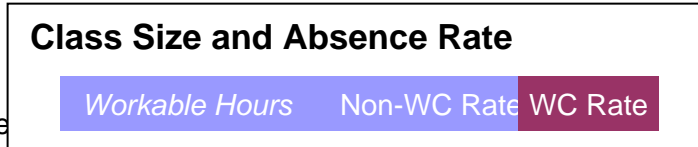
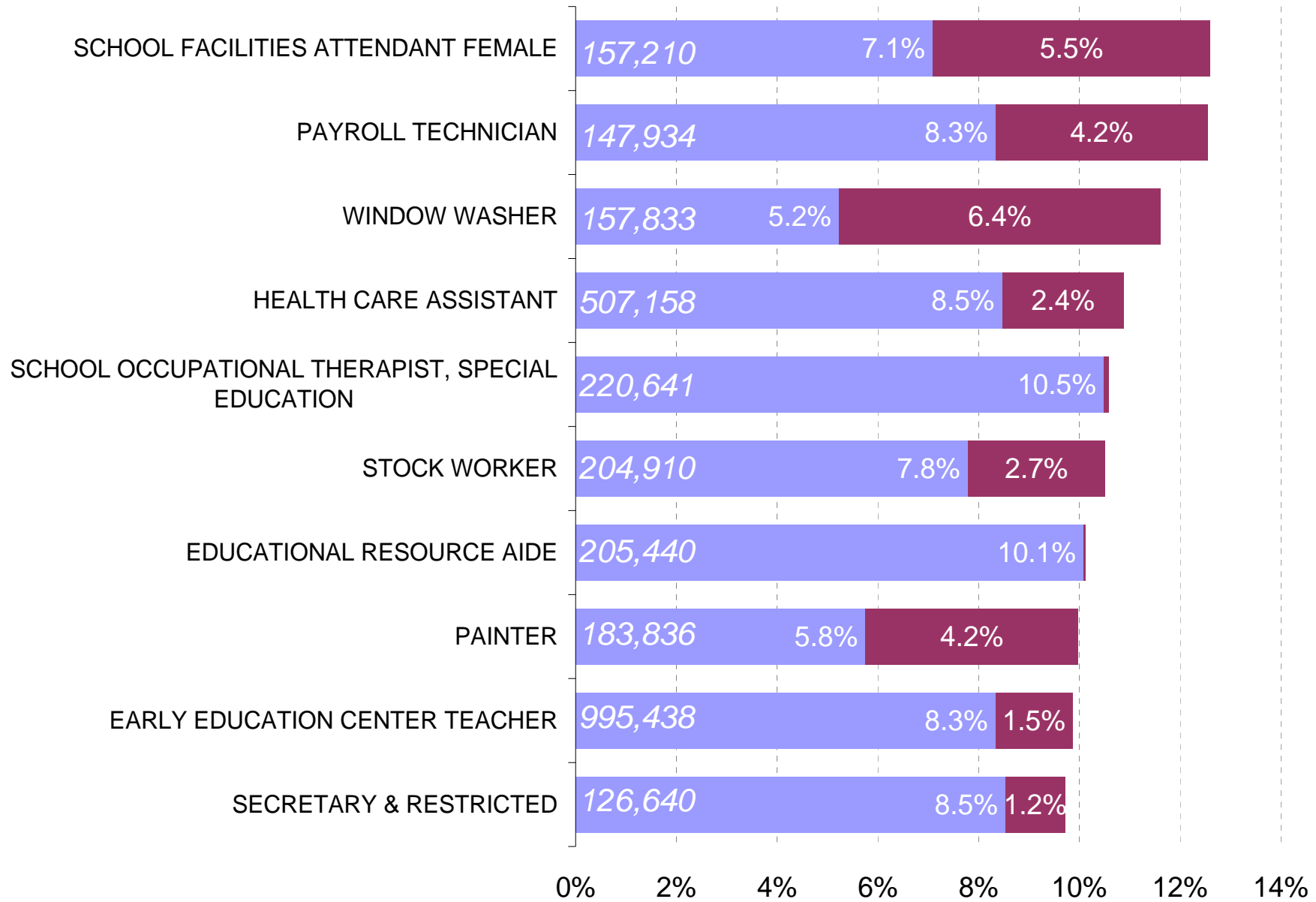
Who is Absent?

- Which job classes have the highest absence rate?
- Which job classes have the lowest absence rate?

Absence Rate: Certificated vs. Classified

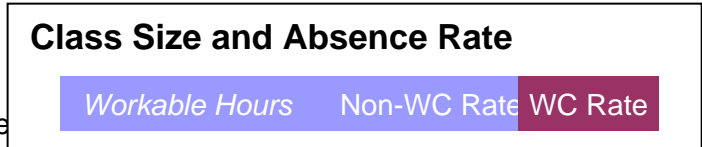
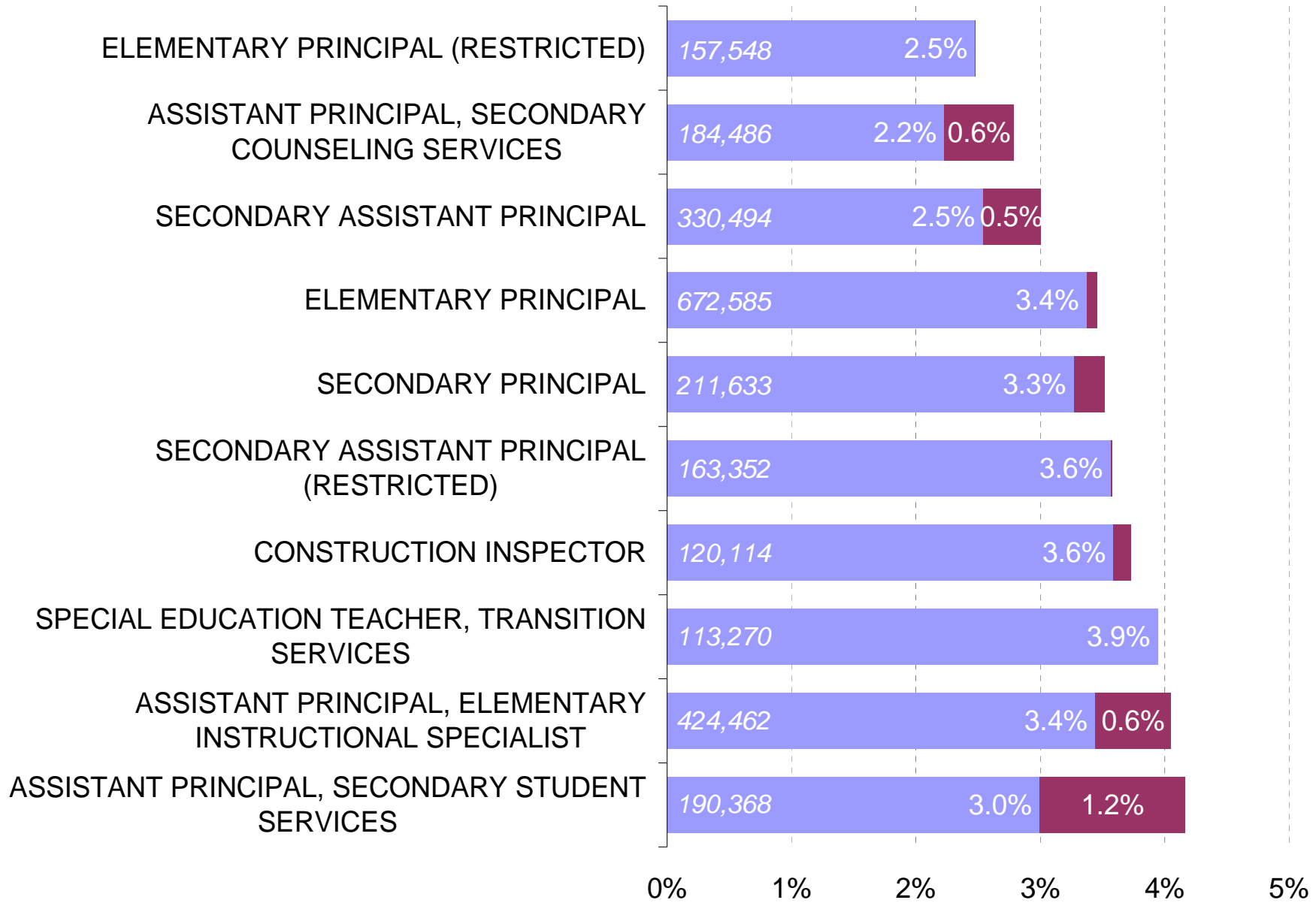


