

CLARK COUNTY SCHOOL DISTRICT
OPERATIONAL SERVICES UNIT
TECHNOLOGY & INFORMATION SYSTEMS SERVICES DIVISION
USER SUPPORT SERVICES
EMPLOYEE BUSINESS TRAINING DEPARTMENT



*PeopleSoft-HCM:
Manager Self-Service
Essentials*

Revised: December 2020

Table of Contents

Manager Self-Service Overview	3	Manage Exceptions.....	42
Navigating in Manager Self-Service	4	Reporting Locations.....	43
Accessing the HCM system	4	Effort Certification	43
The Banner	5	Workforce Availability	44
Home Button	6	Daily View.....	45
Notifications Button	6	Weekly View	47
Actions List Button	6	Mass Time Entry	49
Tiles	7	My Team Tile	50
Approvals Tile.....	9	My Team Summary.....	50
Approving Absence Requests	9	My Team Compensation Information	51
Mass Approval of Absence Requests	12	Viewing Leave Balances.....	52
Approving Cancel Absence Requests	14	View Employee Personal Info Tile	53
Approving Reported Time Requests.....	16	Position Requests Tile.....	55
Mass Approval of Reported Time	18	Checking the Approval Chain & Status of Position Requests	61
Timesheet Entry Tile	20	Talent Acquisitions Tile.....	63
Substitute Timesheets	26	Budget Planning Tool Tile	64
Team Time/Absence Tile.....	27	Position Control Request Tile	65
Report Time on Behalf of an Employee Daily View ..	27	Manager Self Service Reports Tile	69
Weekly Time Summary	28	Appendix – Additional Resources.....	70
Payable Time.....	30		
Comp Time Balances.....	32		
Requesting an Absence on Behalf of an Employee...33			
Cancelling an Absence on Behalf of an Employee36			
View Requests.....	38		
Absence Balances.....	40		

All headings are hyperlinks to
jump to the appropriate page.
Control-Home returns to the TOC.

This manual was created for the HCM Project in collaboration with
the Human Resources Division and Business and Finance Unit.

Manager Self-Service Overview

There are several different dashboards/portals when working in the HCM System. This guide will focus on Manager Self Service (MSS).

The HCM System provides a Manager Self Service (MSS) Portal designed to assist administrators, managers, and other designated staff with the ability to:

- Enter Time or submit Absence Requests on behalf of employees at their school or work location.
- View employees' submitted Time, Absences, Absence Balances, etc.
- Access an at-a-glance view of their school or work location's scheduled employees, requested absences, schedule deviations, etc.
- Locate and view personal and employment data for their location's employees.
- Create job requisitions in the HCM System's Talent Overview program, Taleo.
- Request new and make changes to existing positions.
- Access the School Budget Planning Tool.

When it comes to Time and Absence, there are two levels of approval: Level 1 Reviewers and Level 2 Approvers. Level 1 Reviewer and Level 2 Approver access applies only to the Time and Absence workflow in MSS.

Time/Absence and Payroll require a Reviewer and a Final Payroll Authorization Approver.

Reviewers are considered to be Level 1 approvers, and may include employees such as:

- Administrative School Secretaries and Office Managers at a school, department secretaries, location managers or supervisors.
- Employees who have staff who "report to" them as identified in the system's organizational structure. For example, at a school, all employees report to the Principal, so by default, the Principal will have Level 1 Approver rights.

Final Payroll Authorization Approvers are considered Level 2 Approvers. These are Administrators such as Principals and Department Directors.

Reported Time (such as Overtime and Comp Time Earned) and Absence Requests (such as Personal Illness or Vacation) are routed to the Reviewer for initial approval. The Final Payroll Authorization Approver must submit the Reported Time or Absence Requests to Payroll.

It should be noted that, in many cases, a principal, director, or other administrator will be assigned Level 1 rights, as they have employees who report to them, AND Level 2 rights as the Final Payroll Authorization Approver.

There will be an Add-On Form available at support.ccsd.net in order to request elevated access for eligible users if necessary. (A more detailed explanation of the Standard Roles in the HCM system is available on the [CCSD Employee Business Training](#) website.)

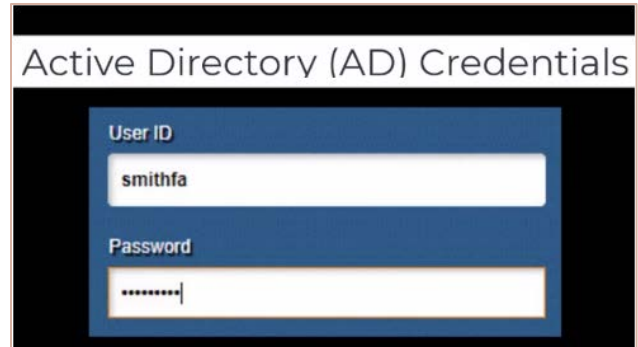
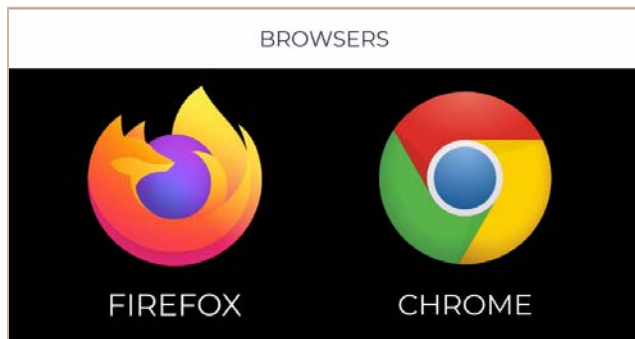
Navigating in Manager Self-Service

