

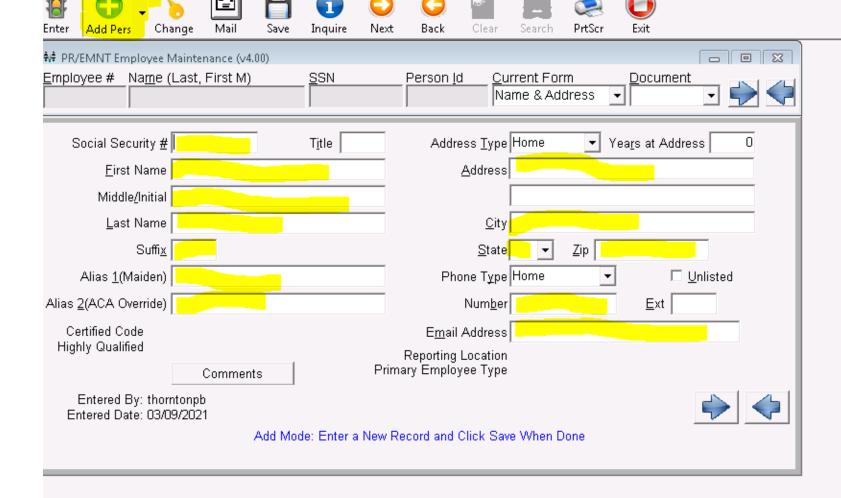
SET-UP PROCEDURES FOR NEW EMPLOYEES AASBO NOVEMBER 9, 2021

Entering new employees without onboarding software

HUMAN RESOURCES

•After logging into Human Resources

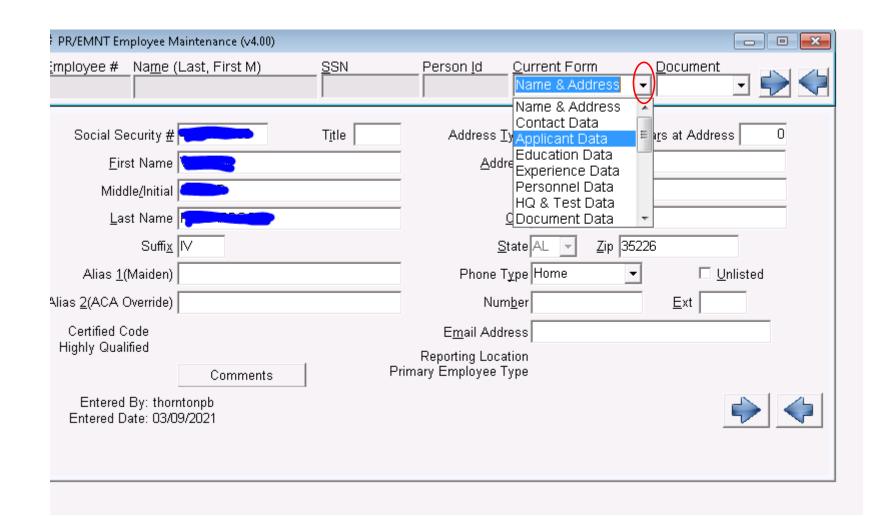
- * * Select Payroll
- * Employee Maintenance
- * Might have to Select Employee Maintenance a second time
 - * Select Add Pers



I do not "save" until I am completely finished adding the employee.

IMPORTANT INFO

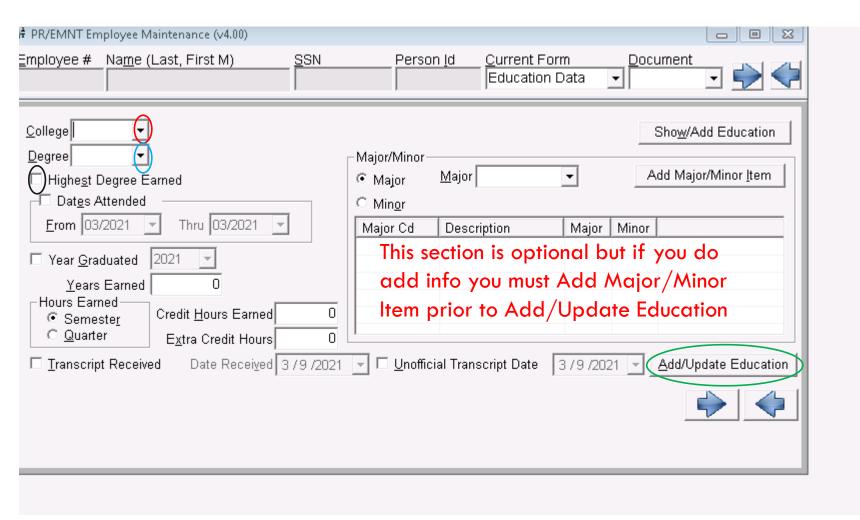
- Name should be entered as it appears on social security card
- If last name on application does not match social then enter the social last name as Alias 2
- Enter Street Address. System will skip to Zip Code – after entry system will fill in City and State. Can change manually if needed
- Some exports require a phone number – can enter generic #
- Email address: enter email address so forms/info can be sent electronically



To move to the next screen select the drop down arrow under "Current Form".

Contact Data: you have the option to list a emergency contact, etc for the employee. VHCS does not utilize this screen.

Applicant Data: can add subjects employee requests, building requested, grades requested, etc. VHCS does not utilize this screen.



