

POLICY—410.5—FRINGE BENEFITS (LICENSED)		
	<i>DISTRICT CODE:</i> 410.5	<i>ADOPTED:</i> 8.30.11 (NEG)
	<i>RESCINDS:</i> GCBD NEG	<i>ADOPTED:</i> 6.12.07
<u>BOARD POLICY</u>		
<p>1. The Board of Education recognizes the need to establish Professional Staff Fringe Benefit programs for qualifying employees.</p> <p>2. The Board authorizes the Superintendent and District Administration to establish administrative regulations consistent with this policy.</p>		
	<i>ADMIN-REG:</i> 410.5-1	<i>APPROVED:</i> 8.30.11
ADMINISTRATIVE REGULATION—410.5-1: (Attendance Incentive)		
<p>1. The Superintendent and District Administration recognize it is in the best interest of students to have employees on the job each contract day and establishes the following Attendance Incentive Program for qualifying Professional Staff.</p> <p>2. Funds recouped for “no pay” days, based on average salary less the cost of substitutes, shall be distributed to those employees paid on teacher salary schedules whose sick leave, personal leave, or “no pay” days during the contract year total between 0-2 days when rounded upward. Funds shall be distributed according to the following guidelines:</p> <p>2.1. Employees must complete a full contract year to be eligible.</p> <p>2.2. Only those employees eligible for fringe benefits can be the recipients of this program.</p> <p>2.3. Payment will be made on the regular July check based upon “no pay” days used from July through June.</p> <p>2.4. The following method will be used for calculating the dollar value of this incentive for each eligible employee:</p> <p>2.4.1. Employees will be assigned a point value based on the total number of absences according to the following:</p> <p>2.4.1.1. No absences 5.5 points</p> <p>2.4.1.2. One absence 3.0 points</p> <p>2.4.1.3. Two Absences 1.5 points</p> <p>2.4.2. Total funds available shall be divided by the total points earned, which shall result in a dollar value per point.</p>		



**CANYONS SCHOOL DISTRICT
POLICY MANUAL**

<u>EXHIBITS</u> None
<u>REFERENCES</u> None
<u>FORMS</u> None
<i>CANYONS BOARD OF EDUCATION</i>

This online presentation is an electronic representation of the Canyons School District's currently adopted policy manual. It does not reflect updating activities in progress. The official, authoritative manual is available for inspection in the office of the Superintendent located at 9361 South 300 East Sandy, UT 84070.