



Watch along the Kanawha

January/February, 2007

EMPLOYEE ATTENDANCE POLICY

More than a year ago, KCS began structuring an Employee Attendance Policy at the direction of the board members. The administration and board were concerned with what they termed “excessive absences” of employees. After meeting with a committee designed to develop an attendance policy, our county president, Dinah Adkins, proposed an Incentive Plan instead of a policy consisting of punitive repercussions for employees who used sick or personal days.

Morale in our county is at an all-time low. Creating a policy with punitive actions for educators using sick or personal days which

are allotted them by the state, seems bent on slapping our employees in the face. According to county records, 5% or less of the employees have an “excessive absence problem”. KCEA feels the current evaluation policy could deal with such an issue if it is truly a problem. ONCE AGAIN, WHY PUNISH ALL THE EMPLOYEES FOR THE ACTIONS OF A FEW???

KCEA Co-President Dinah Adkins proposed using an Incentive Plan to improve attendance. The plan was not meant to imply that educators who use personal or sick days were using these days in any way other than what is allowed by the state code. If administrators are aware that an employee has used days inappropriately, and has proof of fraud, then action should be taken through the evaluation process.

This year when a committee met again to discuss the Attendance Policy, our Co-President once again proposed the Incentive Plan to have a positive impact on attendance. “It’s not a matter of paying people to come to work, but merely a reward for those who are able to maintain as few absences as possible.” Due to family situations, or illnesses, some educators will not be able to participate in this plan. Situations can change from year to year, but

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TDS-TRS

WVEA proposed legislation to allow a one-time buy-in to the TDS (old retirement system). With the sponsorship of Delegate Craig, Cabell Co., WVEA has proposed that employees in the new retirement system be allowed a one-time opportunity to enroll in the Teacher Deferred Retirement System.

Judge Paul Zakaib ruled that the vote to allow enrollment in the old system was unconstitutional, however, this ruling has been appealed to the State Supreme Court.

EMPLOYEE ATTENDANCE POLICY (continued)

the general idea is to promote a positive attitude toward attendance.

At the last meeting of the Attendance Committee, the final agreement was to propose \$70 per day for employees who did not miss more than three (3) days, and \$60 per day for employees who did not miss more than five (5) days. However, this is not the plan that was presented the board. The \$60 per day for less than 5 days absences was deleted from the final proposal.

KCEA believes the money is available to support our Incentive Plan, without the punitive repercussions for employees. We can encourage employees to improve attendance when possible and send a positive message to employees. Approximately \$6,000,000 is budgeted each year for substitutes. Only about \$2.5 million is used for day-to-day and long-term classroom substitutes. If the Board is serious about curtailing absences, additional funds from this budget item could be used to support the Incentive Plan.

Some board members, and those in the public, have made comments that this Incentive

Plan would encourage sick teachers to go to work, thus spreading illnesses in the schools. NEWS FLASH—educators have been going to work when they were ill for years. Many have never missed a day when faced with colds, migraines, viruses, broken bones, and other injuries. Some more unfortunate, have had to miss days to recover from such maladies. The majority of educators WANT to be on the job everyday. What does it say to an employee if the administration starts, on the fifth day of absences, questioning one's work ethic?

Who is going to "police" this policy? We all know that some administrators allow employees to leave early to keep doctor appointments. Other administrators require an employee take a day or ½ day of leave for such appointments. How can we have a plan that is fair to everyone???

Check the World Client website and the Kanawha County Schools website for information about the Employee Attendance Policy. As of this date, the policy has not been made available to employees--please monitor the website and make comments ASAP.

SPEAK OUT!**ATTEND THE FEBRUARY 15 KCS BOARD MEETING
AND BE HEARD!**

LET YOUR PRESENCE SEND A MESSAGE THAT
YOU DO NOT AGREE WITH THE ATTENDANCE POLICY.

SPEAK OUT!

go online to the KCS website (World Client)

<http://boe.kana.k12.wv.us/>

and give your comments concerning the Attendance Policy.

KCEA Awards Prizes for Attendance at Rally Day!

Thanks to all of you who attended the WVEA Pay Raise Rally at the Capitol on Jan. 15. It was a great success!

Winners

- Buffy Schoolcraft
- Donna Harmon
- Nancy Carte
- Cathy Poston
- Vicki Broce
- Trudy O'Neil
- Connie Winter
- Dale McGinley
- Daisy Evans
- Jerry Marsili
- Tracy Wagner
- Vivien Franklin

Prizes

- HP Printer
- Polaroid Camera
- DVD Player
- Polaroid Camera
- HP Printer
- Emergency Radio
- Rolling Luggage Bag
- Emergency Radio
- Rolling Support Stand
- Transport Carrier
- Transport Carrier
- DVD Player



Some members of the Kanawha County Delegation take their message to legislature.



Some members of the Kanawha County Delegation question Del. Amores about his support of the 6% pay raise.

WEBSITES YOU CAN USE!

KCEA: <http://webpages.charter.net/kcea/>

<http://boe.kana.k12.wv.us/>

www.wvea.org

www.nea.org

WV Legislature: www.legis.state.wv.us/

WV Governor: www.wvgov.org/

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READ



ACROSS AMERICA

Let's get out the books and be ready to **READ ACROSS AMERICA** on **March 2**. Teacher support of this program makes it a success each year in **Kanawha County**.

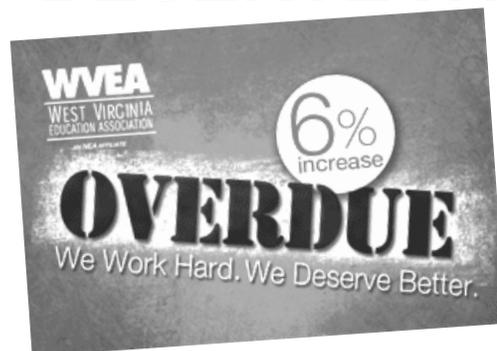
6% PAY RAISE—YOU DESERVE IT!

Approximately 3500 employees turned out for the January 15 Pay Raise Rally.

**WHY? WHY? WHY? WHY?
WHY? WHY? WHY? WHY?**

West Virginia educators are tired of begging for a pay raise! Educators believe, and rightly so, that we have been on the back burner for far too long. Recently, we've heard how WV was "open for business", our economy was booming, there was a surplus of funds, employment was improving, everything in WV was great!

SURPRISE! After the WVEA asked for the 6% pay raise, we started to hear the "gloom and doom" stories. All of a sudden, West Virginia has financial woes. Did you notice the t-shirts of some counties who attended the



pay raise rally?—"Open for Business, Closed for Education". It seems as if some in state government no longer see such a bright future, especially one which includes the 6% pay raise for educators in our state.

CONTINUE TO SPEAK OUT! Call your legislators, e-mail them, or send cards. We have many in the Senate and the House of Delegates who support the 6% pay raise. Let them know that YOU are also a tax payer, and it's time to PAY UP! Email **TODAY!**