IMPORTANT BECAUSE THIS INFO IS PULLED INTO YOUR LEAPS FILE

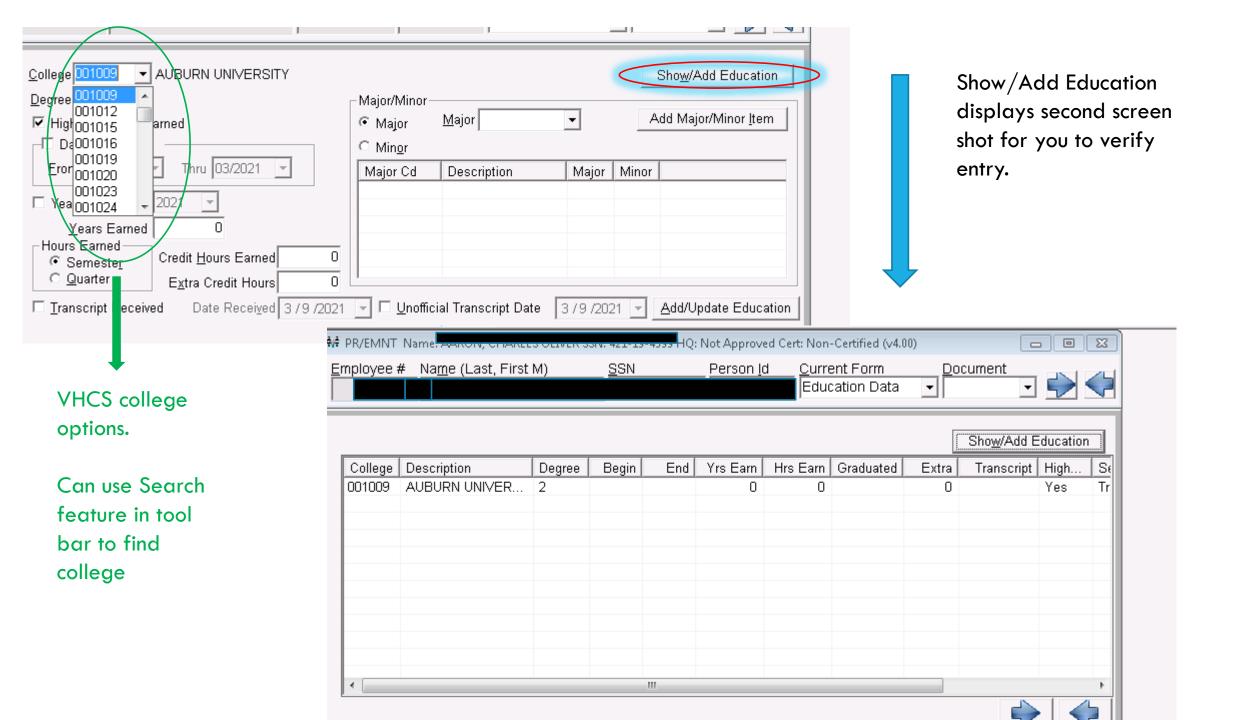
Only applies to certified employees

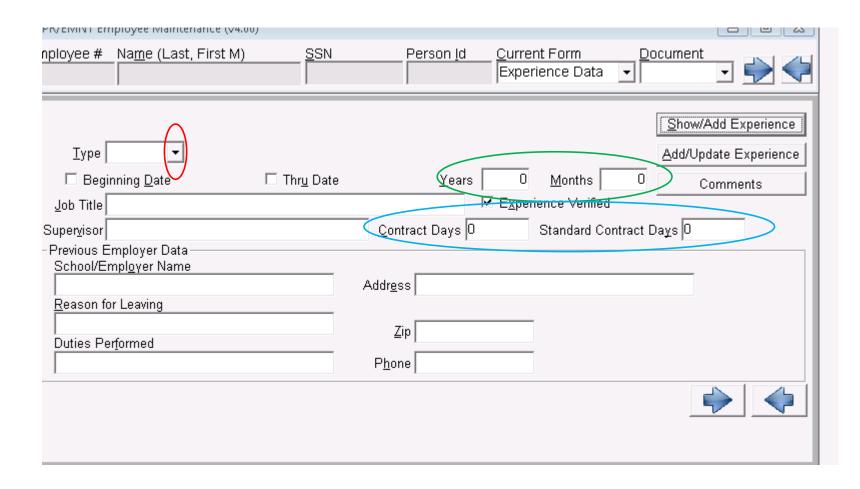
Select College (red oval) – VHCS has individual colleges entered; you can use generic as 99999

Select Degree (blue oval) – if you are unsure of which number applies to which degree you can use the search feature (on tool bar)

If employee has multiple degrees enter them separately. Ex: BS degree(1) from Auburn Montgomery and Master's (2) from Auburn would require 2 records. After entering the info for the BS select Add/Update Education (green oval)

When entering highest degree record make sure to select the Highest Degree Earned box (black oval)





EXPERIENCE DATA SCREEN ALSO IMPORTS TO THE STATE FROM YOUR LEAPS FILE

Normally you will not manually enter SYS experience. This is updated yearly when you update tenure.

Select Type

PUB = Non-AL Public School

PRV = Private School Certified

ST = AL Public School System

SYS = Experience in your system

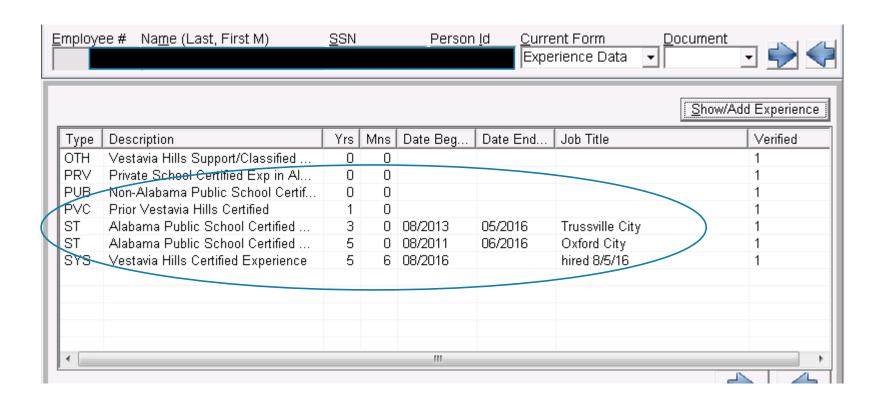
OTH = Support Staff Experience

Enter the Years/Months of EXP Select EXP verified if you have received the proper documentation