Accessing the HCM system

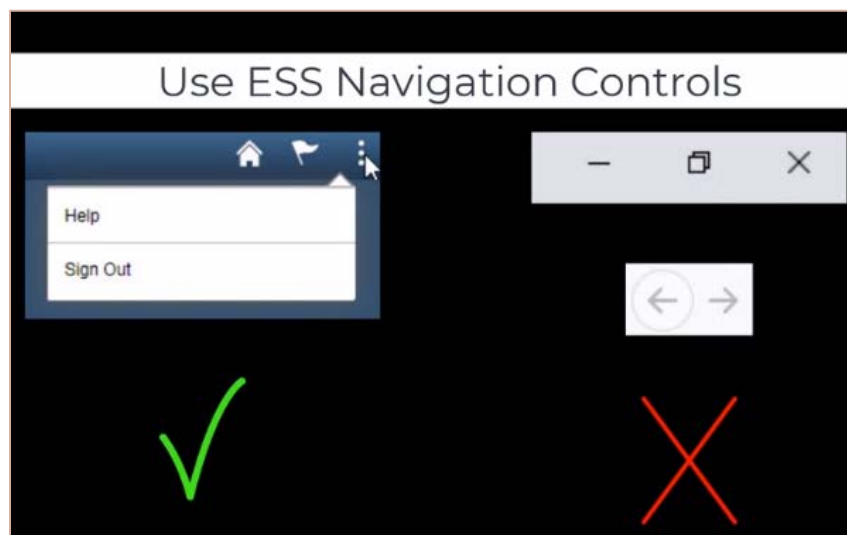


The HCM system provides an Employee Self Service (ESS) portal for CCSD employees as well as the Manager Self Service (MSS) portal for administrators, managers, and reviewers. The system can be accessed via the HCM icon on the desktop or by going to hcm.ccsd.net.

The HCM system is compatible with Mozilla Firefox, Google Chrome, and most mobile browsers. All employees use their Active Directory (AD) credentials to access the system.



An important thing to remember when using the HCM system is that, when navigating throughout the system, end users should always use the navigation buttons provided within the system, not within the browser.

