

Pampa Independent School District
Attendance Incentive Program

Eligibility:

- Employee active and working during the entire school year. Late hires and employees who separate before the end of their work calendar shall be ineligible.
- No more than “0”, “1”, or “2” absences in a school year
- School year will be defined as the first to the last day of an employee’s work calendar, i.e. 187 days for teacher, 261 days for custodian/maintenance, etc.
- An absence is defined as being away from work for more than 2 hours, and/or ½ day on any given day, except for compensatory time
- Compensatory time absences: absences of 4 hours or less in a day will not count as an absence for the purposes of the incentive program.
- Absence exclusions include:
 - Staff development
 - Jury Duty
 - Religious Holiday
 - Vacation, Compensatory Time, and Scheduled Days Off (during a non-school day)
 - Donated Local Leave for Catastrophic Illness

Perfect Attendance Stipend:

- After the end of the school year (by August 31st), all employees (employed the entire school year) with “0” absences during the preceding school year will receive a \$750 stipend on their August paycheck.

“Near” Perfect Attendance Stipend:

- After the end of the school year (by August 31st), all employees (employed the entire school year) with “1” absence during the preceding school year will receive a \$500 stipend on their August paycheck.
- After the end of the school year (by August 31st), all employees (employed the entire school year) with “2” absences during the preceding school year will receive a \$250 stipend on their August paycheck.

Part-time employees meeting the same requirement will receive ½ of the stipend amount in their respective category) Note: Part-time is defined as working 4 hours or less per day.

All awards and prizes are subject to federal taxes. Taxes will be collected from the employees via their normal pay distributions.

Applies to all employees except TRS Retire/Rehire staff who work on a part-time basis and set their own work hours.

Does not apply to contracted services/staff.