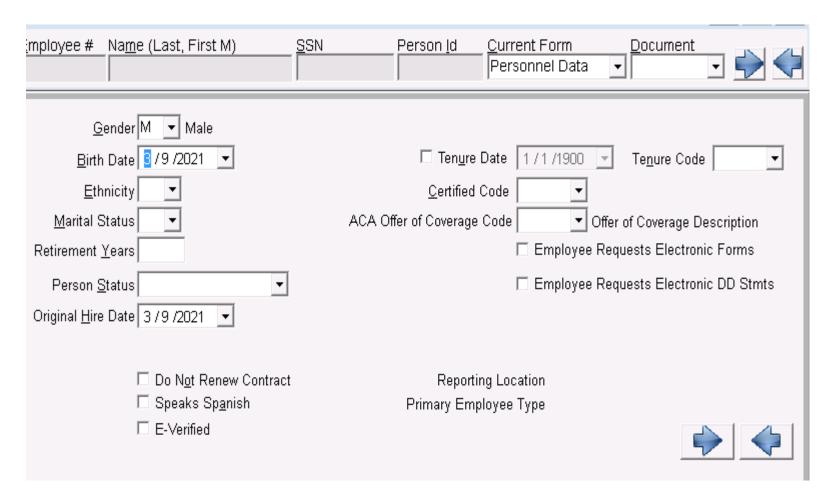
Enter the contract days and standard contract days.

Other information is optional.

AFTER ALL INFO HAS BEEN ENTERED SELECT ADD/UPDATE EXPERIENCE



Example of certified employee with multiple experience records



Martial Status: if not on application refer to the tax withholding documents to see how they are filing

Person Status: most common three

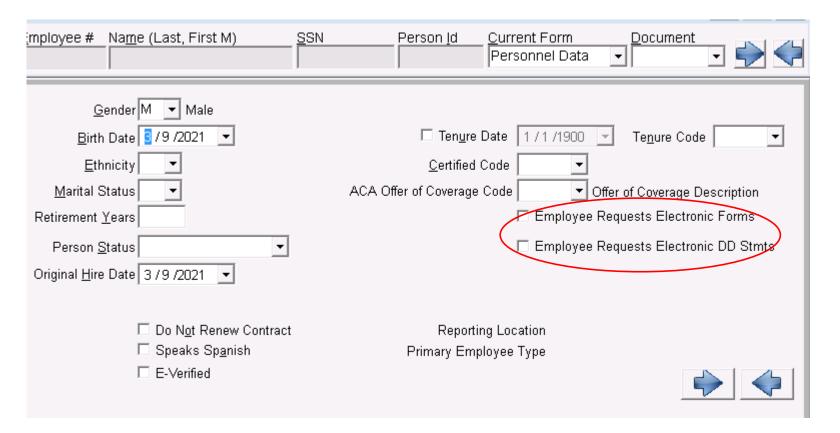
Active = employee receiving regular
monthly pay

Substitute = regular substitute

Retiree Sub = retired TRS employee
returning to work as a sub

Original hire date = first day of work, not necessarily the day they were Board approved.

E-Verified: if left unchecked will show as error on pre compute report.



Red Oval – make sure your system has a policy in place if you are only providing electronic information.

Tenure Date: should generate automatically after you enter Original Hire Date

Tenure Code: will update yearly when update is processed. Can change both of these fields if necessary

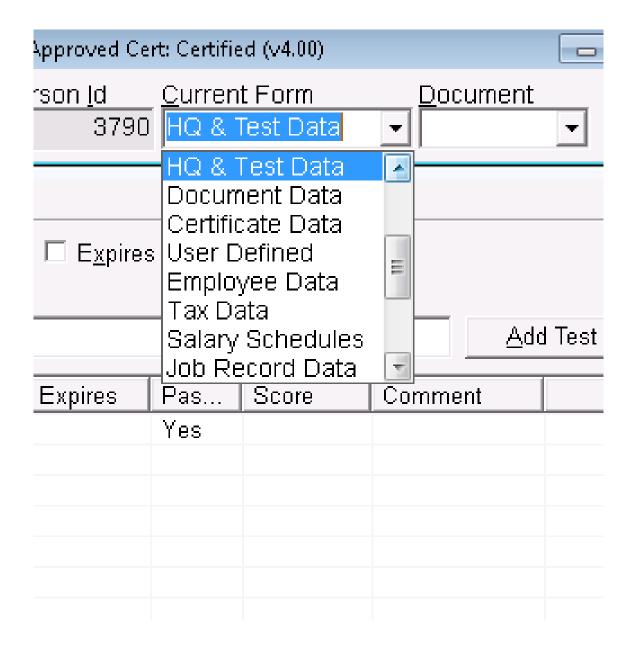
Certified Code:

C = Certified(Teachers, Directors, etc)

N = Non Certified (support staff)

S = Substitute

ACA Offer of Coverage = From drop down box select the offer that applies (most common 1A and 1H) 1A= Ins is offered to this employee 1H = Ins is NOT offered to this employee



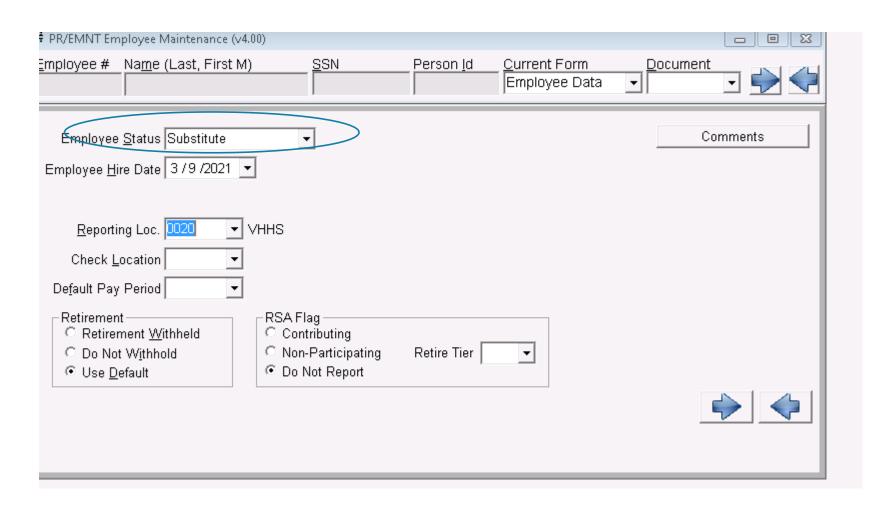
VHCS does not utilize HQ, Document Data, Certificate Data or User Defined Screens

HQ = enter Highly Qualified Info

Document Data = some systems add I-9 verification

Certificate Data = enter valid dates for teaching certificates

User Defined = Harris used this screen to show ACA coverage. No longer used



Employee Status = Person Status on Personnel Data Screen (slide 9)

Report Location = Cost Center they report to first.

