

Sick Leave Bank Survey Communication & Response Timeline

Communications	Date	Response Totals
1st Empl Email	10/17/2025	
Response Deadline	10/24/2025	905
2nd Empl Email	10/25/2025	
Phone Call	10/26/2025	
New Deadline	10/31/2025	199
Total Responses		1104

- A full presentation explaining a sick leave bank and how it works was recorded. The video link was provided to employees in the second email.
- The survey and the recorded video were both made available to employees on the Newport News Public Schools website for easy accessibility.

Sick Leave Bank Survey Results

Sick Leave Bank Data Points	Number	% of All Empl
Employees received survey	6417	100%
Responses	1104	17.2%
Sick Leave Bank Data Points	Number	% of Elig Empl
Eligible employees	1708	100%
Eligible employees responding	542	31.7%
Responded Yes	286	16.7%
Responded No	106	6.2%
Responded Undecided	150	8.8%
Total Yes & Undecided	436	25.5%

- All Newport News Public Schools employees actively on Payroll were provided the opportunity to respond.
- There are a total of 1708 employees eligible to participate.
- As a standard, a minimum 30% participation among eligible employees is needed for viability.
- The number of employees responding favorably does not meet this standard.
- Combining the yes responses and the undecided responses falls short of the minimum recommended standard.