



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: August 18, 2020

RECOMMENDATION:

Administration is recommending that the Board of Trustees include another exception to the Perfect Attendance Program for School Bus Drivers, Bus Monitors and Specific Food Services personnel who have to take leave pursuant to any of the six (6) qualifying reasons (listed below) of the *EPSL (Emergency Paid Sick Leave)* for a period of 10 days, which can be intermittent or continuous. EPSLA is available to employees who are unable to work or telework for any of the following six reasons related to COVID-19.

1. Is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. Has been advised by a health care provider to self-quarantine related to COVID-19;
3. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. Is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
5. Is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or
6. Is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

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

Proposed to Revise Aug 18, 2020

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**