Check Location= Cost Center employee wants to receive their check

Default Pay Period = most common is monthly, but however your system pays

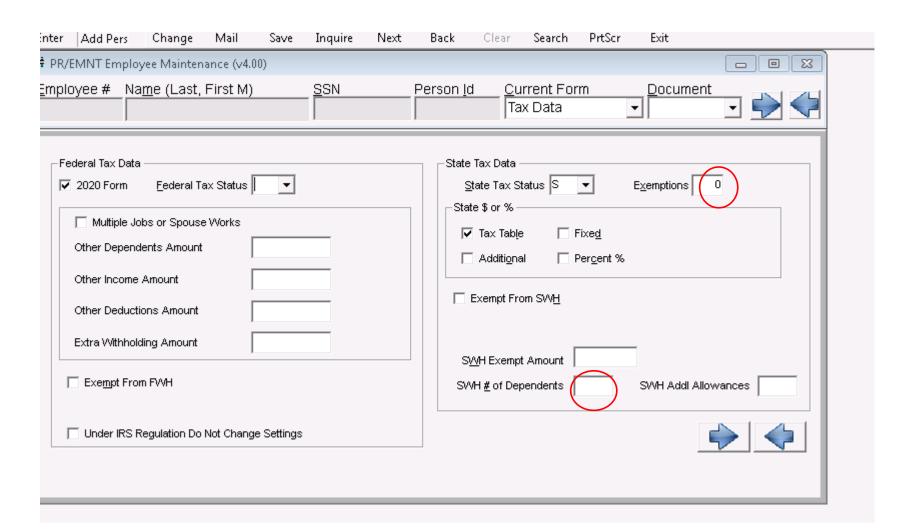
Retirement = most common is Use Default

RSA Flag: Active employees select Contributing and select correct Tier (1 or 2)

Substitutes will be Do Not Report – Tier 99

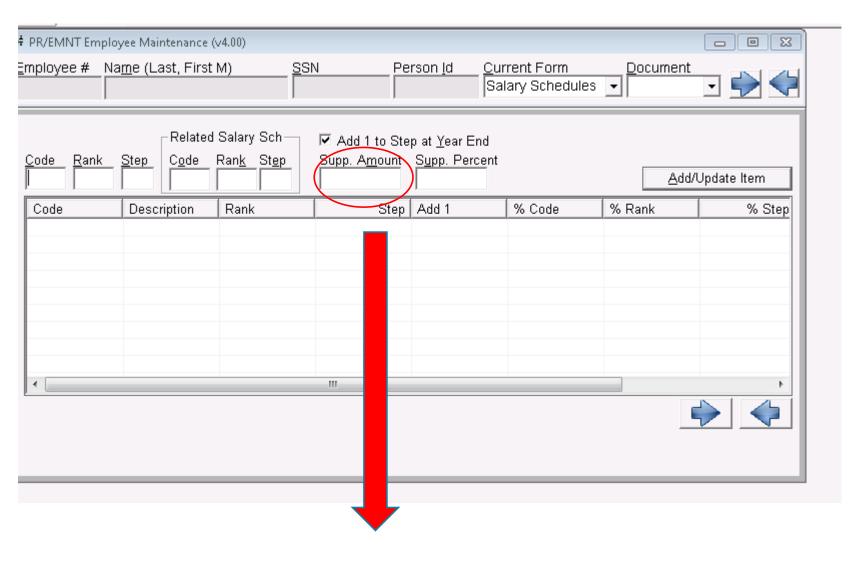
Retirees will be Non Participating and their Tier

Contract Employees (only receive one payment i.e. band camp instructor) Do Not Report



Make to sure to enter EXACTLY what the employee completed on the forms. If they did not complete the form I enter S (single) and 0 for exemptions/dependents.

FORM A-4 (State): If an employee enters 0 on line one the Status is S and Exemptions = 0. If an employee enters S or MS on line one, Status is S and Exemptions = 1. If they enter M or HE(ad) of Household, Status is M and Exemptions = 2. For additional dependents that number is entered in SWH# of Dependents box.

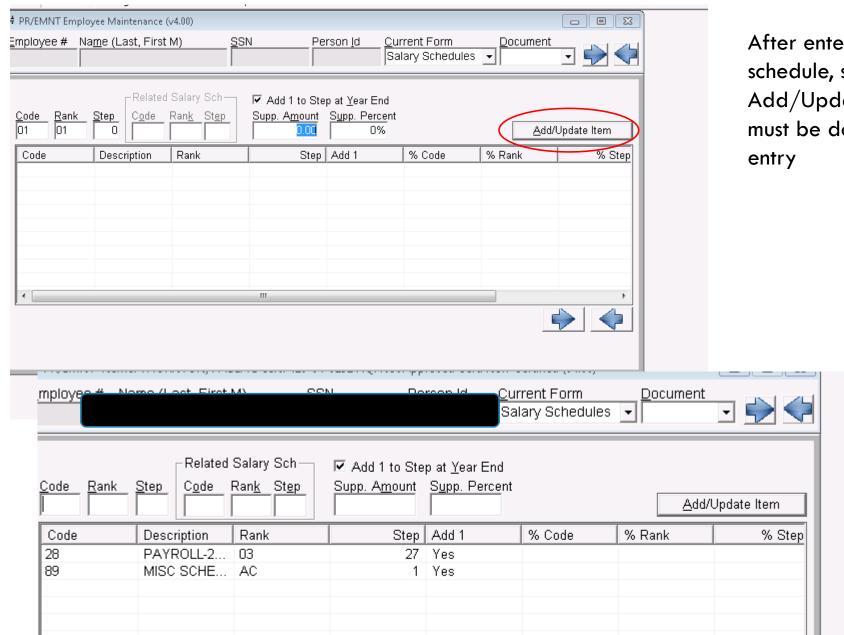


If an employee receives a supplement you can enter the additional amount here. Ex. HS Bookkeeper receives extra \$2500.00 due to sports; enter her regular salary schedule and add the \$2500.00 in the supplement box.

