



# A Closer Look at Teacher Leave Benefits: An Apples to Apples Comparison

By Ginger Moored

This brief explains a new approach that NCTQ is taking for reporting how much leave public school teachers receive in the large school districts that are featured in our TR<sup>3</sup> database ([www.nctq.org/tr3](http://www.nctq.org/tr3)). Here we describe the reporting problems that we encountered and how we have resolved those inconsistencies, making it fairer to compare leave benefits across districts. We also show which large districts offer the most leave in the United States — and the least. We conclude by examining some of the hidden costs that districts take on when offering many different kinds of leave.

## What kind of leave do teachers typically get?

Because of teachers' unique work schedule, they generally do not receive "vacation days" in the same way as most professional workers. Instead school districts provide their teachers with a certain number of sick leave days (the average being 11 days for large districts) as well as a limited number of days to address personal business (the average being 4). Unlike most other professions, some school districts (not all) are relatively flexible about teachers using sick leave for purposes other than their own illness, blurring the line between sick and personal leave.

While most large school districts restrict the kinds of leave they offer teachers to sick, personal and various kinds of emergency leave such as bereavement, there are some that offer still other kinds of leave — leave that in most districts would fall under the category of sick or personal leave. It is this disparity that creates a problem when trying to figure out just how much leave districts really offer teachers.



## A Closer Look at Teacher Leave Benefits

### Christina, Delaware and Sacramento, California: Two identical leave packages... or are they?

According to the teacher contracts for **Christina, Delaware** and **Sacramento** school districts, teachers get the same number of sick and personal days combined: 10 in total. Like many districts, teachers in both districts may use their sick leave not just when they are sick, but for personal reasons. However, it turns out that the Sacramento leave package is in fact quite a bit more generous. For all practical purposes, it gives teachers up to **6 days** more leave than Christina does. Of the 6 additional days, there are 3 days available for the sudden illness or injury of a family member and the other 3 for the imminent death of a family member — over and above the 5 days contained in the bereavement leave. Christina's teachers can only draw from their 10 available sick and personal days for either of these two scenarios

Sacramento teachers actually have 60 percent more days, for a total of 16 — not 10 — for illness and personal reasons.

	Sick and personal days	+	Additional Days	=	TOTAL
Christina	10 sick days (5 can be used for personal reasons)	+	0 additional days	=	<b>10 DAYS</b>
Sacramento	10 sick days (9 can be used for personal reasons)	+	3 days for sudden family illness	+	3 days for imminent death of family member = <b>16 DAYS</b>

Districts also take different approaches to what they consider legitimate uses of sick or personal leave. For example, while eight of the ten largest school districts in the U.S. allow teachers to use sick leave not just for a personal illness but also for a family illness, two districts (**Los Angeles** and **New York City**) explicitly do not. Labor contracts in Los Angeles and New York also list specific reasons a teacher can use personal leave, while the other eight districts allow leave to be used for any personal reason. Districts also have very different rules about what type of leave must be taken for religious holidays.

**To accommodate as many of these variations as possible, we are making a significant change to how we present leave benefits in the TR<sup>3</sup> database.** We now have a new category of leave combining sick, personal and other paid leave under the term **“GENERAL LEAVE.”**

In this new GENERAL LEAVE category, we do not include all possible reasons a teacher may be absent, primarily because many reasons for leave are emergency or non-routine in nature. In pursuit of a reasonable place to draw the line, we had to make some judgments about which kinds of leave to include. Ultimately, we settled on two rules on what leave to include in the GENERAL LEAVE category:

1. Any relatively common reason for a teacher to be absent (not a highly unusual reason or an emergency)
2. Only those absences that a majority of districts currently classify as sick or personal leave.

TR<sup>3</sup> will now present leave data so that general leave is broken down into three subcategories: 1) sick; 2) personal; 3) other allowable categories. The methodology section on page 7 provides more detail.

## A Closer Look at Teacher Leave Benefits

### Changes to TR<sup>3</sup> reporting

The new terminology alters the results for just a few of districts. Only 24 of TR<sup>3</sup>'s 113 districts give additional paid leave for religious holidays, weddings, graduations, visiting a son or daughter's school, family illness, voting, or bereavement of non-family member. The vast majority of districts do not give extra leave that falls into our additional paid leave categories.