10 Highest Absence Rate Classes, 2004-05



NOTE: Excludes classes with fewer than 100,000 workable hours

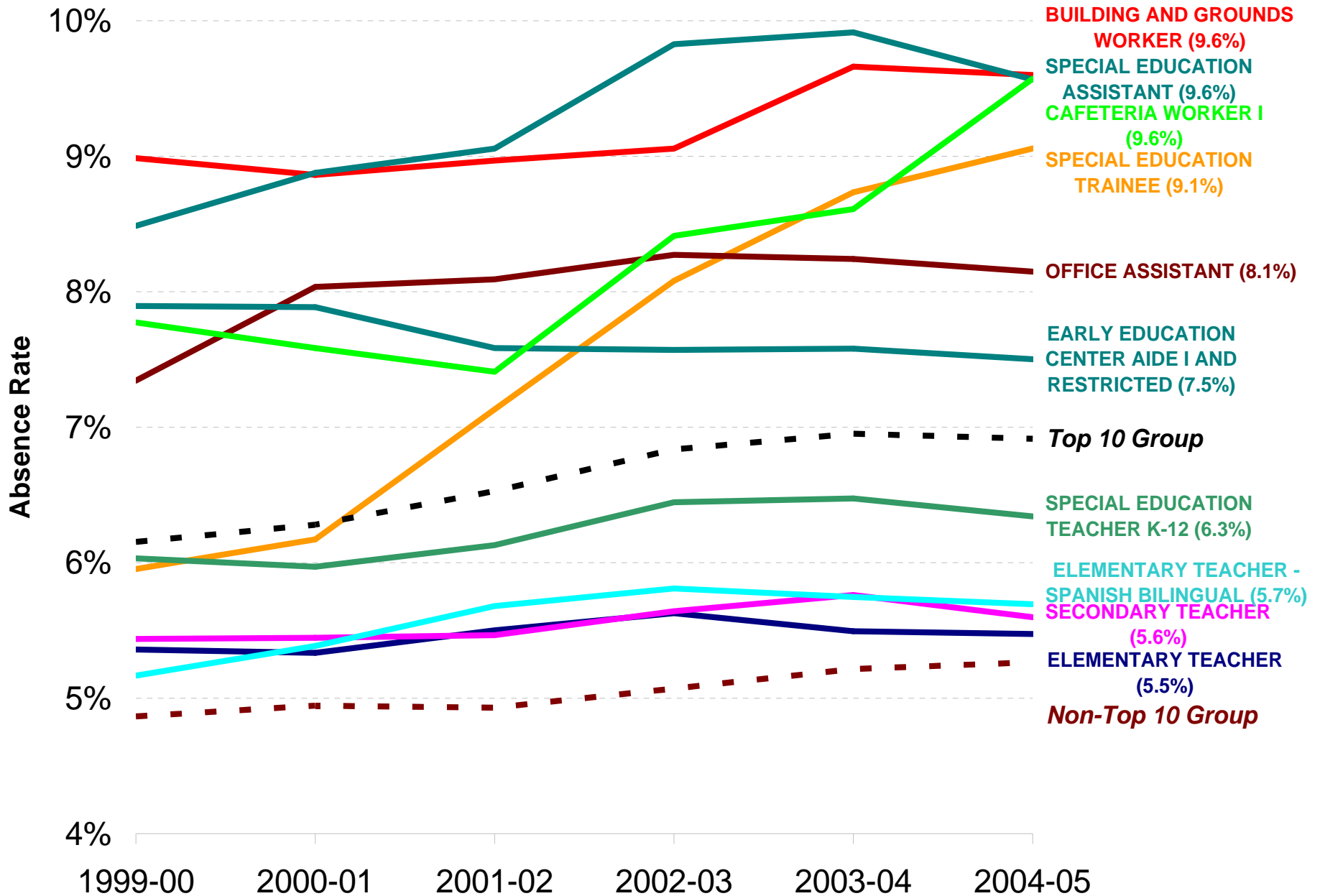
10 Lowest Absence Rate Classes, 2004-05



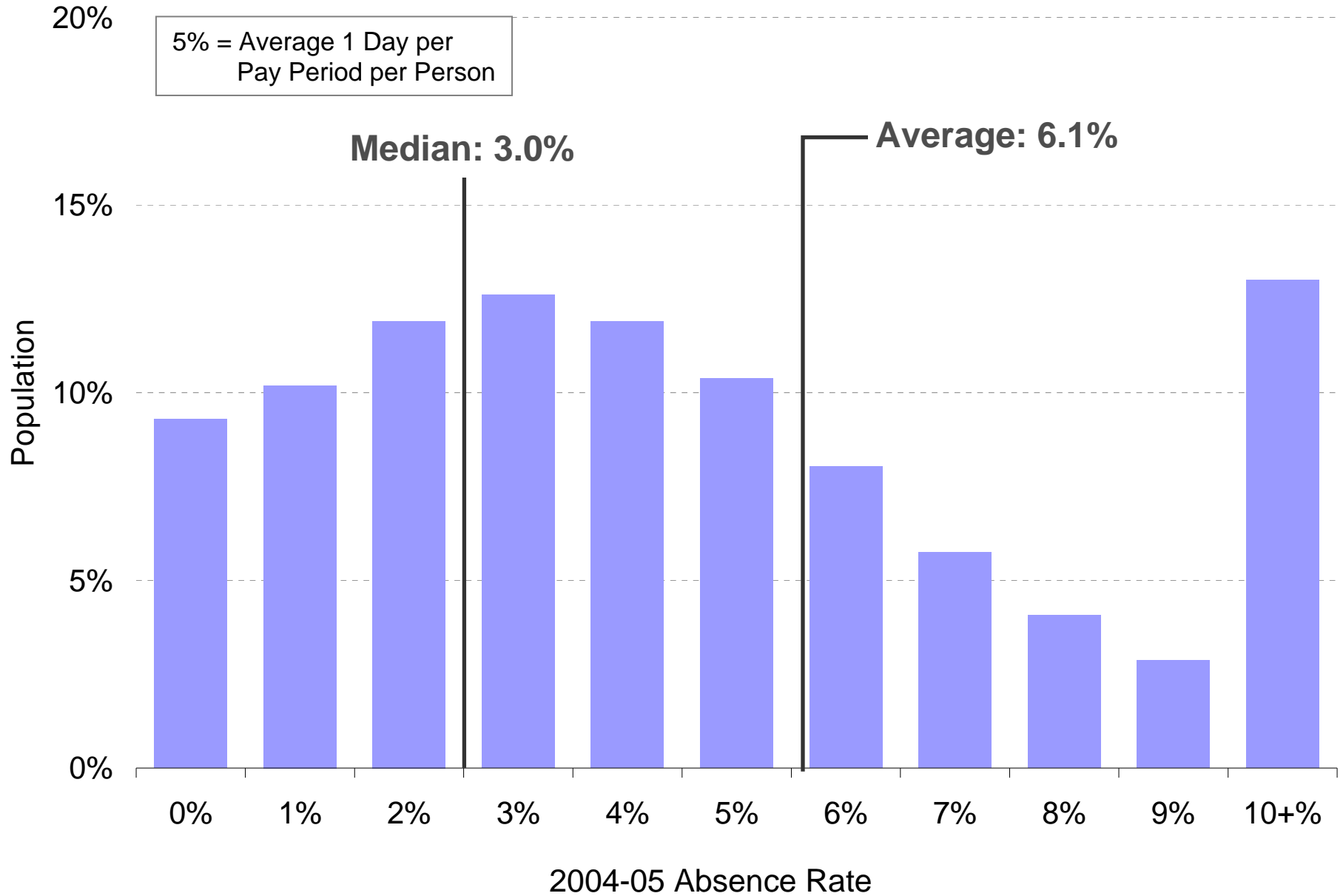
NOTE: Excludes classes with fewer than 100,000 workable hours