HIGHLY RECOMMEND all employees have a salary schedule for all jobs.

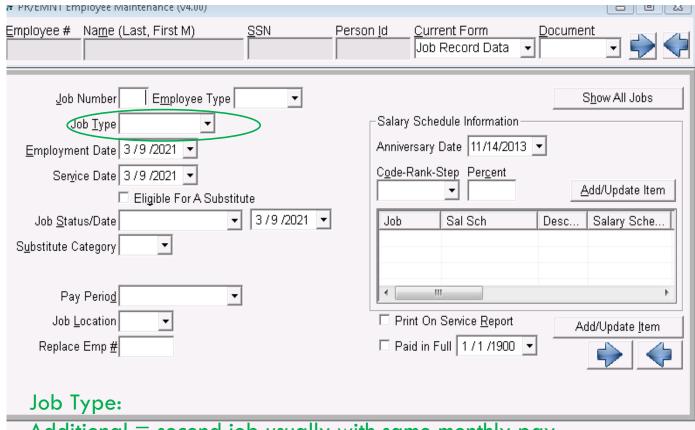
Select the Code Rank and Step of the salary schedule you wish to use. If you do not know it you can use the Search feature on the tool bar. Employees can have multiple schedules.

SIDE NOTE: VHCS has a salary schedule for all supplements so we leave the Supp Amount blank and just enter the salary schedule code/rank/step for the additional pay.



After entering salary schedule, select Add/Update Item. This must be done after each entry

Screenshot of employee with multiple salary schedules.



Additional = second job usually with same monthly pay

Primary = Job Employee spends most of day at

Supplemental = Coaching Jobs/NBCT/Hourly Jobs

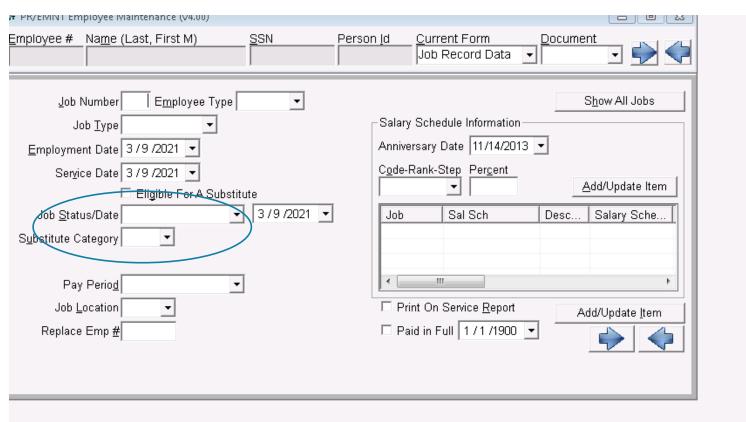
Ex: Teacher drives bus and coaches baseball.

Job 2 = Bus Driver Job Type = Additional

Job 3 = Coach Job Type = Supplemental

Job Number is MOST commonly 1. If you **do not** use position control **do not** change employee type on a Job Number. Ex: Job 1 = employee type "T" teacher. Teacher becomes Assist Principal. Terminate Job 1. Add Job 2 with an employee type "AP" assistant principal. This will track all of the positions that employee held in your system. If you use Position Control it will track the positions for you so you can reuse Job Number.

Employee Type: Employee's Position. Select from dropdown box.



Pay Period = should match pay period on Employee Data screen; monthly is most common

Job Location = CCTR

Replace Emp #= if you know who is leaving you can enter it. This field is not required

Print on Service Report = Job will print on monthly report sent to schools

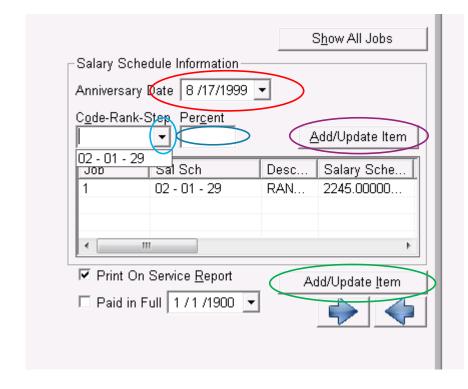
Job Status

Active = regular monthly employee

Substitute = Subs Substitute Category = can set up different categories LWS – lunchroom sub BDS – bus driver sub

On Leave – change status when employee enters unpaid leave status

Terminated – use when you only want to terminate one job on the employee's record



Anniversary Date is important for systems who grant step raises in the actual month step occurs. VHCS only does step raises at the beginning of the contract year.

Code-Rank-Step: dropdown box will show all salaries entered on the salary schedule screen. Select the one(s) that apply to this record. And enter the % of the salary schedule you wish to use. Ex: Job is Teacher, Salary Schedule for Teacher is 02-01-29 and enter 100% because the employee gets the full salary for this job.

After entering the salary schedule(s) ... Select Add/Update (within this box)

After entering all info for the Job Record select Add/Update

To see all job records for employee select Show All Jobs

VHCS pays coaching supplement as a % of teacher salary. So we select the teacher salary schedule and then enter the % so the system will calculate the supplement.

