

**Attendance Bonus Plan for WCPSS Permanent & Permanent Substitute Bus Drivers**

- The Attendance Bonus Plan is an incentive to increase attendance levels of permanent WCPSS bus drivers. Only WCPSS permanent bus drivers and permanent substitute bus drivers are eligible to participate in the Attendance Bonus Plan.
- An Attendance Bonus of up to \$250.00 will be paid to qualifying permanent and permanent substitute WCPSS bus drivers.
- Attendance Bonus Period begins Thursday September 20, 2012 and concludes Tuesday November 27, 2012.
- Individuals qualifying for an Attendance Bonus under this plan will receive such bonus in the December 2012 payroll.
- To qualify for the Attendance Bonus, the bus driver must attend in full, all assigned work-days during the period beginning Thursday September 20, 2012, and ending Tuesday November 27, 2012, with no more than two *work-dates* absent from work during this period of time.
  - A *work-date* absence from work is considered any part or all of a specific work-day.
  - A *work-date* absence is not being in attendance at work, on a work-day, for any reason.
  - *Work-dates* that must be attended to qualify for the bonus include Thursday September 20, 2012 and Tuesday November 27, 2012.
- Employees with more than two work-date absences during the Attendance Bonus Plan period of September 20, 2012 through November 27, 2012 will not be eligible to receive any bonus. No partial bonuses will be paid.
- Employees leaving the employment of WCPSS during the Attendance Bonus Plan period of September 20, 2012 through November 27, 2012 will not be eligible to receive any bonus. No partial bonuses will be paid.
- Permanent WCPSS Bus Drivers and Permanent Substitute Bus Drivers first beginning work on or after September 21, 2012, and prior to November 27, 2012, will be eligible for a pro-rata share of the \$250 Attendance Bonus based upon the following:
  - The pro-rata share of the bonus for which these employees are eligible is based upon the percentage of the September 20, 2012 through November 27, 2012 period they were employed as a WCPSS permanent bus driver or permanent substitute bus driver.
  - Eligible bus drivers beginning work between September 21, 2012 and October 12, 2012 will be allowed no more than two *work-date* absences, as defined above, from the first date of employment through Tuesday November 27, 2012 to qualify for the attendance bonus.
  - Eligible bus drivers beginning work between October 15, 2012 and November 2, 2012 will be allowed no more than one *work-date* absence, as defined above, from the first date of employment through Tuesday November 27, 2012 to qualify for the attendance bonus.
  - Eligible bus drivers beginning work between November 5, 2012 and November 26, 2012 will be allowed no *work-date* absences, as defined above, from the first date of employment through Tuesday November 27, 2012 to qualify for the attendance bonus.