Absence Rate of District's 10 Largest Classes

6-Year Trend

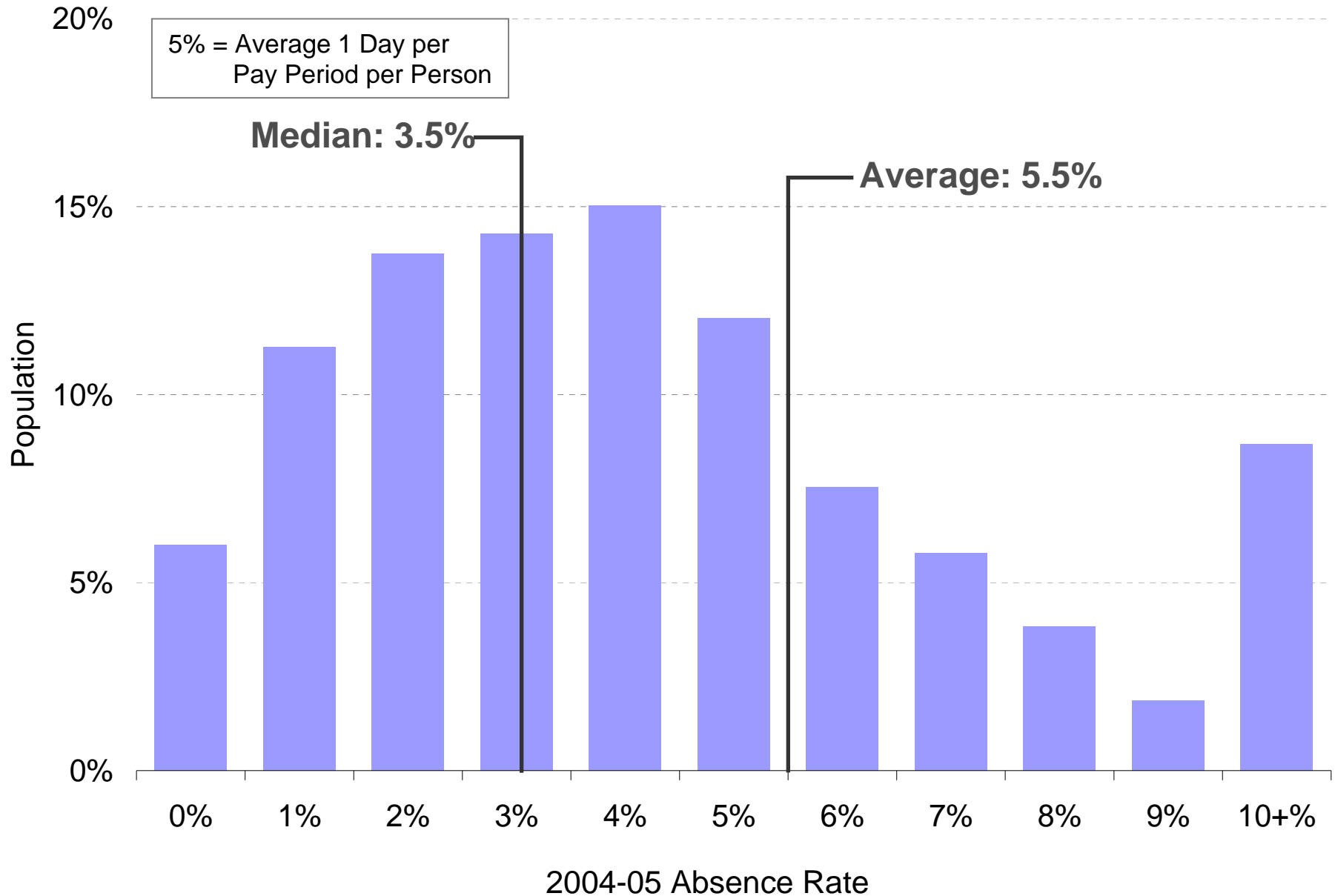


Absence Profile: District-Wide



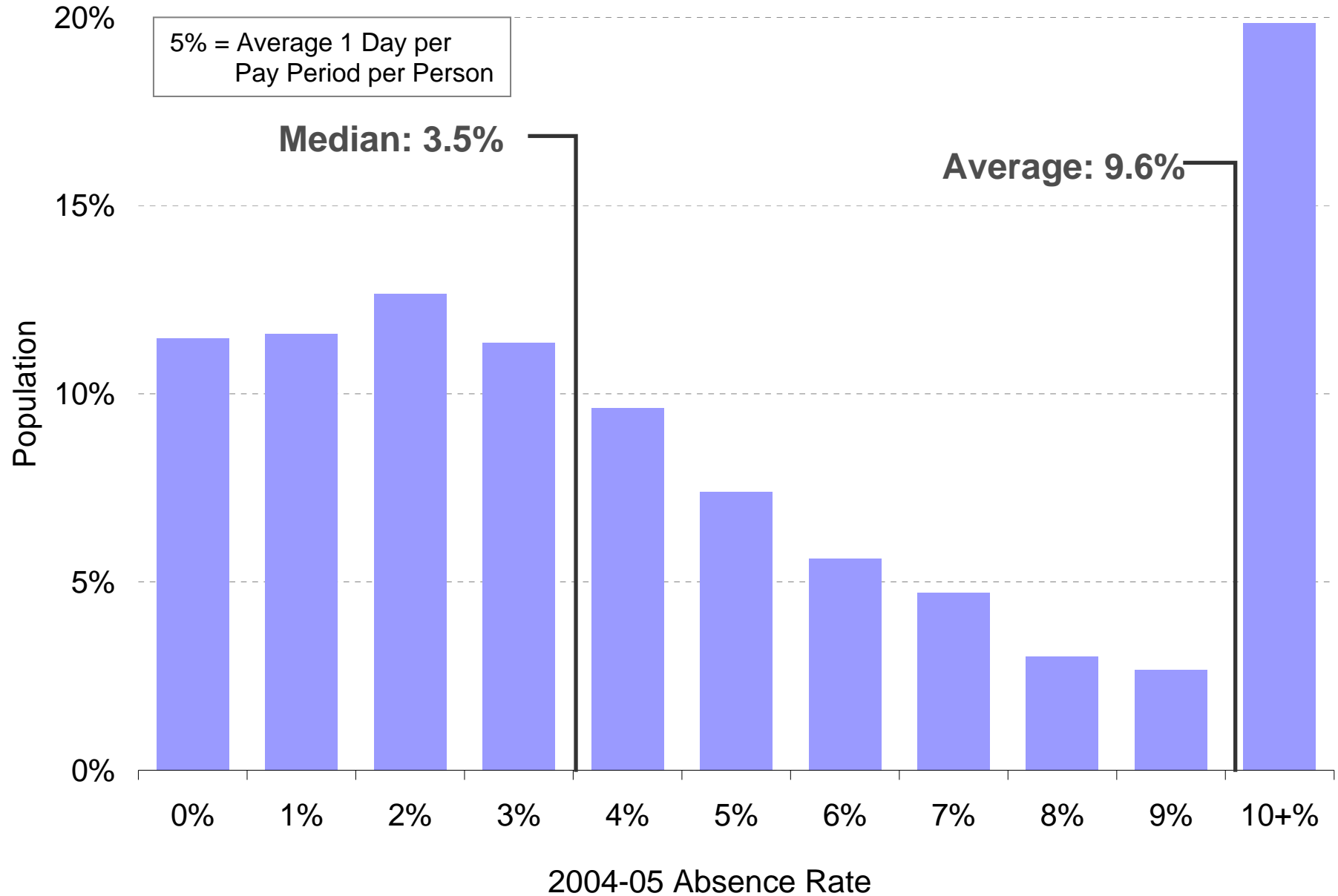
NOTE: Excludes employees with fewer than 1,000 workable hours in 2004-05

Absence Profile: Elementary Teachers



NOTE: Excludes employees with fewer than 1,000 workable hours in 2004-05

Absence Profile: Bldg & Ground Workers



NOTE: Excludes employees with fewer than 1,000 workable hours in 2004-05

How Does LAUSD's Absence Compare?

Metric	Absent Rate / Average Days
Absence Rate	
Philadelphia School District (Teachers)	6%
U.S. Department of Education (Teachers)	5.2%
LAUSD (Teachers)	5.3%
LAUSD (All Classes)	6.1%
Unscheduled¹ Absence Rate	
Nationwide Unscheduled Absence	2.4%
U.S. Bureau of Labor Statistics	3.3%
LAUSD (All Classes)	5.2%
Average Absent Days	
San Diego Unified (Teachers) ²	7
Rialto Unified (Teachers) ³	5.36
Fort Worth Texas Schools (Teachers) ⁴	5.81
Nationwide (Teachers) ⁵	7.5