		Show/Add Job Detail					
Job	Туре	Description	Status	Description	Pay Code	Job Type	Save
1	Т	TEACHER	Active	VHELP	Monthly	Primary	68311
2	SP	SUPPLEMENT	Active	VHHS	Monthly	Supple	6489.
3	SP	SUPPLEMENT	Active	VHHS	Monthly	Supple	6489.
4	BF	BUS DR. FLD. TRIPS	Ter	BUS DRI	Monthly	Additio	0
5	SP	SUPPLEMENT	Active	VHHS	Monthly	Additio	8880.4
25	NBC	NATIONAL BOARD CERTIFIED	Ter	VHELP	Monthly	Additio	5000
99	HP	HAZARD PAY	Ter	VHELP	Monthly	Additio	0

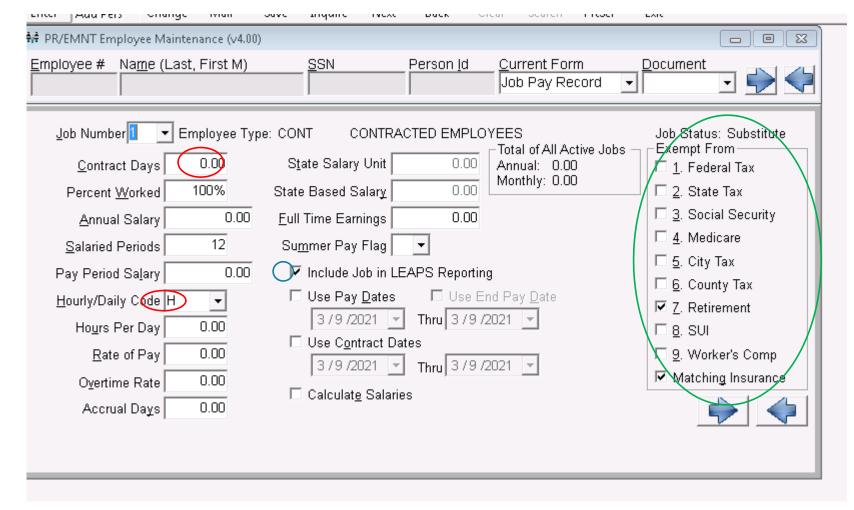
Screenshot of employee with multiple jobs:

Job 1 = Teacher at Elementary School as Primary Job

Job 2 = Coach at High School (description) as supplemental job

Job 25 = All employees who are National Board have this job record

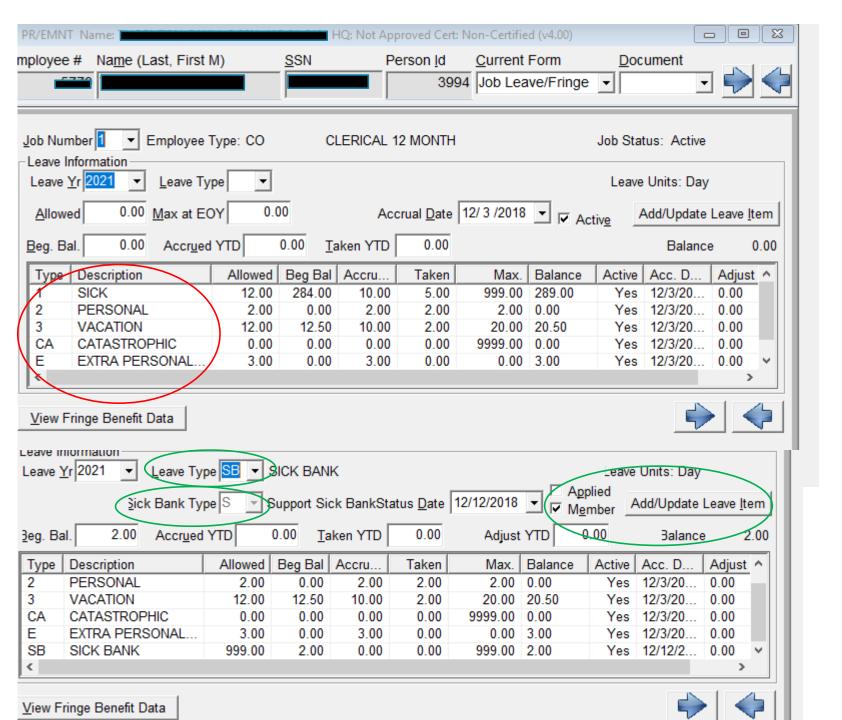
Job 4 = Terminated - no longer has CDL



Contract days and Hourly/Daily Code will default based on Employee Type.

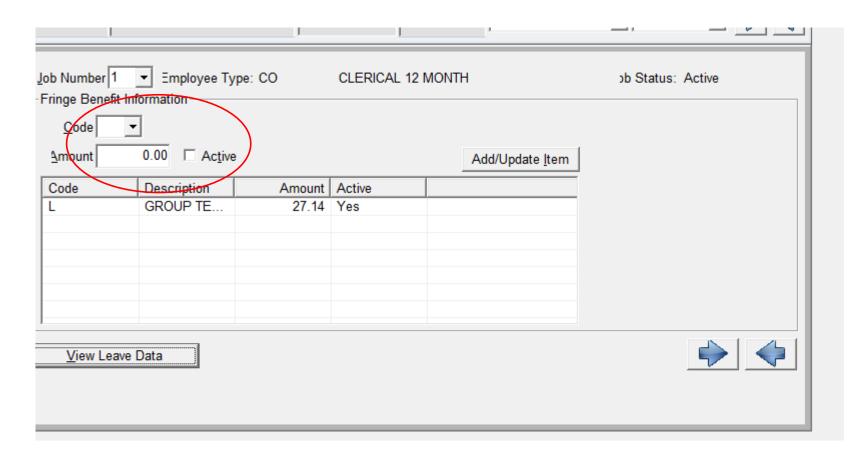
Leaps will default from Employee Type ...if you do not want this job to appear on the LEAPS report uncheck.

If this particular job is exempt from taxes, retirement, unemployment, insurance etc, you can check the boxes that apply. Ex. Teacher is also a coach but you want the insurance allocation to only be deducted from their teacher salary you would check the Matching Insurance box on the Coaching Record.



Job Leave/Fringe: Type of/Number of days allowed will populate automatically based on Employee Type. If a new employee is transferring in sick days it is best to enter them through Input Leave Adj to History module.

