

PTA Proposal CDE 5

Perfect Attendance

Presented by Pembroke Teachers Association on Wednesday, April 30, 2025

The Pembroke Teachers Association proposes the following changes for perfect attendance for Units C, D, and E:

Unit C

Remove this language from Article XXII Miscellaneous Provisions, create a new article entitled "Perfect Attendance Bonus", and make the changes as indicated here below:

Article ____: Perfect Attendance Bonus

- A. Perfect Attendance shall be defined as no absences other than for vacation, jury duty, and contractual bereavement leave in each of the three (3) month periods s set forth below.
- B. One personal day in any fiscal year shall not count as an absence for the purposes of determining perfect attendance.
- C. Absence for additional personal day(s) will-shall count against perfect attendance in the three (3) month period where such day(s) are used.
- D. Employees will Members shall receive an award a bonus of \$200.00two hundred and fifty dollars (\$250.00) for perfect attendance during the periods of:
 - 1. July 1 - September 30;
 - 2. October 1 - December 31;
 - 3. January 1 - March 31; and,
 - 4. April 1 - June 30.
- E. Perfect Attendance Bonuses shall be dispersed as a separate deposit no later than fifteen (15) days after the period in which the bonus was earned.
- F. The maximum amount which may be awarded to any employee-Member in any fiscal year is \$800.00one thousand dollars (\$1,000.00).

Unit D

Remove this language from Article VIII Sick Bank, create a new article entitled "Perfect Attendance Bonus", and make the changes as indicated here below:

Section 6

~~Perfect Attendance shall be defined as no absences other than for jury duty, contractual bereavement leave, and one personal day. Beginning in F09, employees with perfect attendance for the period from September 1-December 31, January 1-March 31, April 1-June 30 will receive an award of \$100.00. The maximum amount which may be awarded to any employee in any fiscal year is \$300.00. Such payments will be made not later than the third pay period following the conclusion of each of the above referenced periods.~~

Article ____: Perfect Attendance Bonus

- A. Perfect Attendance shall be defined as no absences other than for vacation, jury duty, and contractual bereavement leave in each of the periods set forth below.
- B. One personal day in any fiscal year shall not count as an absence for the purposes of determining perfect attendance.
- C. Absence for additional personal day(s) shall count against perfect attendance in the three (3) month period where such day(s) are used.
- D. Members shall receive a bonus of **two hundred and fifty dollars (\$250.00)** for perfect attendance during the periods of:
 - 1. **September 1 - November 30**
 - 2. **December 1 - Last Day of March**
 - 3. **April 1 - Last Contractual Work Day**
- E. Perfect Attendance Bonuses shall be dispersed as a separate deposit no later than fifteen (15) days after the period in which the bonus was earned.
- F. The maximum amount which may be awarded to any Member in any fiscal year is **seven hundred and fifty dollars (\$750.00)**.

Unit E

Remove this language from Article VII Sick Leave, create a new article entitled "Perfect Attendance Bonus", and make the changes as indicated here below:

~~**Attendance Bonus. Employees who are not absent except for jury duty and/or bereavement leave for the first 60 school days will receive a \$100.00 bonus in the pay period next following the 60th school day. Employees who are not absent except for jury duty and/or bereavement leave from the 61st school day through the 120th school day will receive a \$100.00 bonus in the pay period next following the 120th school day. Employees who are not absent except for jury duty and/or bereavement leave from the 121st school day through the end of the work year will receive a \$100.00 bonus in the last pay check of the school year. The maximum award under this provision in any school year shall be \$300.00 per employee.**~~

Article ____: Perfect Attendance Bonus

- A. Perfect Attendance shall be defined as no absences other than for vacation, jury duty, and contractual bereavement leave in each of the periods set forth below.
- B. One personal day in any fiscal year shall not count as an absence for the purposes of determining perfect attendance.
- C. Absence for additional personal day(s) shall count against perfect attendance in the three (3) month period where such day(s) are used.

D. Members shall receive a bonus of **two hundred and fifty dollars (\$250.00)** for perfect attendance during the periods of:

- 1. September 1 - November 30**
- 2. December 1 - Last Day of March**
- 3. April 1 - Last Contractual Work Day**

E. Perfect Attendance Bonuses shall be dispersed as a separate deposit no later than fifteen (15) days after the period in which the bonus was earned.

F. The maximum amount which may be awarded to any Member in any fiscal year is **seven hundred and fifty dollars (\$750.00)**.