Nationwide (All Professions) ⁶	5.7
LAUSD (Teachers)	8.6

¹ Excludes Bereavement, Workers' Compensation, and Jury Duty

² San Diego Unified, 2004-05

³ San Bernardino County Sun 1999

⁴ Forth Worth Report 2001

⁵ San Bernardino County Sun 1999

⁶ Mercer 2004

Where Were People Absent Most, 2004-05?

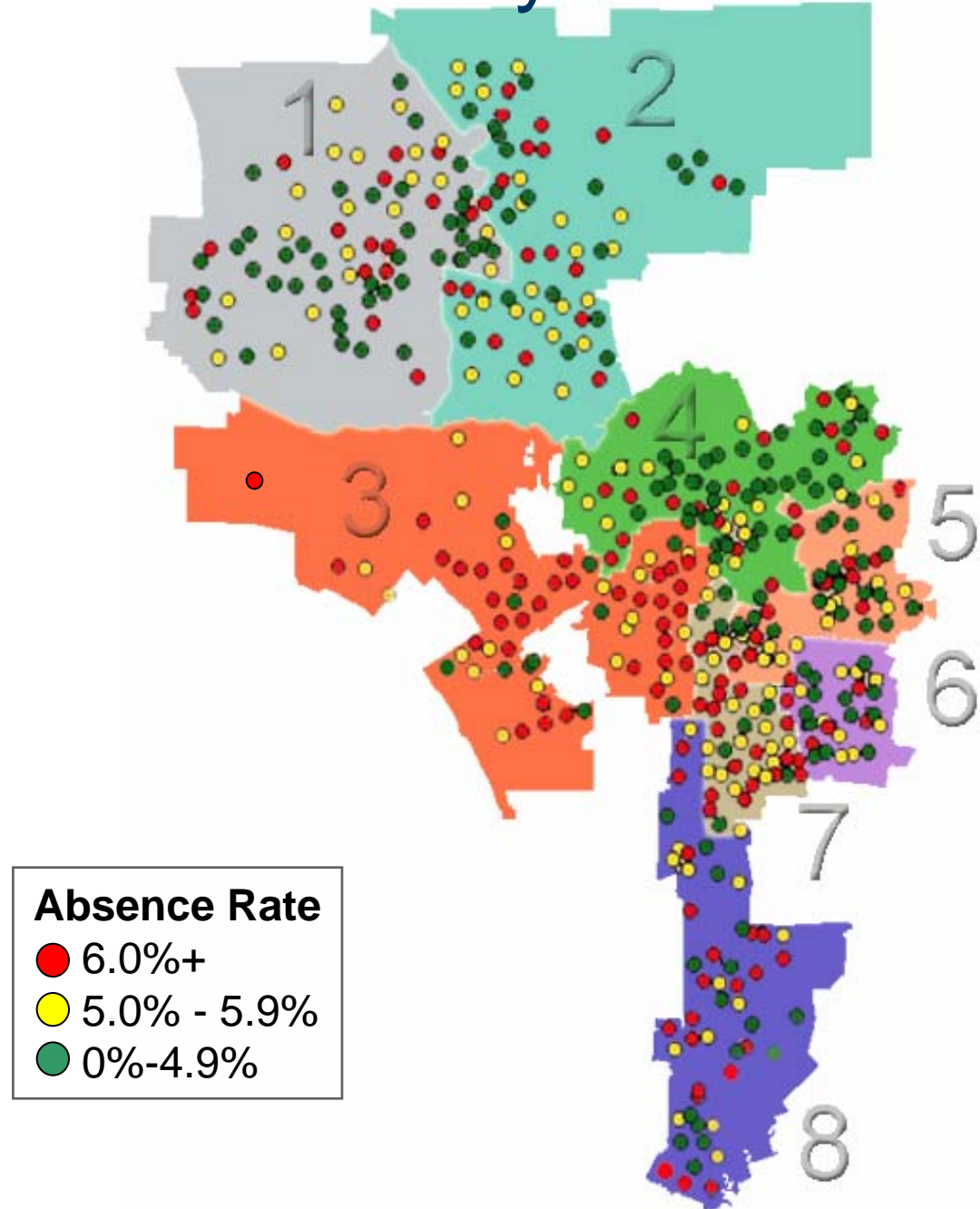
Division	Absence Rate
OFF.OF LEGISLATION&GOVT AFFRS (02)	15.6%
LEGAL ADVISER/GENERAL COUNSEL (51)	8.7%
EARLY CHILDHOOD EDUCATION (33)	8.5%
OFF INSP GENERAL (83)	8.1%
BUSINESS DIVISION (36)	7.7%
SCHOOL POLICE (54)	7.7%
FACILITIES SERVICES DIVISION (37)	7.3%
PUBLIC INFORMATION (1A)	7.1%
ACCOUNTING & DISBURS. DIVISION (07)	6.9%
LOCAL DISTRICT 3 (D3)	6.7%
LOCAL DISTRICT 8 (D8)	6.6%
PLANNING (23)	6.5%
HUMAN RESOURCES DIVISION (53)	6.4%
BUD SERV. & FINAN. PLAN. DIV. (04)	6.3%
LOCAL DISTRICT 7 (D7)	6.3%
INFORMATION TECH. DIVISION (06)	6.3%
STUDENT HEALTH&HUMAN SERVICES (40)	6.3%
SCHOOL FISCAL SERVICES (93)	6.1%
LOCAL DISTRICT 2 (D2)	6.1%
SPECIAL EDUCATION DIVISION (72)	6.1%