If an employee decides to be a member of the sick bank you will need to enter this leave type on the employee's screen. From the leave type box select your code for Sick Bank (common = SB) If you have a separate bank for certified and non certified you will need to select the correct Bank Type. If they have the required number of days to join check the member box; if they do not check applied box. Then Add/Update Leave



Note: I have a completely different PowerPoint that covers the Fringe Benefits topic.

To View/Add Fringe Benefits: Select the View Fringe Benefits Data button at the bottom of the screen.

Life Insurance fringe benefits are commonly calculated in January and spread over a 12 month period. So systems only calculate in December and deduct the total from the December check.

Fringe Code:

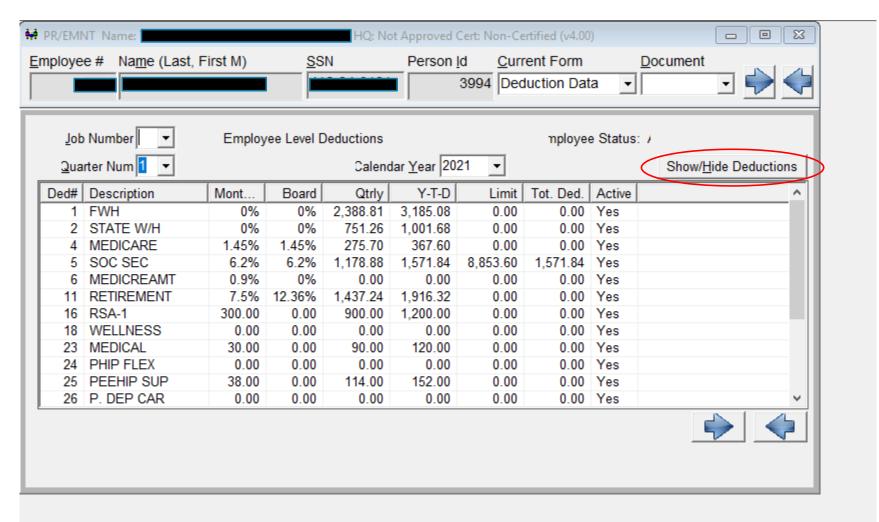
L = Life Insurance

M = Miscellaneous

V = Vehicle Fringe

If your system has vehicles that are used after hours for personal use you will need to set up a vehicle fringe for those employees.

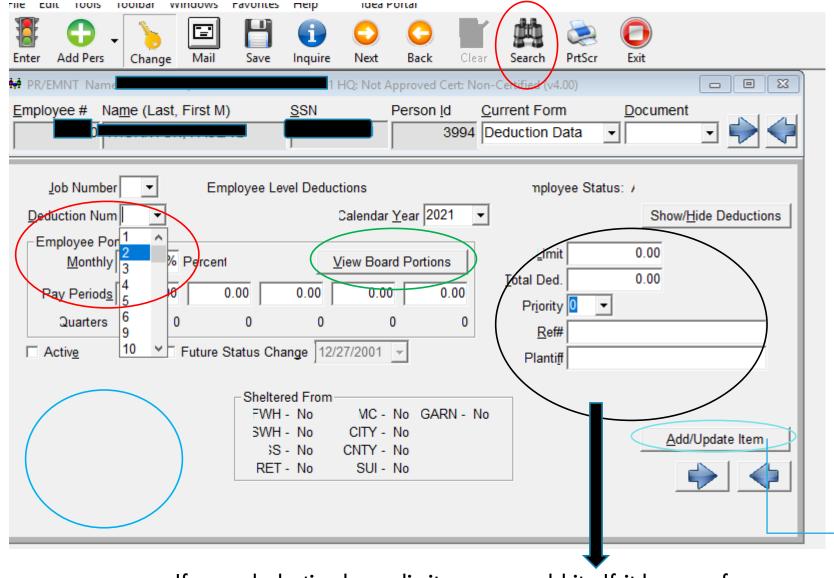
Make sure to select the Add/Update Item after making changes.



Mandatory deductions will populate automatically (if set up correctly).

Please double check that you have the correct retirement rate on each employee.

To add an additional deduction select the Show/Hide Deductions button



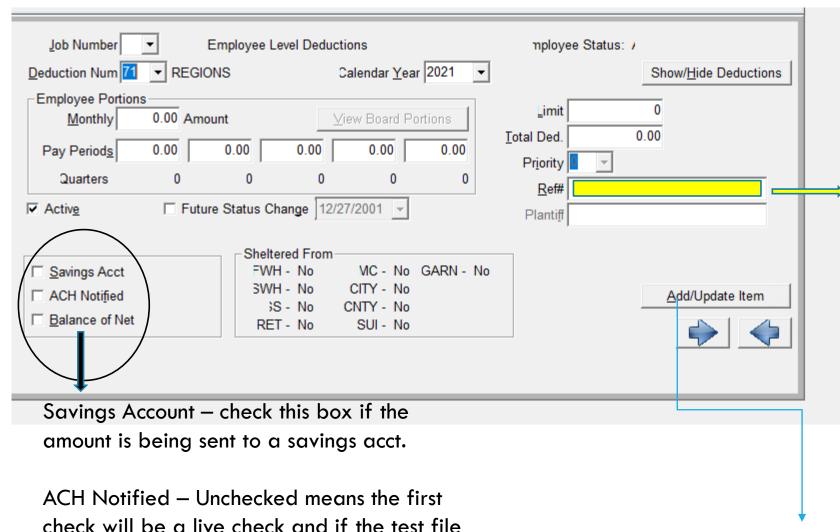
If your deduction has a limit you can add it. If it has a reference number you can add it....these are commonly used for garnishments. To add a deduction select the deduction number from the dropdown box beside Deduction Num

If you do not know the deduction number you can search your deductions.

If the deduction is/has a board portion select the View Board Portions to see the amount that will be paid by employer.

If you are adding an ACH (direct deposit) and additional box will appear.