The recalculation boosts the average number of general leave days in TR<sup>3</sup> districts above the average number of sick and personal days, but only slightly. The average number of paid general leave days in TR<sup>3</sup> districts is 13.2 days for first-year teachers and 13.6 days for veteran teachers. That's only half a day higher than the average number of combined sick and personal days that we had been reporting.

#### Determining the general leave package: Toledo

How do we tally the **general leave** days in a district? Here's an example from Toledo Public Schools in Ohio. Below we've listed types of leave in Toledo and whether or not we've included them in the general leave count.

Days	Use	Included in general leave?
15	<b>Sick leave</b> (includes 5 days to care for ill son/daughter)	<b>Yes</b>
2	<b>Unrestricted personal days</b>	<b>Yes</b>
3	Bereavement-immediate family	No
1	<b>Bereavement-outside immediate family</b>	<b>Yes (bereavement of non-family)</b>
5	<b>Serious injury/illness in family</b>	<b>Yes</b>
5	Fire-home not inhabitable	No
1	Funeral of staff member	No (only select delegation attends)
5	Religious observance, <i>unpaid</i>	No (unpaid)
1	<b>Wedding or graduation of self or immediate family</b>	<b>Yes</b>
<b>24</b>	<b>TOLEDO'S TOTAL GENERAL LEAVE DAYS</b>	

## A Closer Look at Teacher Leave Benefits

### Districts with the most general leave

Under this more equitable system of calculating leave, we can now more fairly compare one district to another. In the table on page five we list TR<sup>3</sup> districts by number of general leave days, ranked from highest to lowest.

While **Newark** offers a small number of its teachers the most leave of any school district (25+ years of experience), **Hartford, Connecticut** offers *all* of its teachers **25 days** of general leave each year (equivalent to five weeks, or 13 percent, of the school year). Twenty of those days are classified as sick leave but 5 can be used for personal reasons; teachers then get an additional 5 personal days after they've used all of their sick leave, effectively blurring any distinction between the two types of leave.

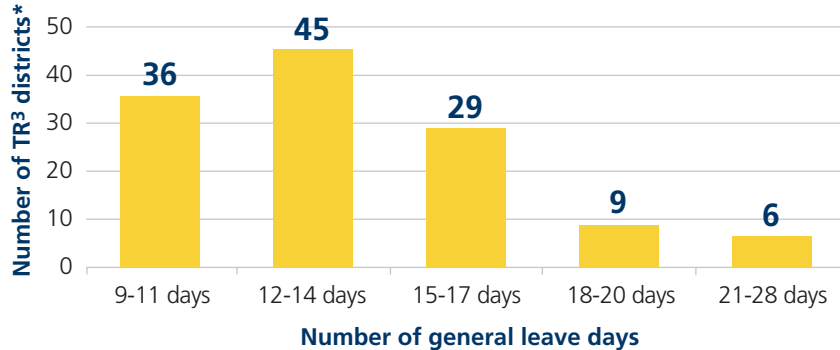
Two other districts offer general leave that adds up to 13 percent of the days teachers work each year: **Toledo** and **Burlington, Vermont**. In both of these districts, teachers get 24 days of general leave each year.

### Districts with the least general leave

Of the 26 districts which offer 10 or fewer days of general leave, nine are located in **Florida**. **California**, **Louisiana**, and **Texas** each have four districts with relatively little leave.

The TR<sup>3</sup> district with the least amount of general leave is **Desoto County, Mississippi**, which only gives teachers 9 days.

#### Number of general leave days in TR<sup>3</sup> districts



\* Districts in which leave varies by years of experience are listed twice in this graph. For example, a district that gives 10 general leave days to tenured teachers and 12 to the rest would be listed in the 9-11 days AND the 12-14 days columns.

