* What qualifies as perfect attendance?
  + Being present each instructional day (no instructional time missed with students)
  + Being absent no more than 8 hours in a quarter. Begins the first student-day of each quarter (for a maximum of 3 days of non-instructional time)
* Incentives for perfect attendance:
  + Monthly- free food truck voucher
    - Each staffulty with perfect attendance will receive a $15 lunch voucher (~$14,850/yr)
  + Quarterly- (would require BoD approval??)
    - Ten $100 gift card drawings ($4,000/yr) **OR**
    - $100 gift card for each person with perfect attendance, 110 teacher x 4Q = $44,000.
  + End of year bonus (starting 23-24 school year pending Board approval)
    - $75 for each personal day not used (up to 3 days, $24,750)
    - $100 bonus for each person who was present each instructional day (110 teachers x $100 = 11,000).

Cost Analysis- 21-22 school year JICHS $190,000 is daily substitutes. The average sub costs $240/day.

$190,000/$240 = 792 days

$55,000/$240 = 229 days

229/792 x 100 = 29%

The price of having your teacher versus a substitute, priceless.

FAQs?

1. Who is eligible for the incentives? All JICHS employees (certified and classified).
2. How will admin know when I am absent? All certified and classified employees will enter their absences in the new [JICHS Absence Form](https://forms.gle/APjHMKFxzzKzJfvE8). Additionally, you will notify your supervisor or administrator whenever you will be absent.
3. Do I qualify for perfect attendance if my absence is during my planning period?

Yes. We want to encourage using non-instructional time (planning period, teacher workdays and PD days).

1. Do I qualify for perfect attendance if I am attending PD? Yes, if the PD is taken during non-instructional time.
2. Do I qualify for perfect attendance if I am sponsoring or attending a field trip? Yes. If you are attending a school sponsored trip.