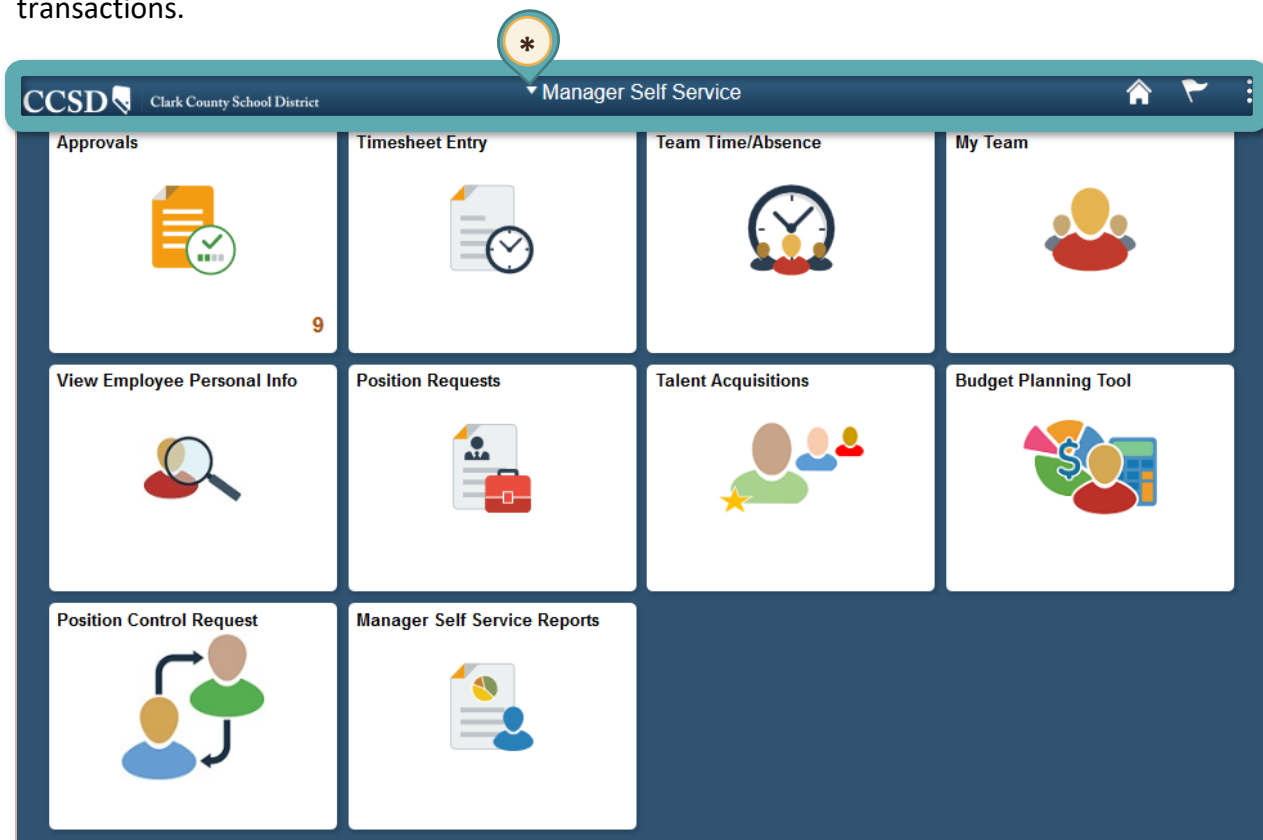


The Banner

The Banner provides constant access to the navigational and application features.

A home page/dashboard is a PeopleSoft page that combines related information and displays tiles. PeopleSoft HCM supports multiple home pages/dashboards for managers, timekeepers, and employees that provide users with quick access to role-based transactions. Employees with Manager Self Service access will automatically be brought to the Employee Self Service (ESS) homepage after logging in. When multiple home pages/dashboards are present, use the drop-down on the banner to select a home page/dashboard.

Use the **Manager Self-Service** home page/dashboard to access a variety of manager self-service transactions.



IMPORTANT!

PeopleSoft is a web-based program that can change. These updates might change the look of some of the images and/or directions in this document.

Home Button

Click the **Home** button from any page/screen to return to the dashboard.



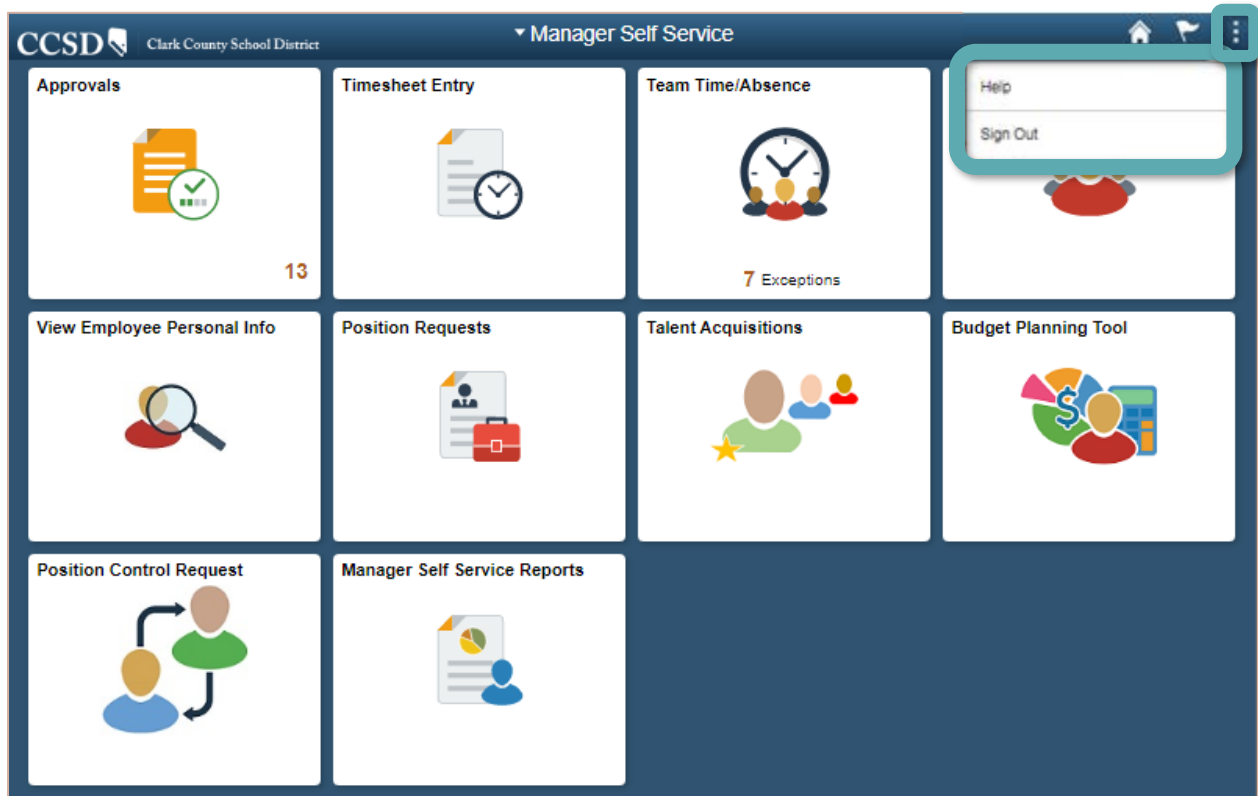
Notifications Button

Clicking the flag icon will display any notifications, such as information regarding absence/time approval.