## General leave in TR<sup>3</sup> districts

District	General leave days	District	General leave days	District	General leave days
Newark, NJ (25+ years experience*)	28	Greenville County, SC	15	Pittsburgh, PA (less than 2 years experience)	12
Hartford, CT	25	Metro. Nashville, TN (15+ years experience)	15	Aldine Independent, TX	12
Toledo, OH	24	Prince William County, VA	15	Northside Independent, TX	12
Burlington, VT	24	Kanawha County, WV	15	Virginia Beach, VA	12
Providence, RI (3+ years experience)	22	Denver, CO	14	Seattle, WA	12
Boston, MA	21	Prince George's Co., MD (less than 10 years experience)	14	Laramie One, WY	12
Fulton County, GA (10+ years experience)	20	Pittsburgh, PA (2+ years experience)	14	Cobb County, GA	11.9
Baltimore County, MD (2+ years experience)	20	Metro. Nashville, TN (less than 15 years experience)	14	Charlotte-Mecklenburg, NC	11.5
Columbus, OH	20	Spokane, WA	14	Mesa, AZ	11.4
Springfield, MA	19.5	Kansas City, MO	mean 13.5	Douglas County, CO	11
Prince George's Co., MD (15+ years experience)	19	Chicago, IL (less than 13 years experience)	13	Jefferson County, CO (non-probationary teachers)	11
Hawaii Dept. of Education, HI	18	Indianapolis, IN (first-year teachers)	13	Indianapolis, IN (non-first-year teachers)	11
Newark, NJ (less than 25 years experience)	18	Jefferson County, KY	13	Albuquerque, NM	11
Cincinnati, OH	18	Montgomery County, MD	13	Austin Independent, TX	11
Cleveland Metropolitan, OH	18	Rochester, NY	13	Brownsville Independent, TX	11
New Haven, CT	17	Oklahoma City, OK	13	Fairfax County, VA	11
Des Moines, IA	17	Tulsa, OK	13	Miami-Dade County, FL	10.3
Portland, ME	17	Philadelphia, PA	13	Fresno, CA	10
Anne Arundel County, MD	17	Sioux Falls, SD	13	Los Angeles, CA	10
Baltimore City, MD (2+ years experience)	17	Granite School District, UT	13	San Diego, CA	10
Detroit, MI (non-first-year teachers)	17	Norfolk, VA	13	San Francisco, CA	10
Manchester, NH	17	Richmond, VA	13	Harrison Two, CO	10
Buffalo, NY	17	Long Beach, CA	median 12.5	Christina, DE	10
Dayton, OH	17	Atlanta, GA	12.5	Brevard County, FL	10
Portland, OR	17	Dekalb County, GA	12.5	Broward County, FL	10
Memphis, TN	17	Gwinnett County, GA	12.5	Duval County, FL	10
Sacramento, CA	16	Milwaukee, WI	12.5	Hillsborough County, FL	10
Anchorage, AL	15.8	Birmingham, AL	12	Lee County, FL	10
Charleston County, SC	15.5	Mobile County, AL	12	Orange County, FL	10
Oakland, CA	15	Little Rock, AR	12	Palm Beach County, FL	10
Fulton County, GA (less than 10 years experience)	15	District of Columbia Public Schools, DC	12	Pinellas County, FL	10
Chicago, IL (18+ years experience)	15	Meridian Joint, ID	12	Polk County, FL	10
Elgin U-46, IL	15	Wichita, KS	12	East Baton Rouge, LA	10
Baltimore County, MD (up to 2 years experience)	15	Caddo Parish, LA	12	Jefferson Parish, LA	10
Detroit, MI (first-year teachers)	15	Baltimore City, MD (less than 2 years experience)	12	Louisiana Recovery, LA	10
Minneapolis, MN	15	Anoka-Hennepin, MN	12	New Orleans, LA	10
Billings, MT	15	St. Paul, MN	12	New York City, NY	10
Clark County, NV	15	Jackson, MS	12	Cypress-Fairbanks Independent, TX	10
Fargo, ND	15	Omaha, NE	12	Dallas Independent, TX	10
Providence, RI (less than 3 years experience)	15	Guilford County, NC	12	Fort Worth Independent, TX	10
		Wake County, NC	12	Houston Independent, TX	10
				St. Louis, MO	9.4
				Jefferson County, CO (probationary teachers)	9
				Desoto County, MS	9

\* About 7 percent of Newark teachers have 25 years experience or more, according to data provided by the Newark Teachers Union.

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Leave Benefits*

## Hidden costs

All benefits, however worthy, carry costs. There is no question that a teacher who has a fever should not be in school, nor should a teacher lose pay for an illness. Teachers also need to have the ability to take a day off that may not be part of the school calendar. We won't comment on the merits of certain kinds of leave, but districts do need to be cognizant of the true cost of their leave package.

