


2019 DMEC ANNUAL CONFERENCE
WASHINGTON, D.C. | AUGUST 5-8

The Tapestry of Absence Management Baltimore County Public Schools

Providing collaboration and consultation to provide quality service to employees and BCPS

Moderated by: Dr. Frances Allen, Executive Director HR Operations


Presenters: Michelle Dacey, Manager, Employee Absence and Risk Management (OEARM)
Karen Miles, Specialist, Benefits Leaves and Retirement
Amber Watson, Nurse Case Manager, OEARM
Vickie Mohney, Representative, OEARM
Torja Williams, Representative, OEARM



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Baltimore County Public Schools

- The 25th largest school district in U.S., 3rd in Maryland
- 174 schools programs and centers
- 18,2002+ employees(regular and temporary), 9,834 teachers
- Five (5) bargaining units and non-unit employees
- Multiple types of leave (personal illness, family illness, vacation, personal business, bereavement, legal summons, etc.)



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Why Absence Management


- Negative Impact on Student Achievement (OCR data)
- Costs of benefits and substitutes
- Disruption of academic and other programs
- Effect on co-workers, relationship with employee and productivity
- Rich benefit plans and sense of entitlement
- Few limits, terms or conditions on use of sick leave benefits
- Loss of administrative time to handle and less developed management strategies
- Increased exposure to safety/liability issues
- Education has higher rate of absence and studies show the longer an employee is absent from work, the more difficult to get them back and keep them back at work.



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Personal and Family Illness Leave

- To obtain documentation of the appropriate use of personal and family illness leave to protect these benefits for all employees.
- To provide assistance and resources for employees with health problems.
- To provide support for employees who attend work regularly and use personal and family illness appropriately.




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Sick Leave Excuses

I'm sick because:

- "My administrator is harassing me"
- "I don't like my administrator"
- "I received an unsatisfactory evaluation"
- "I earned and saved "my" time and now I want to use it"
- "I don't like the school/position/age group/assignment, etc."

Actual requests on provider notes: "An environment with minimal perceived stress" and "cannot work with students"




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BCPS Offices and Programs

Office of Employee Absence and Risk Management (OEARM)
IDM: Integrated Disability Management and Sick Leave Bank (2)
EAMP: Employee Attendance Monitoring Program
Workers Compensation
Options, Unpaid Status, Release of Positions and Other Related Programs:
FFD and Reasonable Suspicion

Office of Employee Benefits, Leaves and Retirement (BLR)
FMLA & Other Leaves of Absence (LOA)
Voluntary LTD
Retirement Agencies (State and County)


Office of Employment Dispute Resolution (EDR)
ADA



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IDM and EAMP

<p>IDM</p> <ul style="list-style-type: none">• Management of acute and chronic personal health issues• Absences of 10+ consecutive days (excluding maternity/paternity)	<p>EAMP</p> <ul style="list-style-type: none">• Provides procedures for monitoring intermittent absences and consecutive absences of 9 days or less due to personal or family illness.• Excludes employees out 10+ consecutive days and reported to IDM or employees on maternity/paternity leave.• Based on Employee Attendance Standard (EAS)
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Employee Attendance Monitoring Program


Phase 1 - Identification of Personal and Family Illness Leave Usage

Phase 2 - Employee Conference

Phase 3 - Medical Documentation Required for Future Use of Personal/Family Illness

Phase 4 - Review by OEARM

Phase 5 - Follow-up




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Case Review: Scenario #1

Abby Absent

- Missed 16 sick days by mid-October
- Work Injury October 15
 - Off work until February 5
 - IME- released from work injury
- Off work February 6- unrelated medical condition
- Applied for FMLA
- Applied for ADA accommodation
- Applied for Disability Retirement




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Case Review: Scenario #2

Willa Beyout

- Out for medical reasons
- WC denied
- FMLA granted
- Not eligible to retire
- Filed for an accommodation
 - Requesting reassignment
 - Applies for position and placed




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Case Review: Scenario #3

Colin Cvk

- Applied for ADA accommodation
- Filed a work injury claim
 - Off work 2 months
 - Return to transitional duty
- Off work per own doctor
- Files FMLA
- Settles WC claim with resignation




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Board Expectations & Looking into the Future

- The Board of Education "expects regular attendance at work and believes that it has a profound and positive effect on student achievement, on the maintenance of a safe and orderly learning environment, and on the effective and efficient operation of the school system"
- The Future: Change in Superintendent, Review of Running FMLA Concurrently, Bargaining Unit Agreements,



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Questions & Thoughts
Your comments are appreciated!!!