Actions List Button

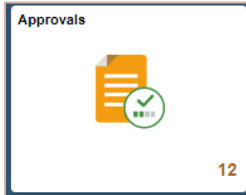
The **Actions List** (3 vertical dots) displays a list of actions the employee can perform. **Help** and **Sign Out** are standard actions in the list; however, other options may appear when visiting a transaction page. The **Help** option links to the [CCSD Employee Business Training](http://training.ccsd.net) website (training.ccsd.net) where additional information and videos can be accessed. The **Sign Out** button should always be used instead of closing the entire browser window to ensure the session is properly exited each time.



Tiles

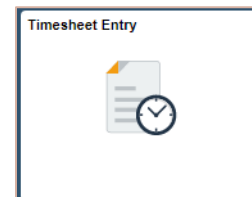
Tiles provide access to transactional pages in **Manager Self Service**. Below are the tiles on the MSS home page/dashboard.

The **Approvals** tile provides access to the following functions:



- Absence Requests
- Reported Time
- Cancelled Requests

The **Timesheet Entry** tile provides access to the following function:
Entering Reported Time on behalf of an employee



The **Team Time/Absence** tile provides access to the following functions:

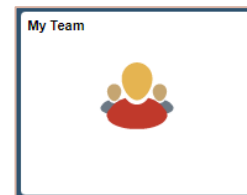


- Report Time – Daily view
- Weekly Time Summary
- Payable Time
- Comp Time Balances
- Request and Cancel an Absence on Behalf of an Employee
- View Requests and Absence Balances
- Workforce Availability

The **My Team** tile provides access to the following information:

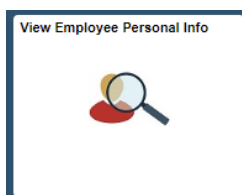
(Note: Tile will only display information for users who have employees that report to them in the system's organizational structure.)

- Summary Information
- Compensation Information
- Leave Balances



The **View Employee Personal Info** tile provides access to the following information:

(Note: Tile will only display information for users who have employees that report to them in the system's organizational structure.)



- Home and Mailing Addresses
- Email Addresses
- Phone Numbers
- Emergency Contacts
- Birthdays

The **Position Requests** tile provides access to:

Request new positions
(departments/regions year round, schools-off cycle only)



The **Talent Acquisitions** tile provides access to **Taleo (Talent Management Suite)** to:

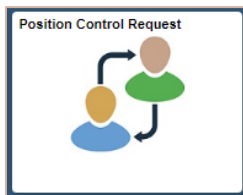


Create requisitions
Screen candidates
Make job offers

The **Budget Planning Tool** tile will link authorized users to the **Planning and Budgeting Cloud Service (PBCS)** login page to access the CCSD School Budget Planning tool.



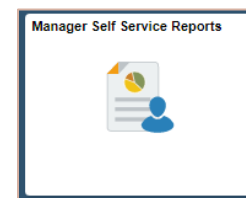
The **Position Control** tile provides access to:



Manage current positions at the location
(departments/regions year round, schools-off cycle only)

The **Manager Self Service Reports** tile provides access to:

Pre-made queries such as Sub Timesheets to Approve



IMPORTANT!

Throughout the HCM system, there are often multiple ways to complete different tasks. The methods shown throughout this guide are considered best practices in MSS, especially when requesting absences, reporting time, etc. Because of this, not all features available on each page will be addressed.

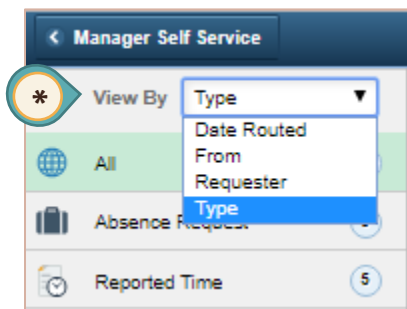
Approvals Tile

Select the **Approvals** tile from **Manager Self Service** to display this page. The number in the bottom right corner indicates the total number of pending approval requests.



Approving Absence Requests

Approval requests can be sorted by selecting an option from the ***View By** drop-down list if desired.




Type (default) will list all pending approvals by either absence request, reported time, or cancel absence in the left side panel.

Date Routed will list all pending approvals by the week in the left side panel and in order of the routed date from oldest to newest.

From will list all pending approvals by the name of the person who created the request in the left side panel. Once a name has been selected, only requests created by that person will be displayed.