Certainly, the more teachers are absent, the more a district must spend on substitutes and managing the substitute pool. But districts may not be factoring in other costs as well. Because many districts reimburse teachers for unused sick and/or personal leave, there are also costs associated with policies that allow teachers to use other kinds of leave in lieu of sick or personal. In other words, if a teacher draws from a special category of leave to care for sick family members or observe a religious holiday, a sick or personal leave day may not be taken, increasing a teacher's accumulated leave. In 83 of TR<sup>3</sup>'s 113 districts, teachers can cash-out on unused sick leave at retirement. In 58 of those districts, teachers can also receive payment for unused personal leave, either because personal days are taken from sick leave or because personal leave converts to sick leave for accumulation.

The table below shows the potential cost of leave in three sample districts that pay teachers at retirement for unused sick and personal leave. In these districts, teachers may draw down from special categories of leave rather than use sick or personal leave.

### Estimated cost of reimbursing teachers for unused leave in districts with other kinds of leave

	Amount of sick and personal leave each year	Amount of other available leave	Payout rate for any unused sick leave <sup>5</sup>	Payout per teacher <sup>6</sup> who used NO sick leave in 30 years	Payout per teacher <sup>6</sup> who used 60 days of sick leave in 30 years
<b>Billings, MT</b>	12	3 <sup>2</sup>	\$79/day	\$28,440	\$23,700
<b>Springfield, MA</b>	15	4.5 <sup>3</sup>	\$52/day	\$23,400	\$20,280
<b>Nashville, TN</b>	12-13 <sup>1</sup>	2 <sup>4</sup>	\$50/day	\$18,750	\$15,750

<sup>1</sup> Teachers with 15 years experience or more receive 13 sick and personal days; all others get 12 days.

<sup>2</sup> 3 days are allotted for critical family illness.

<sup>3</sup> 4.5 days are allotted for religious observance, graduation (of employee), and pre-cancer screening.

<sup>4</sup> 2 days are allotted for religious observance.

<sup>5</sup> Assumes teacher retires with 30 years experience and has a master's degree.

<sup>6</sup> Assumes teacher who is retiring has a master's degree.

# Methodology behind the reporting change

## Categories of paid leave included in GENERAL LEAVE

- ✓ **Sick**
- ✓ **Personal**
- ✓ **Additional leave granted once leave is exhausted**

A few districts give teachers more leave once they have used up their leave. Examples include **Hartford, Connecticut**, which gives teachers 5 additional personal days per year if they've used all of their sick leave and **Newark, New Jersey**, which gives teachers with 25 or more years experience an additional 10 days of sick leave a year.
- ✓ **Family illness, including impending death**

Most districts allow teachers to use sick leave to care for ill family members. Only six districts provide additional paid leave for family illness. Among these districts, some allow teachers to use the leave only when death is imminent (**Minneapolis** and **Long Beach**), while others say it can be used for any serious illness (for example, **Billings, Montana**). **Portland, Oregon** gives teachers extra leave for any family illness, regardless of severity.
- ✓ **Weddings**

Most districts give personal leave that can be used for any reason, including weddings. Two TR<sup>3</sup> districts (**Providence** and **Toledo**) provide additional leave for weddings.
- ✓ **Bereavement of non-family members**

Two-thirds of districts provide additional leave, over and above sick and personal, for bereavement of family members. However, three districts (**Dayton; Toledo; Portland, Oregon**) also provide additional bereavement leave for non-family members.
- ✓ **Graduations**

Seven districts provide additional leave for a teacher's own graduation or the graduation of an immediate family member (**Anne Arundel County, Maryland; Baltimore City; and Charlotte-Mecklenburg, North Carolina**, to name a few).
- ✓ **Visiting an offspring's school**

Most districts require teachers to use personal leave to visit their child's school. However, three districts (**Portland, Maine; Kansas City, Missouri; Charlotte-Mecklenburg**) provide additional leave for this activity.
- ✓ **Religious observances**

Most districts expect teachers to use personal leave for a religious holiday, but eight also let teachers use their sick leave for this purpose (like **Gwinnett County, Georgia; Albuquerque; and Milwaukee**). Eight districts provide religious leave over and above sick and personal, such as **Baltimore County, Boston, Memphis, and Nashville**. Some districts require evidence that the days taken off are for bona fide religious holidays recognized by a major religion (presumably excluding Festivas). There are also some districts, like **Toledo** (see page 3), that let teachers take unpaid leave for religious observances.
- ✓ **Voting**

Teachers generally use personal leave for voting. In the three districts that do give additional leave for voting (**Mesa, Arizona; Miami-Dade; St. Louis**), the leave is restricted to a few hours.

