

Lockhart Independent School District

Pilot Excellent Attendance Incentive Program for Teachers

2009-2010

The Lockhart ISD School Board is committed to instruction in the classroom. It is their belief that students will benefit from each day that the teacher is in the classroom. The Pilot Excellent Attendance Program for Classroom Teachers replaces the Pilot Teacher Local Leave Program that existed in the 2008-2009 school year. The Pilot Excellent Attendance Program for Classroom Teachers is effective at the beginning of the 2009-2010 school year.

Therefore, in return for having no more than two (2) days of paid leave (local leave and/or state leave) that the teacher does not use during the 2009-2010 school year, then full-time teachers are eligible to receive \$500 incentive pay, and part-time (50% or more, but less than 100%) teachers are eligible to receive \$250 in their June 24, 2010 paycheck.

This program will be evaluated in July 2010 for its effectiveness. The evaluation will be based upon available funding and student performance for future years.

The criteria for qualifying for this incentive are as follows:

- ✓ Only for Teachers that spend 50% or more of the day in regular classroom instruction (this includes Strategists and GT Teachers that utilize pull-out programs)
- ✓ Full-time Teachers can earn \$500 pay in exchange for no more than two (2) absences from the paid leave banks available to the employee. Part-time Teachers (50% or more, but less than 100%) can earn \$250 pay in exchange for no more than two (2) absences from the paid leave banks available to the employee. Deductions for the catastrophic leave bank and authorized absences for staff development, field trips, and athletic events do not count as absences for this pilot program.
- ✓ Do not have to have perfect attendance, just use no more than two local and/or state leave days during 2009-2010.
- ✓ There will not be any proration of the pay for absences in excess of two days. Teachers that have more than two absences will not be eligible for the incentive pay.
- ✓ Will be paid on June 24, 2010 monthly paycheck, provided that the campus has turned in all leave reports by the published deadlines.