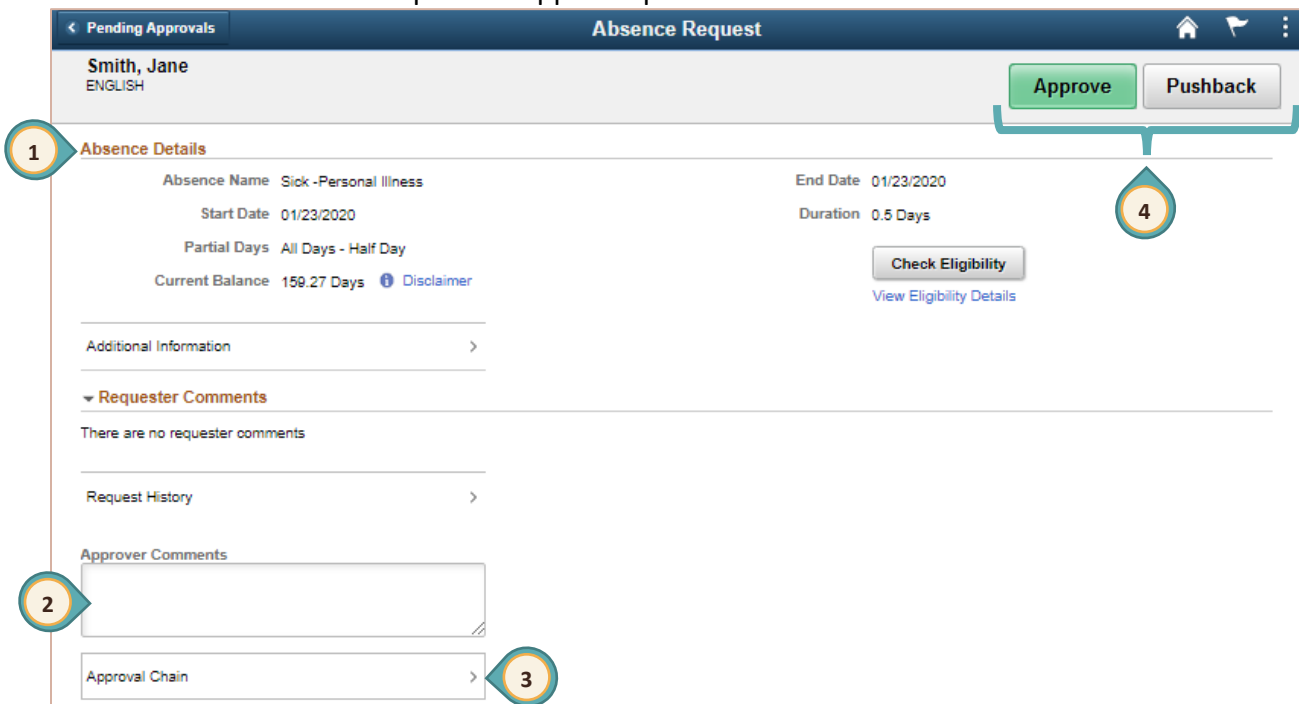
Requester will list all pending approvals by the affected employee in the left side panel. Once a name has been selected, only requests for that employee will be displayed.

A filter option  can be selected to filter the list by Type, Requester, From, or Date Period if desired.

Click the **Absence Request** link from the left side panel, to display only absence requests. To review and approve an individual absence, click the > right arrow, which is located on the right side of the page. After the arrow has been selected, the **Absence Request** details page will display.



1. The information can be reviewed for accuracy. Information displayed includes the **Employee's Absence Details** (including Partial Days), **Current Balances**, **Eligibility**, **Additional Information** (including FMLA coding), **Requester Comments** (if any), and **Request History**.
2. *Optional:* Enter any **Approver Comments**. (Comments can also be added in the next step.) **Note:** Comments are viewable by the employee and any users with access to the Absence Request. Comments cannot be modified or deleted once entered.
3. To review the approvers in the **Approval Chain** for this absence, click the > right arrow. The **Approval Chain** displays the request's **Absence Approval Paths**, any **Approvers** involved, and the status of each step of the approval process.



4. Select either **Approve** or **Pushback** using the buttons in the upper right corner.
 - a. When the **Approve** button is selected, the following page will display.

Enter any **Approver Comments** regarding the approval of the absence.
Once comments have been entered, click the **Submit** button.

If approved by a **Level 1 Reviewer**, the request is routed to the **Level 2 Approver**.
If approved by a **Level 2 Approver**, the request is routed to Payroll.

Remember: It is possible for one location to have multiple Level 1 Reviewers. If any Level 1 Reviewer screens and approves the request, it will move on to the Level 2 Approver.

Also if a Level 2 Approver, who is also a Level 1 Reviewer, approves the request first, the request will bypass the Level 2 approval review and route directly to Payroll.

- b. When the **Pushback** button is selected, the following page will display.

Enter any **Approver Comments** regarding the **Pushback** on the absence.
Once comments have been entered, click the **Submit** button.

Clicking the **Pushback** button will route the Absence Request back to the employee (whether it was submitted by the employee or by someone else on their behalf, such as the Timekeeper). The Pushback option can be used if and when the Absence Request contains a mistake, or to communicate to the employee that the Absence Request cannot be approved at this time (such as accounting for minimum staff coverage).

Remember: Comments are viewable by the employee and any users with access to the Absence Request. Comments **cannot** be modified or deleted once entered.

