

Station 3 - Paraeducator Absenteeism Phenomenon and CT Paid Sick Leave Law January 8, 2025

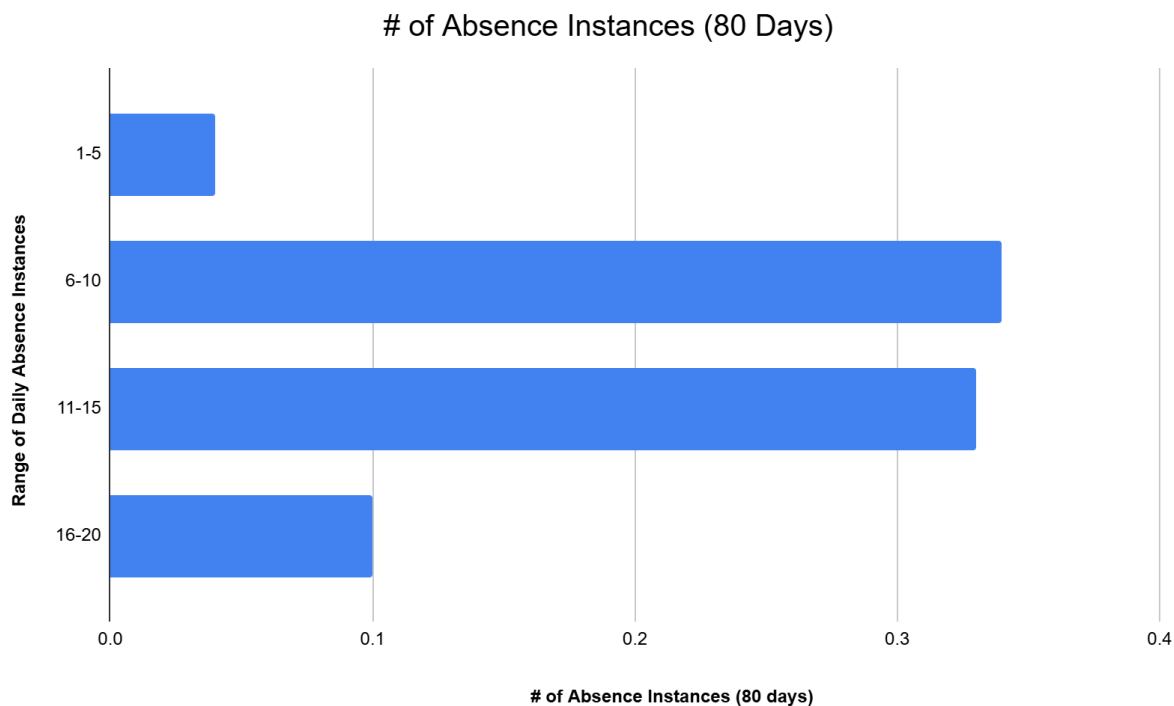
Workshop Facilitators: Administrator Sara Iapaluccio, HR Coordinator Carolyn Yakaitis and Paraeducator Brian Syms

When Paraeducators are Absent

- Para absences put an enormous strain and burden on other para and teaching staff.
- The rate of absenteeism makes it nearly impossible to effectively run specialized programs. Teachers are acting as 1:1 paras on most days.
- Only sub pool available are part-time paras who may be able to work a full day, permanent teacher building subs, K aides who are willing to work a full day in a para position
- Paraeducator attendance concerns are minimal over the summer because if they do not work a day, they do not get paid
- New Sick leave law going into effect 1/2/25 will make the absence situation even more dire. Any staff will be able to take up to 40 hours of leave with no notice and no reason given. No documentation can be required. Supersedes contract requirements for 40 hours, then contract kicks in.

Absence Instance Data

An 'absence instance' refers to anytime a full time paraeducator takes a $\frac{1}{4}$, $\frac{1}{2}$ or full day.