Division	Absence Rate
LOCAL DISTRICT 5 (D5)	5.8%
LOCAL DISTRICT 6 (D6)	5.8%
SP. FUNDED&PARENT/COM.PROG.DIV (05)	5.7%
ENVIRONMENTAL HEALTH & SAFETY (34)	5.6%
LOCAL DISTRICT 1 (D1)	5.6%
OFF OF CHIEF FINANCIAL OFFICER (08)	5.6%
LOCAL DISTRICT 4 (D4)	5.5%
PERSONNEL COMMISSION & STAFF (91)	5.2%
INSTR SUP SVC-READING/LITRACY (79)	5.0%
DIV. OF ADULT & OCCUPATION. ED (31)	4.8%
BOARD OF EDUCATION (80)	4.7%
OFC OF CHIEF OPERATING OFFICER (25)	4.3%
BOARD SECRETARIAT (09)	4.3%
INSTR SUPP SERVS-SECONDARY ED (75)	4.3%
DEP. SUPT - INSTRUCTIONAL SERV (20)	3.8%
INSTR SUPP SERV-MATH/SP PROJ (73)	3.8%
DIV OF RISK MGMT & INS SERVS (39)	3.7%
GENERAL SUPERINTENDENT (01)	3.2%
EDUCATIONAL SUPPORT SERVICES (70)	1.4%
EXTENDED DAY PROGRAMS (35)	1.0%

NOTE: Absence rates based on division-location hierarchy structure. Locations that transferred across divisions may skew some division rates. Rate is based on workable hours and is more sensitive to fluctuation in smaller divisions/offices and less sensitive to fluctuation in divisions/offices with a large number of part-time employees. An employee's absence is recorded in all divisions from which they received pay during 04-05.

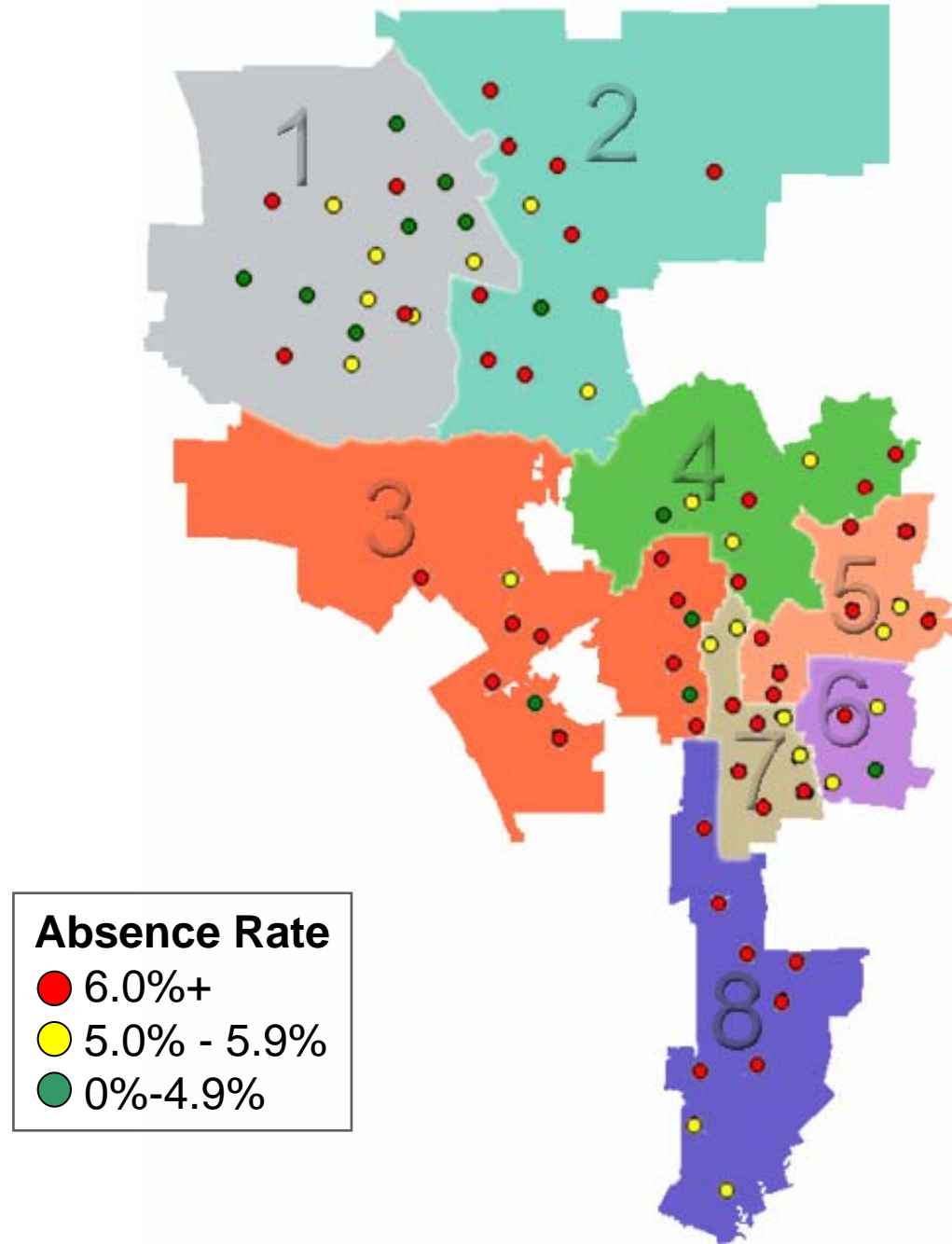
Absence Rate: Elementary Schools

Elementary Schools	
Local District	Absence Rate
1	4.9%
2	5.4%
3	6.3%
4	5.1%
5	5.2%
6	5.3%
7	5.9%
8	5.8%
Average	5.5%