Mass Approval of Absence Requests

After selecting the **Approvals** tile, click the **Absence Request** option from the left side panel. **Level 1 Reviewers** have the ability to select multiple Absence Requests at the same time. However, because **Level 1 Reviewers** are designated to view and screen Absence Requests for accuracy before approving, it is **not** recommended to use Mass Approval at the Reviewer level. **This tool is intended for Level 2 Approver and should always be used with caution.**

The screenshot shows the 'Manager Self Service' interface with the 'Pending Approvals' section. On the left, a sidebar contains filters: 'All' (12), 'Absence Request' (8), and 'Reported Time' (4). The 'Absence Request' filter is highlighted with a blue box. The main area displays a table of pending approvals. The table has columns for 'Reported Time', 'Quantity for Approval', and 'Routed'. Two rows are visible, both for 'Hill, Christine'. The first row is for '09/30/2019 - 09/30/2019' with a quantity of 6.00 Hours, and the second row is for '10/18/2019' with a quantity of 1.5 Hours - ELIGIBLE. Both rows are marked as 'Routed' with dates 10/02/2019 and 10/03/2019 respectively.

After selecting the **Absence Request** option from the left side panel, the following page will be displayed. In this example, there are three (3) Absence Requests that require approval.

The screenshot shows the 'Manager Self Service' interface with the 'Pending Approvals' section. The left sidebar shows filters: 'All' (10), 'Absence Request' (3), and 'Reported Time' (7). The 'Absence Request' filter is highlighted with a blue box. The main area displays a table of pending approvals. The table has columns for 'Absence Request', 'Quantity for Approval', and 'Routed'. Three rows are visible, all for 'Hill, Christine', 'Smith, Jane', and 'CCSD USER'. The first row is for '12/26/2019' with a quantity of 8 Hours - ELIGIBLE, the second for '12/11/2019' with a quantity of 1 Days, and the third for '12/02/2019' with a quantity of 1 Days - ELIGIBLE. All rows are marked as 'Routed' with dates 11/22/2019, 11/25/2019, and 12/02/2019 respectively. At the top right, there are 'Approve' and 'Pushback' buttons. At the bottom, there is an 'Approver Comments' field.

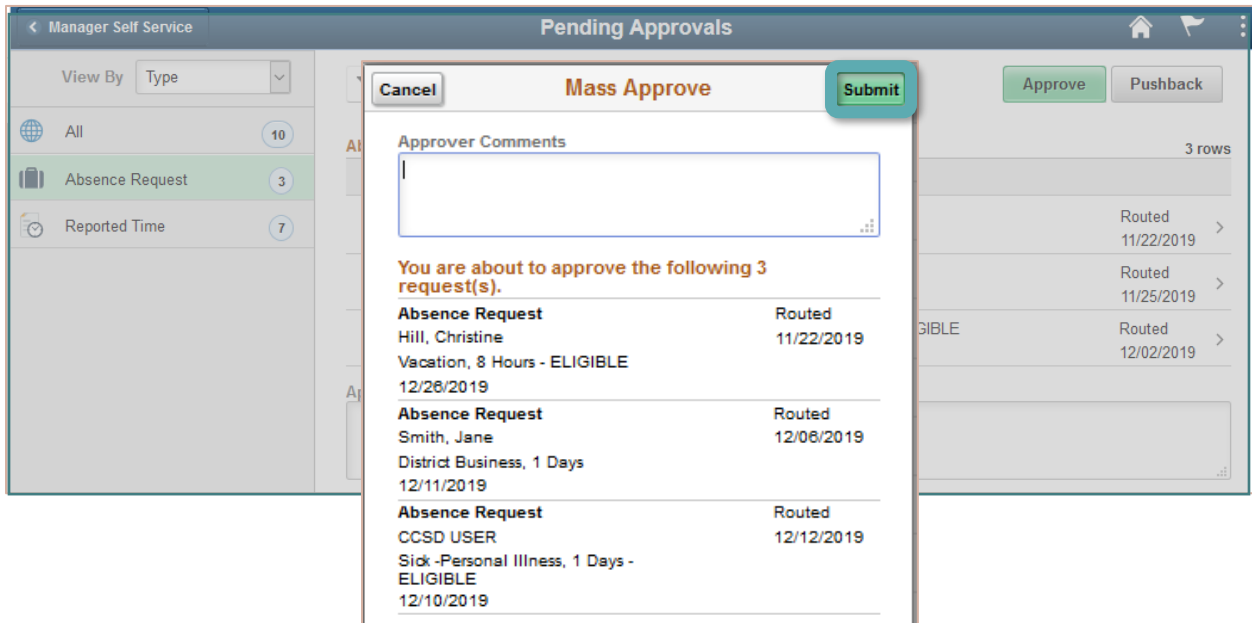
To approve all three (3) **Absence Requests**, click the **Checkbox** in the top gray bar and click the **Approve** button. (Comments can be entered in the **Approver Comments** field on this page or the next.)

If an employee's absence needs be corrected, the Absence Request must be returned to the employee. To do this, select the checkbox by the employee's name, then click the Pushback button and enter comments, if desired.

Enter any comments in the **Approver Comments** field if not done on the previous page. (When mass approving requests, the same comment is used for all approved requests.)

Remember: Comments are viewable by the employee and any users with access to the Absence Request. Comments **cannot** be modified or deleted once entered.