## Categories of paid leave NOT included in GENERAL LEAVE

- ✗ **Property damage/natural disaster**

Most districts expect teachers to use personal leave when there is an unexpected disaster. This category can include anything from a teacher's house catching on fire, flooding, or damage incurred during a snow storm or hurricane.
- ✗ **Bereavement of a family member or relative**

Two-thirds of TR<sup>3</sup> districts provide additional paid leave for bereavement, usually several days. The exact amount of leave usually depends on whether the deceased is in the teacher's immediate or extended family.
- ✗ **Emergencies**

We don't count emergency leave as general leave when it is used for things like natural disasters, family member deaths, or unspecified personal emergencies. However, if a district has a category of leave labeled "emergency leave," but specifies that it can be used for something like a sudden family illness (which other districts do not recognize as an emergency), we count it as additional paid leave under the family illness/imminent death category. When calculating general leave, we paid close attention to how districts define emergency leave, since the definitions can vary widely, as exemplified by **Dayton**.

**"Emergencies" redefined**

Dayton gives teachers four "restricted personal days" if there's evidence of "an actual emergency situation." Here's what Dayton considers emergency situations:

  - Emergencies
  - Religious holidays
  - Obligations
  - Graduations – immediate family
  - Disaster affecting property
  - Weddings – immediate family
  - Road conditions

Although natural disasters and poor road conditions can certainly lead to emergency situations, we've counted Dayton's 4 restricted days as personal days since "obligations" is open-ended and religious holidays, weddings, and graduations are usually taken from personal leave.
- ✗ **Quarantine**

Usually teachers use sick leave if they are quarantined, but 10 percent of districts give teachers additional paid leave days.
- ✗ **Unpaid or partially paid leave**
- ✗ **Leave requiring special approval for extenuating circumstances when a teacher does not have sufficient leave accumulated**
- ✗ **Leave from sick leave banks**
- ✗ **Bonus leave given for good attendance**
- ✗ **Professional development**
- ✗ **Maternity/paternity/adoption leave**
- ✗ **Injuries-on-the-job or worker's compensation**
- ✗ **Government-required service**

(military, jury duty, court subpoena)

## *A Closer Look at Teacher Leave Benefits*

### Leave extensions

When reading through contracts, we noticed that some districts had language giving teachers additional paid leave in extenuating circumstances with special approval. Other districts provide additional personal days for a cost. None of this leave is included in our general leave count. Examples of some of the provisions we found are below.

Additional paid leave for special circumstances:

- **Toledo, OH:** HR can extend the 5 days of serious family illness leave “in extraordinary circumstances. (2008-2010 CBA: p.111, Art. XXX, Emergency Leave: C.)
- **St. Louis, MO:** The superintendent can grant additional paid leave for “other good reasons” not covered in the teachers’ contract. (2011-2014 CBA: p.41, Sec. A., Art. XIII. H.)
- **Montgomery County, MD:** If no other leave is available, the superintendent can give teachers additional paid leave “for unusual or imperative reasons.” (2011-2014 CBA: p.79, Art. 30. P.)

Additional personal days provided at a cost:

- **Minneapolis, MN:** Teachers can use 2 sick days as personal days if they pay the rate for “short call daily substitutes.” (2009-2011 CBA: Art. XI, Subd. 4 A.)
- **Birmingham, AL:** A third personal day is available “at full pay minus the amount paid a substitute teacher.” (2011 Policy Manual: Board Policy 3050)
- **Little Rock, AR:** Teachers can take 2 additional personal days if they pay the cost of a substitute for each day. (2009-2012 CBA: p.31, Art. 12.A.)