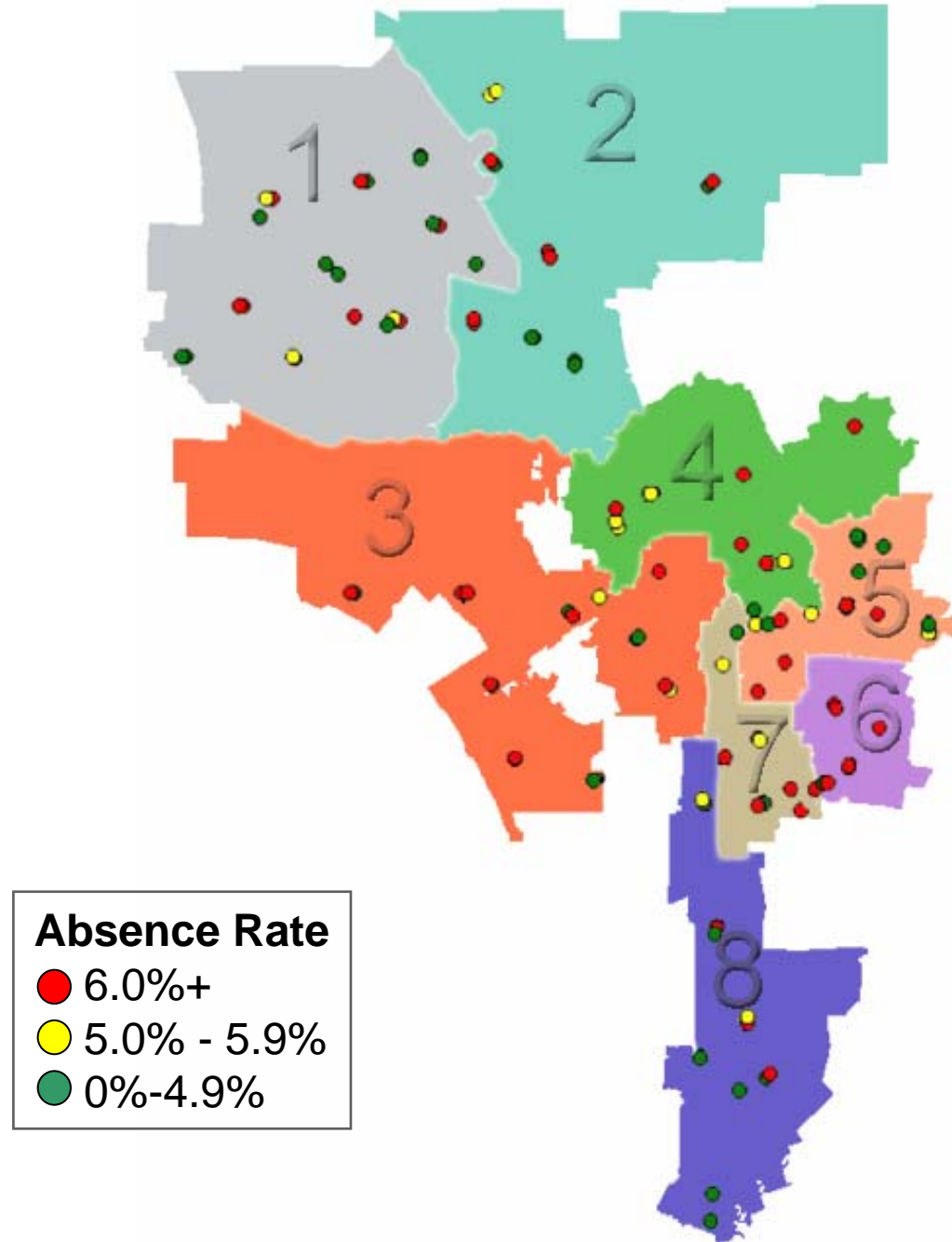
Absence Rate: Middle Schools

Middle Schools	
Local District	Absence Rate
1	6.0%
2	6.8%
3	7.6%
4	6.4%
5	6.7%
6	6.0%
7	7.0%
8	8.1%
Average	6.8%