Review the absences to be approved. Click the **Submit** button to finalize the approval.



After clicking the **Submit** button, the Absence Requests will no longer appear on the page and a notification that the transactions have been approved will be displayed.



Once again, if these are approved by a Level 1 Reviewer, the request is routed to the Level 2 Approver. If approved by a Level 2 Approver, the request is routed to Payroll.

Note: As mentioned before, if a Level 2 Approver, who also has Level 1 access, approves any Absence Request without it first being approved by their designated Level 1 Reviewer, the request will skip the Level 1 Reviewer in the approval process. Additionally, by selecting Absence Requests individually, the Level 2 Approver can click **Approval Chain** to see if their Level 1 Reviewer has approved the request.

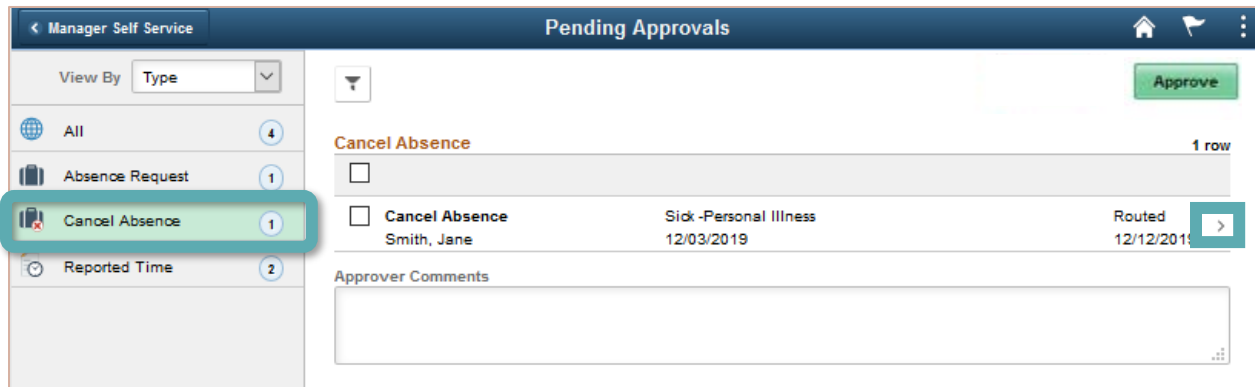
Approving Cancel Absence Requests

If there are any Absence Requests that have already been approved and then are cancelled by the employee or Timekeeper, the cancellation of the request must go through the same approval process.

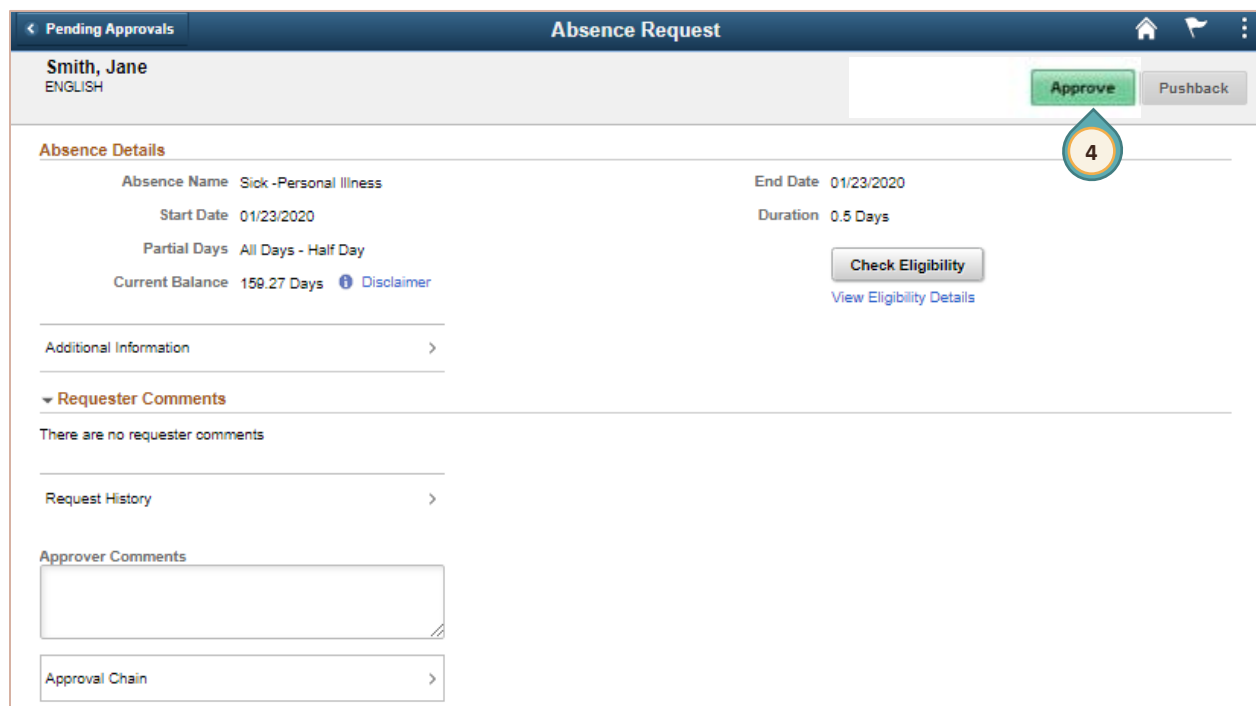
This process does not apply if the Absence Request was submitted by an employee but was never given Level 1 or Level 2 approval.