Add/Update when finished

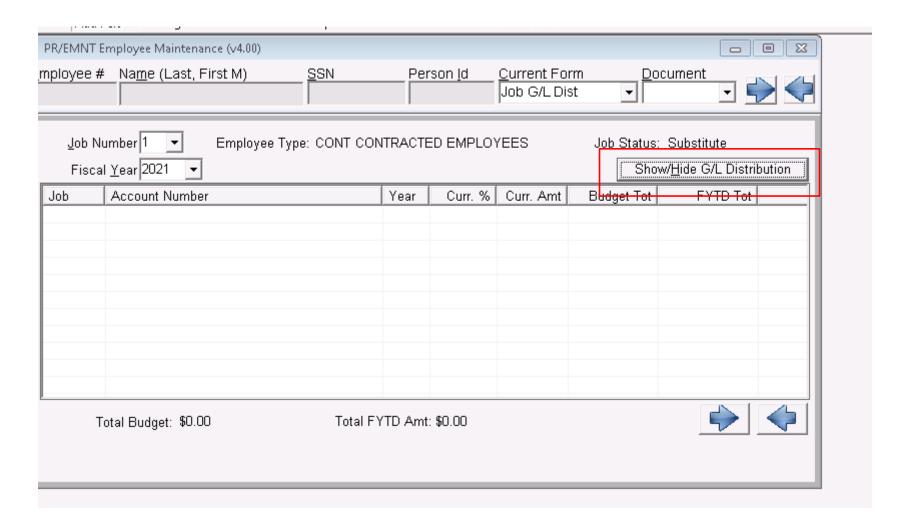


Ref# is the employees' bank account number. The routing number is set up through the Deduction Master Maintenance file.

ACH Notified – Unchecked means the first check will be a live check and if the test file process the system will automatically check this box. The next check will be direct deposit.

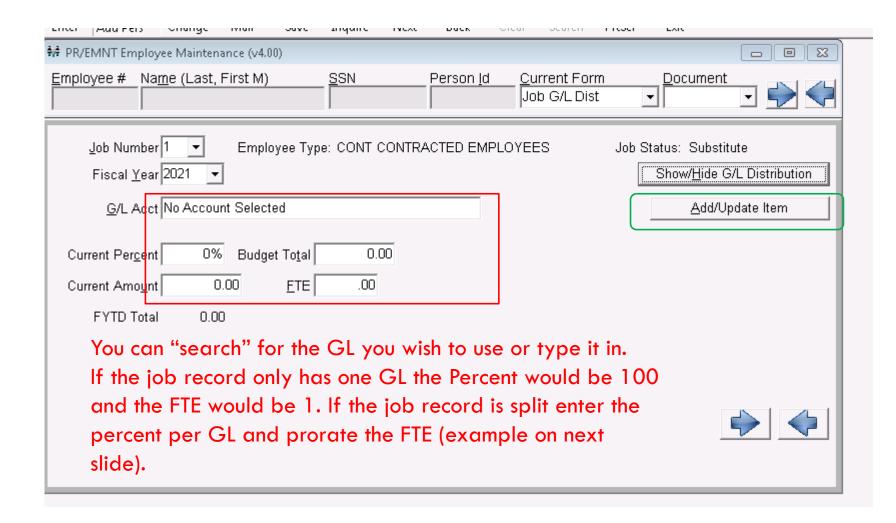
Balance of Net – all employees must have one deduction with this box checked

Reminder: after adding each individual deduction you will have to select Add/Update Item



For "active" employees, each job will need a GL. Otherwise you will receive an error on the pre-compute. FYI, substitutes will not have GL because it pulls from the employee they are subbing for.

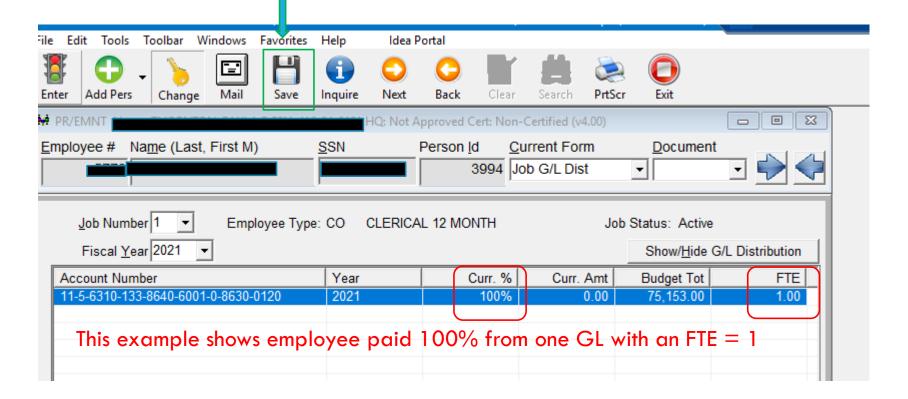
To add a GL select Show/Hide GL Distribution



After entering the GL and FTE select add/update.

12-5-42 10-053-0000-5 10 1-0-0420-0000	ZUZ I	U 70	U.UU	11,910.12	۷,
12-5-9340-053-0015-5170-0-8420-0000	2021	13%	0.00	0.00	3,
12-5-9340-053-0010-5170-0-8420-0000	2021	13%	0.00	0.00	3,
12-5-9340-053-0020-5170-0-8420-0000	2021	15%	0.00	0.00	4,
12-5-9340-053-0030-5170-0-8420-0000	2021	13%	0.00	0.00	3,
12-5-9340-053-0040-5170-0-8420-0000	2021	13%	0.00	0.00	3,
12-5-9340-053-0060-5170-0-8420-0000	2021	13%	0.00	0.00	3,
12-5-9340-053-0140-5170-0-8420-0000	2021	13%	0.00	0.00	3,
12-5-9340-053-0025-5170-0-8420-0000	2021	7%	0.00	0.00	1,

Screenshot of an employee's GL distribution with multiple GL's. Note: if the GL is set for 13% the FTE is .13. Both totals must equal 100 before you can save the record.



After entering GL you will select the save button.

You have successfully added a new employee.



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