

OCEA COUNTER PROPOSAL
Instructional Staff Attendance Incentive Supplement

- Eligible instructional staff members may earn and receive up to \$1,600 within one (1) school year for the instructional staff member's attendance that meets the following eligibility criteria
- Eligible instructional staff members shall receive \$400 paid in the first paycheck that is scheduled after the end of each nine (9) week period for the instructional staff member's attendance that meets the following eligibility criteria.
- Eligibility Criteria
 - The eligibility criteria for this attendance incentive shall be defined as no more than 2 absences of an instructional staff member for any part of a regularly scheduled workday that is also a regularly scheduled student school day.
 - The instructional staff member may participate in each nine (9) week period whether or not eligibility is achieved in a prior nine (9) week period within the same school year.
 - Types of Absences that would not count against the eligibility criteria are as follows:
 - Temporary Duty Elsewhere
 - Board Leave
 - Flex Leave
 - Comp Time
 - Bereavement Leave
 - Jury Duty
 - Military Leave
 - Witness Leave
 - Professional Development