

## Attendance Based Performance Incentive

Katy ISD will be offering an attendance based performance incentive for classroom teachers and classroom para-professionals. The maximum amount that can be earned with this incentive is \$1,200 annually.

In order to be eligible for this incentive, classroom teachers and classroom para-professionals must be employed with Katy ISD by the first day of instruction for the school year in which the incentive is earned.

The attendance incentive begins on the first day of instruction and will end on the last day of the 187 day teacher contract year. For example, the last day for those on 187 day teacher contracts for the 2019-2020 school year is May 22, 2020.

Employees that are coded in PEIMS as a classroom teacher will be eligible for the attendance incentive. In addition, para-professionals that directly assist these classroom teachers will be eligible for the attendance incentive. Campus staff members that are uncertain about their eligibility should contact campus administration.

The district will manage the incentive under the following parameters:

- All eligible employees will earn \$1,200 with perfect attendance.
- Each time that an eligible employee uses state or local leave \$100 will be deducted from the \$1,200 incentive for each state or local absence until the incentive is exhausted.
  - The only exception to the attendance based performance incentive is outlined in Board Policy DEAA (LEGAL). This policy exempts an absence for a religious holy day for the purposes of determining the incentive.
- State and local days are earned/received and accrued according to Board Policy DEC (LOCAL). The attendance based performance incentive does not impact how state and local days are received or accrued.
- Attendance for all eligible employees, as calculated in Frontline (Aesop), will be reviewed at the end of the 187 day teacher contract year (May 22, 2020) to determine the amount of the incentive that an eligible employee has earned.
- In determining the attendance incentive, absence totals will be rounded up to the next whole number. For example, if the total number of absences is 3.5 then \$400 will be deducted for a total incentive of \$800 to be paid.
- The incentive will be paid in June of each year.