



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Discussion and Possible Action to Adjust the Perfect Attendance Exception Program for District Bus Drivers, Bus Monitors and Specific Food Services Personnel

SUBMITTED BY: David Garcia, Associate Superintendent **OF:** Human Resources Department

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: December 15, 2021

RECOMMENDATION:

Administration is recommending that the United ISD Board of Trustees consider an exception to the Perfect Attendance Program for School Bus Drivers, Bus Monitors and other specific Food Service personnel who choose to take leave day(s) for the dates of December 20th and/or 21st, 2021.

RATIONALE:

BUDGETARY INFORMATION:

N/A

BOARD POLICY REFERENCE AND COMPLIANCE:

PERFECT ATTENDANCE INCENTIVE PROGRAM

UNITED ISD

Board Approved Aug 15, 2012

Revised Sept 16, 2015

Revise Aug 18, 2020

Proposed Dec 15, 2021

Full time Auxiliary (Hourly) Employees:

Bus Drivers
Bus Monitors
Food Services Cooks

Employment Term/Work Calendar:

186 Days (10 Months)
207 Days (11 Months)

Award:

The Perfect Attendance Incentive Program for the full-time employee group as identified in this memorandum has been approved to reflect the following monetary award:

Fall Semester (Aug-Dec)	\$	300.00	<i>Payable January</i>
Spring Semester (Jan-June)	\$	300.00	<i>Payable June</i>
Total Annual	\$	600.00	

Criteria:

The Perfect Attendance Incentive Program is payable to specific full-time employees meeting the criteria as described below:

- a. Perfect attendance constitutes no absences through the semester with the following exceptions:
 - Funeral (Bereavement) in accordance with District Policy DEC (Local)
 - Jury Duty
 - Military Leave
 - FMLA Leave
- b. Perfect attendance constitutes the following:
 - A minimum of 30 accrued state/local leave days for the prior year (June 30th)
 - Absent a minimum of 5 or less state/local leave days for the current year at the time of award
- c. EPSL (Emergency Paid Sick Leave) for period of 10 Days; Expires 12-31-21
- d. Exempt employees that are absent on December 20th and/or 21st, 2021.**