

4021 Attendance Incentive Pay

The board recognizes the benefit to students of having the regular classroom teacher providing instruction. As an incentive for staff members to lead healthy lifestyles and to maximize the student contact hours between students and their regular classroom teacher, the district may compensate teaching staff members for their unused sick leave in the following manner.

Any teacher who reaches the maximum accumulation for sick leave in a given year, pursuant to the terms of the then-current negotiated agreement, will receive \$40 for each day beyond the maximum accumulation which remains as of the last duty day of the contract year. Partial leave days will be paid as the percentage of \$40 for the percentage of the leave remaining compared to a full day.

For example, assume a staff member receives 10 days of sick leave for a contract year and has accumulated 40 of the maximum 45 possible sick leave days. If the staff member does not use any days during that year, 5 days will be used to reach the accrual maximum, and the staff member will be paid \$40 each for the 5 accrued leave days which the staff member does not use above the accrual maximum.

As an additional incentive, upon retirement teachers who have accumulated sick leave days shall receive \$40 for each day up to a maximum of 45 days. Partial leave days will be paid as the percentage of \$40 for the percentage of the leave remaining compared to a full day. Retirement for purposes of this policy, only, is defined as (1) separating from the employment of Louisville Public Schools at 55 years of age or older or (2) being able to qualify for the rule of 85 under current State Retirement rules. This incentive shall only be paid to teachers who have served Louisville Public Schools a minimum of ten full years whether as ten full years of service or an accumulation of at least ten years with partial years of service.

Attendance incentive pay will be added to the August paycheck following the last duty day of the year in which the staff member had days remaining above the accrual amount.

Adopted on: _____

Revised on: _____

Reviewed on: _____