

**ATTENDANCE BONUS**

The Bishop Board of Education recognizes the benefit to the District of having employees, both certified and non-certified, in attendance. Regular attendance enhances not only the quality of the education given to the students, but benefits the Bishop school district financially.

In recognition of and to promote these benefits to the District and students of the District, the Bishop Board of Education hereby amends the employment contracts of all full-time, certified and non-certified employees to provide that each such employee shall be paid the following bonus, calculated as follows:

The Bishop Public School District will pay the full-time employees at the end of the school year a bonus of \$ 75.00 per day, for every day of unused personal leave and sick leave that an employee has accrued during the school year and has remaining for the school year (15 days maximum). Employees who do not use any personal leave during the school year will receive an additional \$200.00 personal leave bonus. If any employee had a partial or full day's salary deduction, they will not receive the \$200.00 personal leave bonus. For purpose of this policy, only, **any** use of sick leave will be considered use of sick leave the has accrued during the current school year.

This policy in no way changes the accumulation of sick leave to a maximum of 120 days. For purposes of this Attendance Bonus, an employee will not be considered absent on any day he or she is taking authorized vacation leave.

This bonus is only authorized for employees who were under employment contract with the District on or before August 1<sup>st</sup> of the school year. Provided further that no employee whose employment contract is terminated, either voluntarily or involuntarily, prior to the end of their contract year shall be entitled to the second semester payment listed above.

This attendance bonus payment will be made by a separate check as soon as reasonably possible following the end of their required duties for the school year and appropriate and applicable deductions will be made from that check for taxes, retirement contributions, etc. as required by law.

Provided, nothing in this policy shall be construed to affect or otherwise diminish any other leave policies. The payment of this bonus shall in no way diminish the employee's accrual or entitlement to sick leave, emergency leave, and personal business leave.

Adopted: April 14, 2022

Revised: