

Scale 12

**DISTRICT INCENTIVE PAY - DECEMBER & JUNE
STUDENT ATTENDANCE/STAFF ATTENDANCE/
DISTRICT EXPERIENCE/STUDENT PERFORMANCE**
(Performance Pay Eligible for TRS)

DECEMBER INCENTIVE					
Full Time Teachers				All Others	
#1				#1	
<i>Student Campus Attendance - Average %</i>				<i>Student Campus or District Attendance - Average %</i>	
1st & 2nd Sixweeks		#1		1st & 2nd Sixweeks	
at least 98% (97.5% to 100%)		\$300		at least 98% (97.5% to 100%)	
at least 97% (96.5% to 97.4%)		\$200		at least 97% (96.5% to 97.4%)	
at least 96% (95.5% to 96.4%)		\$100		at least 96% (95.5% to 96.4%)	
at least 96% District Only (95.5 to 96.4%)		\$50		at least 96% District Only (95.5 to 96.4%)	
# 2				# 2	
<i>Staff Individual Attendance - # of State & Local Leave Days Used Prior to December P/R Cut-off Date</i>				<i>Staff Individual Attendance - # of State & Local Leave Days Used Prior to December P/R Cut-off Date</i>	
		# 2			
0 days used		\$400		0 days used	
.5 to 1 day used		\$300		.5 to 1 day used	
1.5 to 3 days used		\$100		1.5 to 3 days used	
#3				#3	
<i>Staff Member Total Years-JISD (paid only if #1 or #2 is earned)</i>				<i>Staff Member Total Years-JISD (paid only if #1 or #2 is earned)</i>	
		#3			
20 or more		\$350		20 or more	
15 or more		\$250		15 or more	
10 or more		\$150		10 or more	
5 or more		\$100		5 or more	
2 or more		\$50		2 or more	

Instructional & Campus Administrative Staff will earn Campus Rates - all other employees will earn District rates.

Part-time regular employees (positions whose regular work schedules are 20 hours per week or less (does not include substitutes) will receive one-half of the amounts above

JUNE INCENTIVE		
Full Time Teachers		
#1		
<i>Student Campus Attendance - Final % for School Year</i>	#1	
at least 97% (96.5% to 100%)	\$500	
at least 96% (95.5% to 96.4%)	\$400	
at least 95% (94.5% to 95.4%)	\$300	
at least 95% District Only (94.5 to 95.4%)	\$150	
# 2		
<i>Staff Individual Attendance - # of State & Local Leave Days Used for Year Prior to June P/R Cut-off Date</i>	# 2	
0 days used	\$600	
.5 to 3 day used	\$300	
#3		
<i>Student Passing Rate - All State Assessments for Campus</i>	#3	
at least 85%	\$300	
at least 80%	\$200	
at least 75%	\$100	
#4		
<i># of Students Passing Specific Subject State Assessment or CTE Industry Certification</i>	#4	<i>(State Assessment Teachers Only)</i>
		\$10 x # of Students Per Test Passed

All Others		
#1		
<i>Student Campus or District Attendance - Final % for School Year</i>	#1	
at least 97% (96.5% to 100%)	\$250	
at least 96% (95.5% to 96.4%)	\$200	
at least 95% (94.5% to 95.4%)	\$150	
at least 95% District Only (94.5 to 95.4%)	\$75	
# 2		
<i>Staff Individual Attendance - # of State & Local Leave Days Used for Year Prior to June P/R Cut-off Date</i>	# 2	
0 days used	\$300	
.5 to 3 day used	\$150	
#3		
<i>Student Passing Rate - All State Assessments for Campus/District</i>	#3	
at least 85%	\$200	
at least 80%	\$100	
at least 75%	\$50	

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