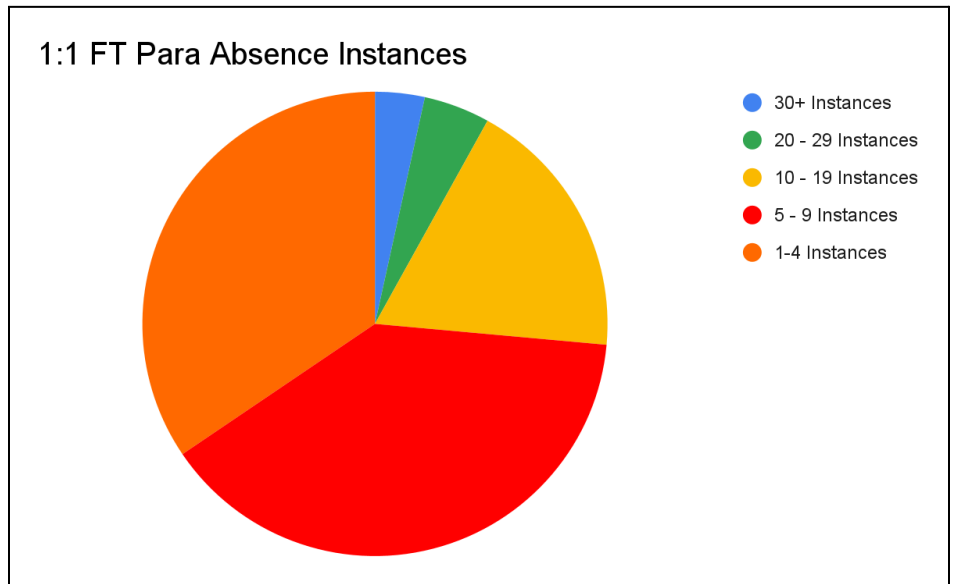


Paraeducator Daily Absence Report - Total Instances of Absence by Date

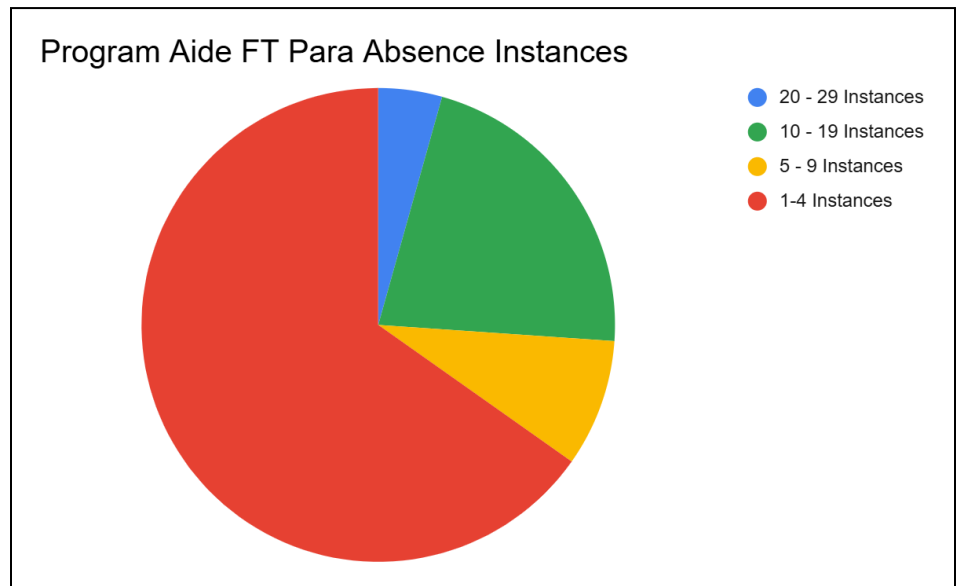
Date	Total Instances	Date	Total Instances	Date	Total Instances
8/26	2	10/7	14	11/18	17
8/28	5	10/8	11	11/19	11
8/29	1	10/9	12	11/20	10
8/30	5	10/10	11	11/21	10
9/3	6	10/11	17	11/22	11
9/4	6	10/15	14	11/25	13
9/5	9	10/16	8	11/26	9
9/6	10	10/17	12	11/27	9
9/9	7	10/18	11	12/2	9
9/10	10	10/21	14	12/3	16
9/11	6	10/22	10	12/4	13
9/12	11	10/23	9	12/6	13
9/13	8	10/24	20	12/9	13
9/16	6	10/25	16	12/10	13
9/17	16	10/28	16	12/11	15
9/18	9	10/29	14	12/12	17
9/19	7	10/30	14	12/13	12
9/20	13	10/31	12	12/16	10
9/23	15	11/4	9	12/17	13
9/24	10	11/6	9	12/18	13
9/25	11	11/7	11	12/19	10
9/26	11	11/8	8	12/20	9
9/27	10	11/11	17	1/2	11
9/30	15	11/12	9	1/3	14
10/1	8	11/13	12	1/6	10
10/2	9	11/14	9		
10/3	10	11/15	16		
10/4	8				

