This README file describes how to replicate the findings of "The Anatomy of US Sick Leave Schemes: Evidence from Public School Teachers" by authors Cronin, Harris, and Ziebarth in the *Review of Economics and Statistics*.

The main data file used in our analysis is a Stata file called "**KSTLD_CHZ_RESTAT2025.dta**". This file contains personally identifiable information (PII) and, thus, cannot be shared publicly. As such, in this data appendix we provide several helpful resources.

The first set of resources are most useful for those interested in understanding what specific programming commands were used to run regressions and create figures.

1. Main program code [main_results.do] – With KSTLD_CHZ_RESTAT2025.dta as the only input data, this Stata .do file produces every table and figure found in the manuscript.
2. Tables of results [Results_dock.xlsx] – all regression results and summary statistics generated in main_results.do are output automatically to pre-formatted excel tables. We then copy and paste these tables into Latex files for publication.
3. Figures [Figures] – this is a folder containing all figures generated by main_results.do.
4. Stata Log [results_log.log] – this is a log file from a Stata (18.0) run that took place on 12/5/2025, just before submitting these files to the data repository. The figures in (3) and numbers in (2) were populated during this run and exactly match tables and figures in the manuscript.

The data main data file KSTLD_CHZ_RESTAT2025.dta was created from several administrative sources over the course of several years. These sources are described below:

1. **Scott County School District (SCSD):** Between July and December of 2018, we received 9 separate data files from a single administrator at the SCSD. These files contained (primarily) daily sick leave records and balance information for every full-time employee working in the district starting with the 2010/11 school year and through the 2017/18 school year (4 of the 9 files). Supplemental files contained information on retirement dates, job codes for current employees, job codes for terminated employees, birth dates, and unpaid leave. All of these files were combined into one master file that contained first and last names and date of birth for 100% of the observations. The file also included a unique state ID for just 40% of the observations.

2. **Kentucky Longitudinal Data System (KLDS):** The KLDS is maintained by the Kentucky Center for Statistics (KCS). The longitudinal data file allows researchers to track Kentucky teachers over the course of their career and even connects those teachers to their own academic records in high school and college. The key pieces of information that we extract from the KLDS are (i) accurate measurements of teacher pay and experience, (ii) a teacher's educational credential, (iii) some teacher demographics, and (iv) within-state moves to new positions (e.g., moving to teach outside of Scott County). To link the master file described in (1) above to the KLDS, we sent the master file to the KCS in March of 2019. They first matched the data on the unique state ID described above. They then used their own algorithm to match on name and date of birth. As is

described in Appendix Section DA3.3, 96.4% of the paid leave events in (1) were matched to a teacher-year in the KLDS. We successfully matched most of the remaining 3.6% paid leave events; these efforts are described in Appendix Section DA3.

Ultimately, KDS furnished us with 13 files containing the unique KLDS data as well as our SCSD master file described in (1), where every file contained a unique KLDS teacher identifier that enabled linking. We then merged these 13 files into one and supplemented these records with SCSD school calendars (also furnished by the district) to create a teacher-by-school-day data file.

3. **Health Facilities Services Data (HFSD):** The Kentucky Cabinet for Health and Family Services (KCHFS) maintains the HFSD, which contains weekly admission counts by ICD 10 codes at all Kentucky hospitals and ambulatory facilities. In 2021, HFSD provided us with weekly admission counts for people living in Scott County and the seven bordering counties for all weeks covered by our eight-year sample period. Though it contains no PII, we do not have permission to share this datafile.

Our final data files merge this flu data with the teacher-by-school-day data described in (2) above. We also coded the Super bowl, Kentucky Men's Basketball, and Keeneland variables using simple web searches.

Our prior is that reproducing step 1 of this process would be challenging (and likely impossible) for external researchers. All of the data pulls from SCSD were conducted by a single employee at a particular point in time using the administrative data systems and software of 2018. To our knowledge, no one had requested these data pulls prior to our initial request, nor has anyone asked since. There is no formal channel to request these data, nor is there a formal procedure for producing the files that we were given. The request required a significant amount of work over several months by a single SCSD employee (including responding to many questions by the research team via email). If a researcher wants to attempt this effort, we are willing to help by providing exact file names and the associated .do files (with permission, some of which contain PII) used to combine the files; however, we seriously doubt the SCSD would again grant such a request

A more realistic approach to replicating our findings is to get the three entities that gave us the original source files to approve of us sharing KSTLD_CHZ_RESTAT2025.dta, with obvious redactions (e.g., names, dates of birth, etc.). Those entities are as follows:

- SCSD Superintendent. As of December 2025, this person was Billy Parker. Mr. Parker was the Director of Human Resources and our main point of contact in 2018 when this project started. The previous superintendent, Dr. Kevin Hub, signed the original MOU. Contact information is here: https://www.scott.kyschools.us/district-icon-navs/contact
- Executive Director of the Kentucky Center for Statistics. As of Decenber 2025, this person was Dr. Matt Berry. The original MOU was signed by the previous executive director, Kate Shirley Akers. Our main point of contact in 2018 was Barrett Ross, who is still with the Center. Contact information is here: https://kystats.ky.gov/about/staff
- Health Facilities and Services Data Contact. As of December 2025, this person was Michael Lawson. Our main point of contact in 2021 was Alison Lile, who is no longer

with the agency, but who does still work in Kentucky state government. Contact information is here: https://www.chfs.ky.gov/agencies/ohda/Pages/hfsd.aspx

- Figure 1 – 449
- Figure 2 – 1782
- Figure 3a and 3b – 2126

- Table 1 – 529
- Table 2 – 714
- Table 3 – 1427
- Table 4 -- 2220

- Figure A1 – 470
- Figure A2 – 427
- Figure A3 – 121
- Figure A4 – 772
- Figure A5 – 441
- Figure A6 – 2031

- Table A1 – 637
- Table A2 – 814
- Table A3 – 944
- Table A4 – 1016
- Table A5 – 1086
- Table A6 – 1155
- Table A7 – 1227
- Table A8 – 1325
- Table A9 – 1576
- Table A10 – 1814
- Table A11 – 2076
- Table A12 – 2280