



**DuBois Integrity Academy  
Certified and Classified Personnel**

**SHOW-UP INCENTIVE**  
**August 5, 2025, to May 20, 2026**

**“Every Day Counts - Attendance Incentive”**

**\$200 (Absent 4 Days Per Semester)**  
**\$450 (Absent 3 Days Per Semester)**  
**\$700 (Absent 2 Days Per Semester)**  
**\$950 (Absent 1 Day Per Semester)**  
**\$1100 (Perfect Attendance Per Semester)**

**Semester I (First Day of School) August 5, 2025 to December 19, 2025**

**Semester II -January 5, 2026, to May 20, 2026 (Last Day of School)**

**\*\* Must be employed for the entire semester to receive the incentive\*\***



## “Every Day Counts - Attendance Incentive” 2025-2026 School Year

Please review the following FAQ, which responds to questions that may be of most interest to stakeholders. Please note that additional questions and responses may be added as questions are posed to the District Administration.

### FAQ: Attendance Incentive Program

#### Are there any absences that are excluded from the Attendance Incentive process?

Yes, employees who are absent for the following reasons will still be included in the Attendance Incentive:

Jury Duty \* Military Service \* Bereavement (death of an immediate family member only) up to the approved number of days as per the policy.

#### Which employee groups are eligible for the Attendance Incentive?

Only full-time DuBois Integrity Academy employees are eligible.

#### Which employee groups are not eligible for the Attendance Incentive?

In-House Substitutes and Part-Time employees are not eligible to receive the incentive.

#### Updated as of July 21, 2025 – What period will be considered for the Attendance incentive?

Semester I - August 5, 2025, to December 19, 2025 (First Day of School)

Semester II – January 5, 2026, to May 20, 2026 (Last Day of School)

#### When and how will the Attendance Incentive payments be disbursed?

Semester I – Payment January 15, 2026

Semester II – Payment, June 15, 2026

Payments will be made through DuBois Integrity Academy’s ADP supplemental payment system.

#### Will the Attendance Incentive payments be taxable income?

Yes, the Attendance Incentive payments will be treated as taxable income under each employee’s tax elections.

#### If an employee is absent for part of the day, does it count as a full day of absenteeism toward the Attendance Incentive?

- An employee must be present all day to get attendance credit.
- Three tardies per semester will equal one full day of absence.
- If a staff member does not sign in on any given workday, that day will be counted as a tardy for the purpose of this incentive.
- Additionally, working from home will be counted as an absence.