

RUSK ISD
Teacher Attendance Incentive Program
Administrative Regulations

Purpose

To reward teachers for attendance. Improved teacher attendance will result in improved student performance.

Plan Design

Rusk ISD full-time teachers, subject to eligibility requirements, will receive an attendance incentive based on number of absences.

Effective Date

This plan is effective with the 2004-2005 school year.

Payment of Teacher Attendance Incentive

Payment of the incentive shall be made in November of the following school year to eligible teachers actively employed at the time of payment.

Eligibility

Full-time teachers employed for the full school year.

Incentive Amounts

<u>Absences</u>	<u>Incentive Amount</u>
0	\$500
1	\$450
2	\$400

A teacher must remain employed with Rusk ISD for the school year following the year on which attendance is based to fully earn the attendance incentive.

Definitions

Teacher Workday

A teacher workday is normally defined as 7:45 a.m. to 3:45 p.m. Less than full day absences for purposes of the teacher attendance incentive program will be charged as one-half day absence for any part of an instructional period missed between 8:00 a.m. and 3:00 p.m. For example, leaving at 2:00 p.m. will result in a half-day absence for the teacher attendance incentive program if any part of an instructional period is missed. Half-days will round up at the end of the school year for determination of absences.

Absence

For this program, an absence is defined as missing any part of an instructional period for a reason for which leave would be used if at least half-day. For example, jury duty and

district approved teacher workshops are not considered absences because personal leave is not used.

CURRENT DEC(LOCAL) POLICY REGARDING UNUSED LOCAL SICK LEAVE

Current policy will remain in place for all employees including those employees eligible for attendance incentives.