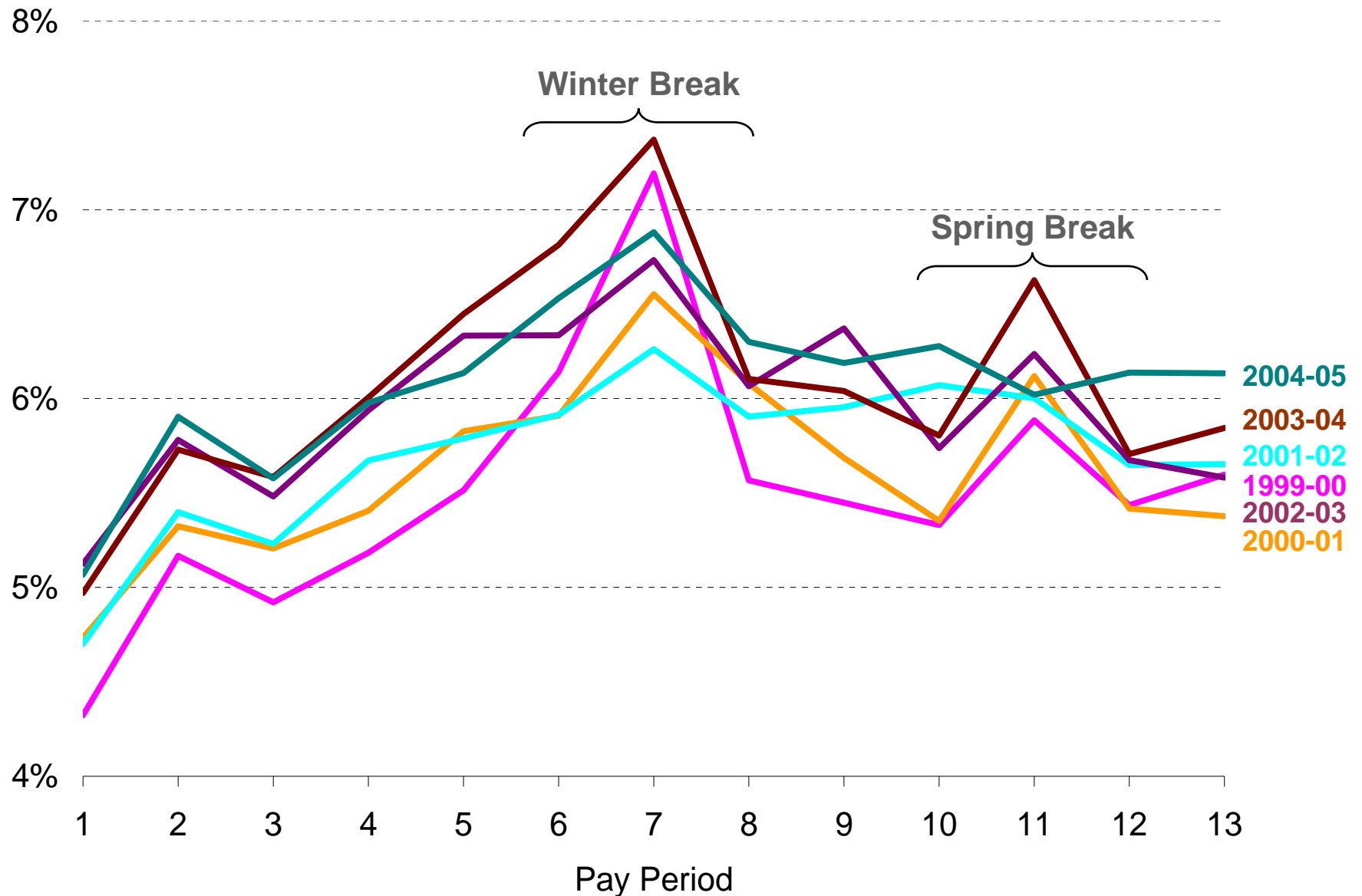


Absence Rate: Senior High Schools

Senior High Schools	
Local District	Absence Rate
1	5.7%
2	6.6%
3	6.3%
4	5.8%
5	6.2%
6	6.3%
7	6.6%
8	6.5%
Average	6.2%

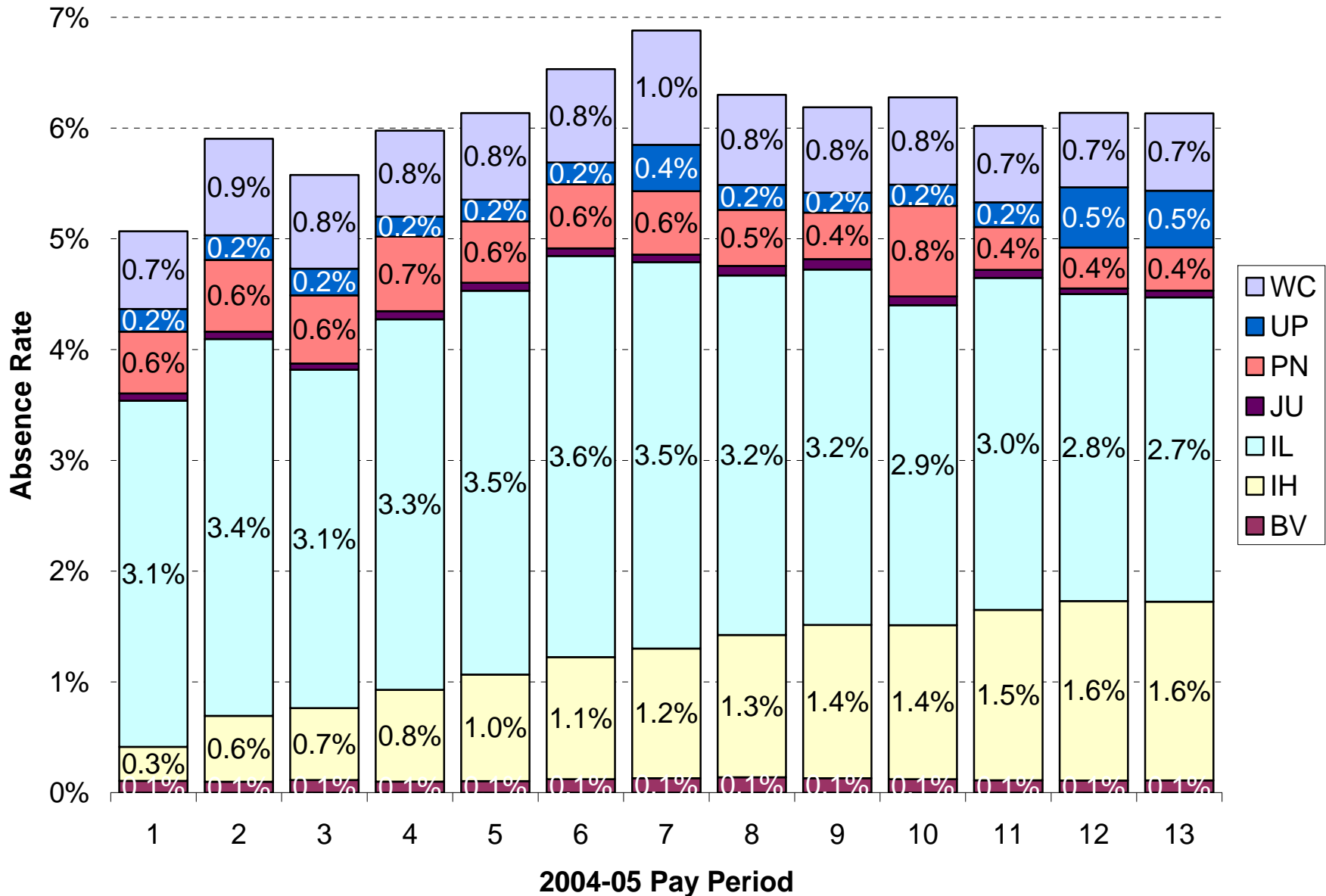


When Are Employees Absent?