FT Para Absences; 1:1 compared to Program Aides

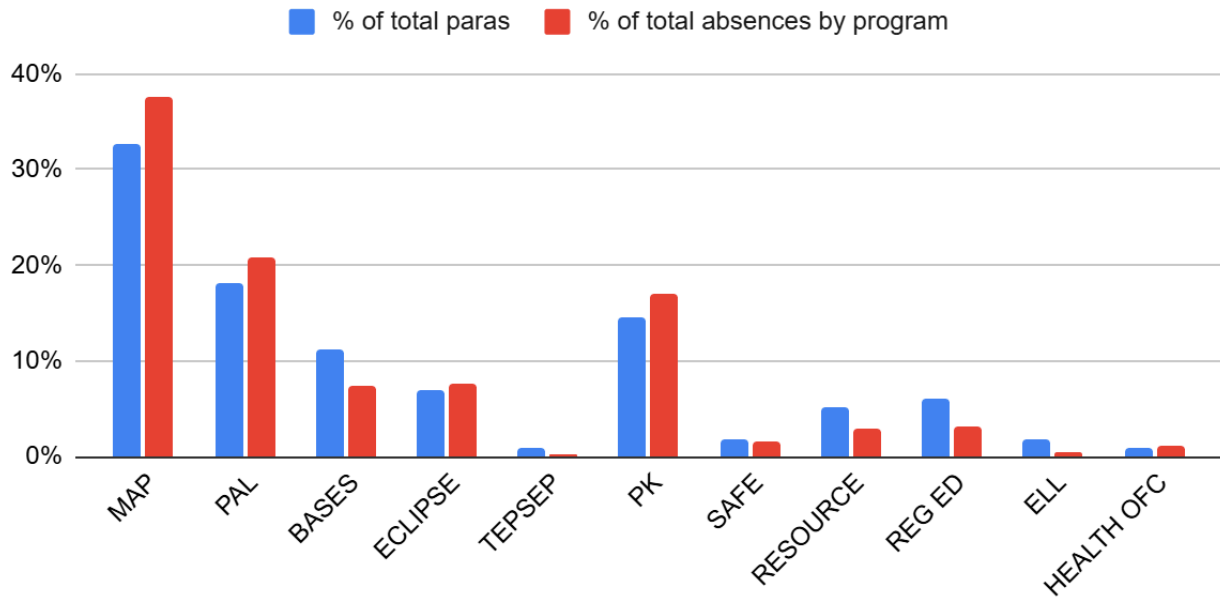
Total Instances 1:1	736
Total Instances	866
% of total absences	85%
% of total FT Paras: 1:1	78%



Total Instances Prog Aides	130
Total Instances	866
% of total absences	15%
% of total FT Paras: Prog. Aides	22%



Para Absences By Program



MAP - Multiple Ability Program

PAL - Program for Alternative Learning

BASES - Behavioral, Academic, Social, Emotional Supports

ECLIPSE - Ellington Continuing Life Independence Post
Secondary Education

TEPSEP - The Ellington Public Schools Expulsion Program

PK - Preschool Program

SAFE- Student Achievement for Excellence

RESOURCE - Resource Room Setting

REG ED - ISS/Media Asst

ELL Program

Health Office