### For more information

You can find all of this leave information, and more, on our TR<sup>3</sup> custom report page, available at <http://www.nctq.org/customReport.do>.

**We welcome feedback. Send comments, suggestions and questions to TR<sup>3</sup> manager Ginger Moored at [gmoored@nctq.org](mailto:gmoored@nctq.org).**



## Appendix A: Teachers' GENERAL LEAVE in TR<sup>3</sup> districts

District	General leave breakdown				Additional paid leave categories							
	TOTAL general leave days	RANKING, by number of general leave days	Sick and personal days	Additional paid leave days	Religious observance	Wedding	Graduation	Visiting son's/ daughter's school	Family illness/ impending death	Voting	Bereavement of non-family	Other
Alabama - Birmingham	12	68	12	0								
Alabama - Mobile County	12	69	12	0								
Alaska - Anchorage	15.8	28	15.8	0								
Arizona - Mesa	11.4	90	11	0.4						X		
Arkansas - Little Rock	12	70	12	0								
California - Fresno	10	99	10	0								
California - Long Beach	12.5	63	10.5	2					X			
California - Los Angeles	10	100	10	0								
California - Oakland	15*	30	15*	0								
California - Sacramento	16	27	10	6					X			
California - San Diego	10	101	10	0								
California - San Francisco	10	102	10	0								
Colorado - Denver	14	45	14	0								
Colorado - Douglas County	11	91	11	0								
Colorado - Harrison Two	10	103	10	0								
Colorado - Jefferson County (non-probationary teachers)	11	92	11	0								
Colorado - Jefferson County (probationary teachers)	9	124	9	0								
Connecticut - Hartford	25	2	25	0								
Connecticut - New Haven	17	16	17	0								
Delaware - Christina	10	104	10	0								
District of Columbia Public Schools	12	71	12	0								
Florida - Brevard County	10	105	10	0								
Florida - Broward County	10	106	10	0								
Florida - Duval County	10	107	10	0								
Florida - Hillsborough County	10	108	10	0								
Florida - Lee County	10	109	10	0								
Florida - Miami-Dade County	10.3	98	10	0.3						X		
Florida - Orange County	10	110	10	0								
Florida - Palm Beach County	10	111	10	0								
Florida - Pinellas County	10	112	10	0								
Florida - Polk County	10	113	10	0								
Georgia - Atlanta	12.5	64	12.5	0								
Georgia - Cobb County	11.9	88	11.9	0								
Georgia - DeKalb County	12.5	65	12.5	0								

\* Personal leave (5 days) can be granted by the superintendent and turns into accumulated sick leave if not used by the end of the year.

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Georgia - Fulton County (10+ years experience)	20	7	20	0								
Georgia - Fulton County (less than 10 years experience)	15	31	15	0								
Georgia - Gwinnett County	12.5	66	12.5	0								
Hawaii - Hawaii Dept.of Education	18	12	18	0								
Idaho - Meridian Joint	12	72	12	0								
Illinois - Chicago (18+ years experience)	15	32	15	0								
Illinois - Chicago (less than 13 years experience)	13	51	13	0								
Illinois - Elgin U-46	15	33	15	0								
Indiana - Indianapolis (first-year teachers)	13	52	13	0								
Indiana - Indianapolis (non-first-year teachers)	11	93	11	0								
Iowa - Des Moines	17	17	16	1								
Kansas - Wichita	12	73	12	0								
Kentucky - Jefferson County	13	53	13	0								
Louisiana - Caddo Parish	12	74	12	0								
Louisiana - East Baton Rouge	10	114	10	0								
Louisiana - Jefferson Parish	10	115	10	0								
Louisiana - Louisiana Recovery	10	116	10	0								
Louisiana - New Orleans	10	117	10	0								
Maine - Portland	17	18	15	2			X	X				
Maryland - Anne Arundel County	17	19	13	4	X		X					
Maryland - Baltimore City (2+ years experience)	17	20	16	1			X					
Maryland - Baltimore City (less than 2 years experience)	12	75	11	1			X					
Maryland - Baltimore County (2+ years experience)	20	8	18	2	X							
Maryland - Baltimore County (up to 2 years experience)	15	34	13	2	X							
Maryland - Montgomery County	13	54	13	0								
Maryland - Prince George's Co. (15+ years experience)	19	11	19	0								
Maryland - Prince George's Co. (less than 10 years experience)	14	46	14	0								

