



Payday is November 27, 2019

Reminder - There are 3 paid holidays in November.

Please be sure to read the updated changes to time reporting during Thanksgiving break included below.

November Monthly Payroll Deadline

The deadline to enter absences and positive pay hours for the November 27 payroll is **November 18 at 5:00 p.m.**

PLEASE MARK YOUR CALENDARS WITH THIS INFORMATION!

REMEMBER: Do not wait to enter absences and positive pay hours until the day of the deadline. Please do time entry daily or once a week. Posting of time after the deadline can create a delayed paycheck for the employee and manual intervention by payroll. Only hours already worked may be reported and paid on any given payroll. Please do not report positive hours for time that the employee has not yet worked.

December Hourly Payroll Deadline

The deadline to enter positive pay hours for the December 10 payroll is **December 2 at 5:00 p.m.**

December Monthly Payroll Deadline

The deadline to enter positive pay hours for the December 30 payroll is **December 17 at 5:00 p.m.**

January Hourly Payroll Deadline

The deadline to enter positive pay hours for the January 10 payroll is **Thursday, January 2, 2020 at 5:00 p.m.**

- It is extremely important that you have positive time reported and Sams jobs verified for the week of December 16th PRIOR to leaving work on Dec 20th for employees to be paid in a timely manner.

Address Changes for Pay Warrants

In anticipation of printed paychecks and pay advices being mailed to the employee's home address at the end of December, for those employees who receive them, please communicate with your staff to access employee self-service and verify that their most up to date address is on file with the district. An employee can view their pay warrants and update address information online by using DWA Employee Self Service.

November Holidays

There are three holidays observed in November – Veterans Day (Nov 11) and Thanksgiving (Nov 28 & 29). Please do not report employee absences on these dates. They are paid holidays for classified employees and non-work days for certificated employees. There should be no time reported on these dates unless an employee works and is eligible for regular time, extra time, or overtime.



Thanksgiving

All school sites will be closed the week of Thanksgiving from November 25 through November 29. The first three days of that week (Nov 25, 26, 27) will be unpaid days for classified ten (10) month traditional and some eleven (11) month traditional employees. They will be docked for those unpaid days on the December 30, 2019 paycheck. Payroll will automatically add the unpaid time to the employee's timesheet in Time and Labor. Do not change or delete those hours.

Vacation hours cannot be used in lieu of the unpaid days. Those three days are now work days at the end of the school year and are included in the pay issued on the June 30, 2020 paycheck.

Longevity Stipends

Longevity stipends for employees in the POA (School Police) bargaining unit will pay on November 27, 2019. These stipends will be included on the employee's November monthly paycheck.

Longevity stipends for employees in the OSS bargaining unit will pay Mid-December 2019 on a separate payroll. These stipends will be not included on the employee's monthly paycheck. Exact pay date to be determined.

SAMS/SmartFindExpress—Job Duration

Visiting teacher assignments will populate into Time and Labor from SAMS at 8 hours/day. Visiting Teachers are paid a daily rate of pay, please do not adjust these hours. The standard work day is 6 hours/35 minutes on site exclusive of a 30 minute duty free lunch. Early Childhood Education teachers assigned to a Child Development Center are on site for 7 hours/30 minutes.

SAMS/SmartFindExpress – Job Verification

Please remember to verify on the SAMS system that substitutes (certificated and classified) assigned to your location actually came to work and completed the assigned jobs. **Please do not verify a job for an employee that did not work the assigned job.** Substitutes will not be paid unless the jobs they worked have been verified in SAMS. You must verify jobs in SAMS for those that have worked the assignment no later than the day before the timekeeper cut-off for each payroll period. It is recommended that you take a few moments each day to verify the previous day's jobs. If you have any questions regarding this, please contact a SAMS Operator at (619)725-8090 or subhelp@sandi.net.

Classified Sick Leave Incentive

Employees in the OTBS, OSS, PARA, and POA (School Police) bargaining units who have perfect attendance (not using any of their sick leave allotment) during one complete fiscal year shall be entitled to one paid day of leave during the next fiscal year. The time reporting code used to report the paid day is **CLSLI** (Classified Sick Leave Incentive).

The sick leave incentive day does not accrue from year to year and must be taken prior to June 30 of the following year. Absences where an employee used personal necessity leave for observance of a religious holiday (maximum of 3 days per year) will not be included when determining eligibility for the sick leave incentive.



November Resignations and Leaves of Absence

Please notify your payroll specialist as soon as possible if you have an employee that is resigning or going on a leave of absence.

Remember to do a termination or leave of absence PAR.

Run your Filled Positions Report to verify the list of current employees at your location (*Workforce Administration > Workforce Reports > Filled Positions*). If an employee is listed that you know is not at your site, please call or email your payroll specialist. If an employee does not appear on the list and should appear, please call or email your payroll specialist.

We need your help in monitoring this report as it will ensure each employee is paid correctly!

*Please do not respond to this email as it is informational only.
Contact your payroll specialist if you have any questions.*

Thank you!