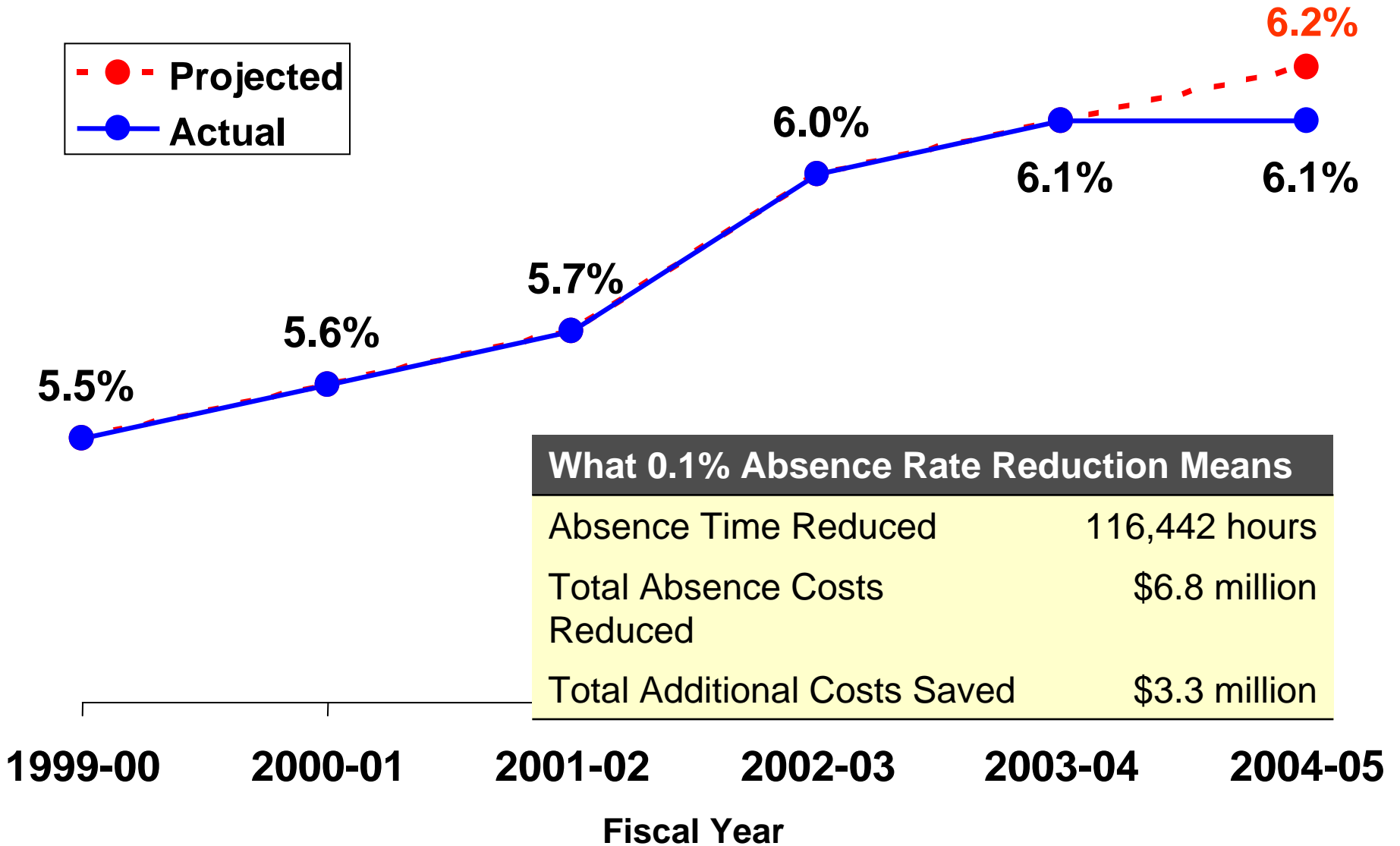
* In 2004-05, Spring Break fell on pay period 10 whereas in prior years, it fell on pay period 11.

Absence Rate by Pay Period, 2004-05



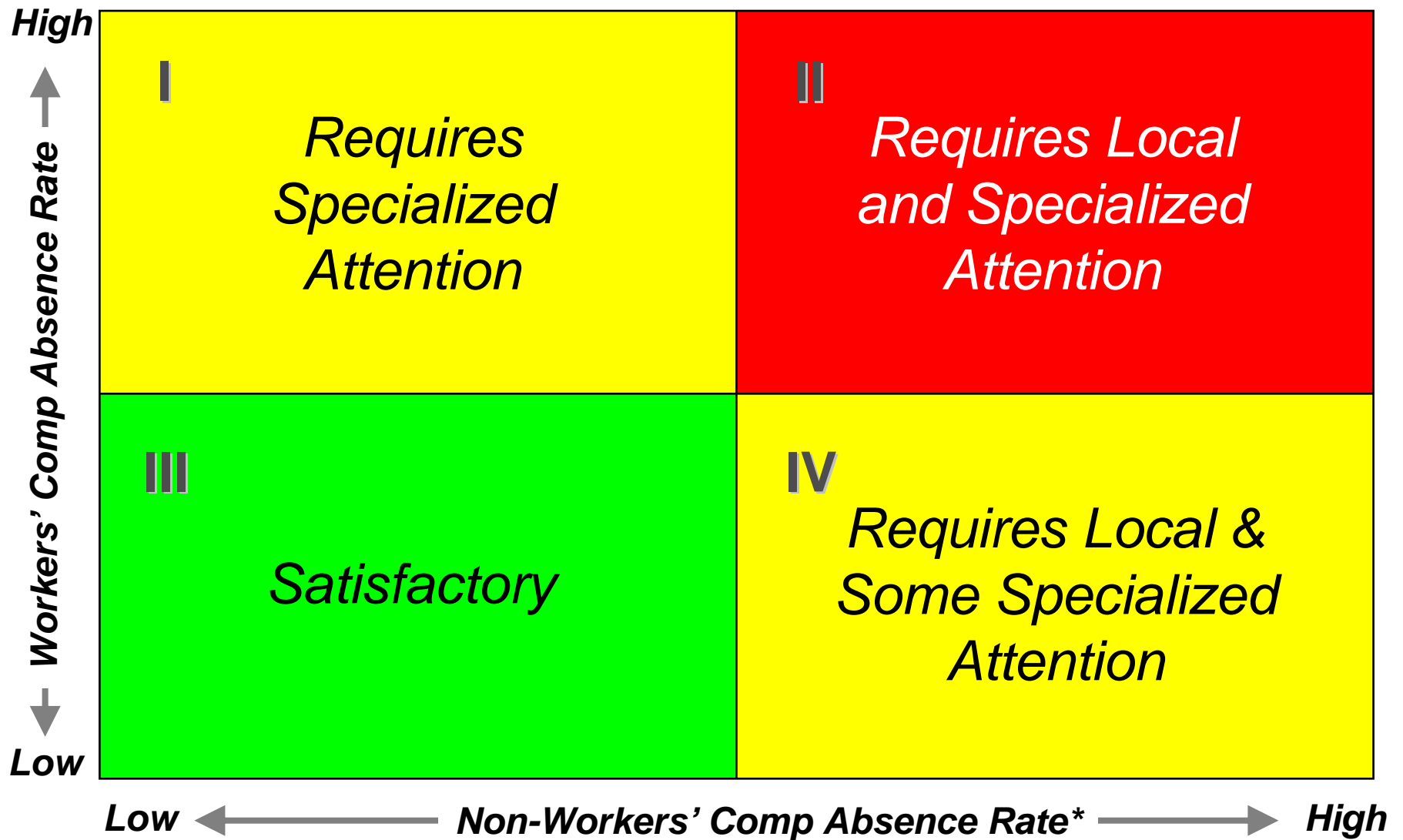
What Can We Do About Absence?

6-Year District-Wide Historical Employee Absence Rate



What 0.1% Absence Rate Reduction Means	
Absence Time Reduced	116,442 hours
Total Absence Costs Reduced	\$6.8 million
Total Additional Costs Saved	\$3.3 million

Absence Profiling: Interpretation



*Bereavement, illness, unpaid time, jury duty, personal necessity

Absence Profiling: All Schools