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Massachusetts - Boston	21	6	19	2	X							
Massachusetts - Springfield	19.5	10	15	4.5	X		X					X
Michigan - Detroit (first-year teachers)	15	35	15	0								
Michigan - Detroit (non-first-year teachers)	17	21	17	0								
Minnesota - Anoka-Hennepin	12	76	12	0								
Minnesota - Minneapolis	15	36	10	5					X			
Minnesota - St. Paul	12	77	12	0								
Mississippi - Desoto County	9	125	9	0								
Mississippi - Jackson	12	78	12	0								
Missouri - Kansas City	13.5	50	13	0.5				X				
Missouri - St. Louis	9.4	123	9	0.4						X		
Montana - Billings	15	37	12	3					X			
Nebraska - Omaha	12	79	12	0								
Nevada - Clark County	15	38	15	0								
New Hampshire - Manchester	17	22	17	0								
New Jersey - Newark (25+ years experience**)	28	1	28	0								
New Jersey - Newark (less than 25 years experience)	18	13	18	0								
New Mexico - Albuquerque	11	94	11	0								
New York - Buffalo	17	23	17	0								
New York - New York City	10	118	10	0								
New York - Rochester	13	55	12	1			X					
North Carolina - Charlotte-Mecklenburg	11.5	89	10	1.5			X	X				
North Carolina - Guilford County	12	80	12	0								
North Carolina - Wake County	12	81	12	0								
North Dakota - Fargo	15	39	15	0								
Ohio - Cincinnati	18	14	18	0								
Ohio - Cleveland Metropolitan	18	15	18	0								
Ohio - Columbus	20	9	17	3	X							
Ohio - Dayton	17	24	16	1							X	
Ohio - Toledo	24	3	17	7		X	X		X		X	
Oklahoma - Oklahoma City	13	56	13	0								
Oklahoma - Tulsa	13	57	13	0								
Oregon - Portland	17	25	13	4					X		X	
Pennsylvania - Philadelphia	13	58	13	0								

\*\* About 7 percent of Newark teachers have 25 years experience or more, according to data provided by the Newark Teachers Union.

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	TOTAL general leave days	RANKING, by number of general leave days	Sick and personal days	Additional paid leave days	Religious observance	Wedding	Graduation	Visiting son's/ daughter's school	Family illness/ impending death	Voting	Bereavement of non-family	Other
Pennsylvania - Pittsburgh (2+ years experience)	14	47	14	0								
Pennsylvania - Pittsburgh (less than 2 years experience)	12	82	12	0								
Rhode Island - Providence (3+ years experience)	22	5	17	5	X	X						
Rhode Island - Providence (less than 3 years experience)	15	40	10	5	X	X						
South Carolina - Charleston County	15.5	29	15.5	0								
South Carolina - Greenville County	15	41	15	0								
South Dakota - Sioux Falls	13	59	13	0								
Tennessee - Memphis	17	26	12	5	X							
Tennessee - Metro. Nashville (15+ years experience)	15	42	13	2	X							
Tennessee - Metro. Nashville (less than 15 years experience)	14	48	12	2	X							
Texas - Aldine Independent	12	83	12	0								
Texas - Austin Independent	11	95	11	0								
Texas - Brownsville Independent	11	96	11	0								
Texas - Cypress-Fairbanks Independent	10	119	10	0								
Texas - Dallas Independent	10	120	10	0								
Texas - Fort Worth Independent	10	121	10	0								
Texas - Houston Independent	10	122	10	0								
Texas - Northside Independent	12	84	12	0								
Utah - Granite School District	13	60	13	0								
Vermont - Burlington	24	4	24	0								
Virginia - Fairfax County	11	97	11	0								
Virginia - Norfolk	13	61	13	0								
Virginia - Prince William County	15	43	15	0								
Virginia - Richmond	13	62	13	0								
Virginia - Virginia Beach	12	85	12	0								
Washington - Seattle	12	86	12	0								
Washington - Spokane	14	49	14	0								
West Virginia - Kanawha County	15	44	15	0								
Wisconsin - Milwaukee	12.5	67	12.5	0								
Wyoming - Laramie One	12	87	12	0								