After selecting the **Approvals** tile, click the **Cancel Absence** option from the left side panel. In this example, there is one (1) **Cancel Absence** request that requires approval.

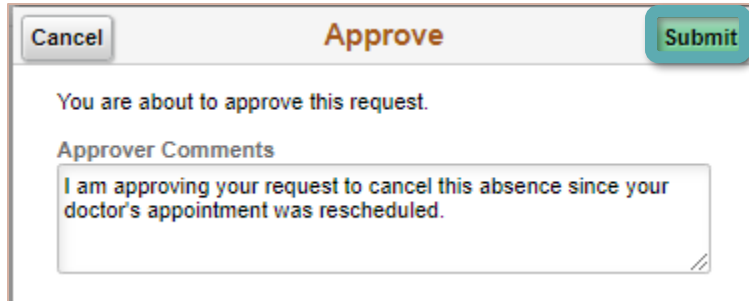
To review and cancel an individual absence, click the > right arrow, which is located on the right side of the page. After the arrow has been selected, the Absence Details page will be displayed.



Click the **Approve** button in the upper right corner.



When the **Approve** button is selected, the following window will be displayed.



Enter any **Approver Comments** regarding the approval of the cancellation.

Remember: Comments are viewable by the employee and any users with access to the Absence Request. Comments **cannot** be modified or deleted once entered.

Once comments have been entered, click the **Submit** button.

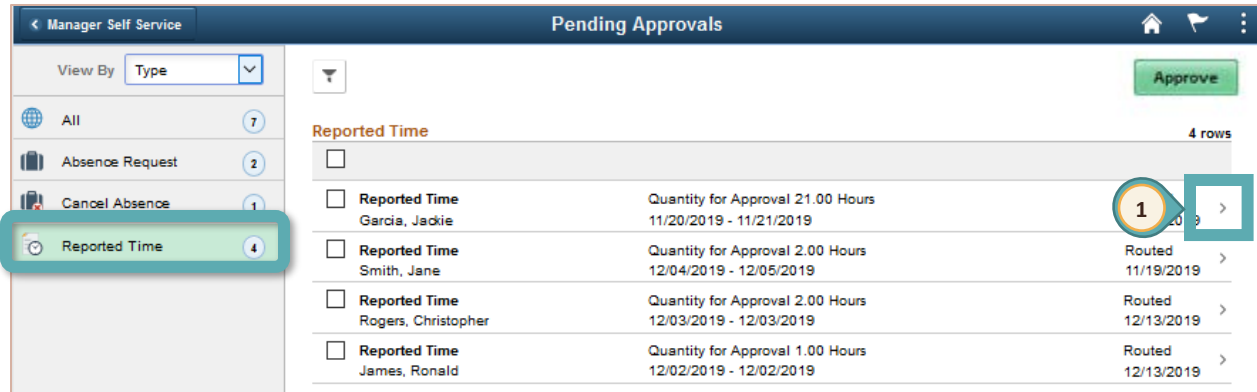
If approved by a Level 1 Reviewer or a Level 2 Approver, the request is routed back to the person who entered the absence.

Please visit the [CCSD Employee Business Training website \(training.ccsd.net\)](http://training.ccsd.net) > Resources > HCM for additional resources including the Cancelling and Re-submitting an Absence video.

Approving Reported Time Requests

After selecting the **Approvals** tile, click the **Reported Time** option from the left side panel. In this example, there are four (4) **Reported Time** items that require approval.

1. Select the row for the employee to review the time requested.



Note: Refer to the figure below for the following explanations:

2. The **Summary** area displays the **Time Period** for which the time has been entered, the quantity of hours or days to be approved, the quantity scheduled, etc.
3. The **Reported Time Details** area shows the date on which the time was reported, the Time Reporting Code (TRC) used, the Quantity for Approval, etc.
4. If multiple TRCs and/or dates were reported in the same **Time Period** (i.e., two days in the same work week), each TRC and/or date will display as its own individual row. In the example below, a Support Professional employee has reported two (2) hours of Overtime for one day, and three (3) hours of Comp Time Earned on the next. This appears as two different rows.

As another example, a teacher may have reported 15 minutes (.25 hours) of **Extra Minutes (ADDMS)** during each day of the work week, which will display as five different rows.

5. Select the record(s) to approve by clicking the **Checkbox** which appears to the left of the date(s).
6. Enter any **Comments** in the space provided if desired.

Remember: Comments are viewable by the employee and any users with access to the Absence Request. Comments **cannot** be modified or deleted once entered.

7. To review the **Approval Chain**, click the **Approval Chain** box.
8. To **Approve** the Reported Time, click the **Approve** button.

Once approved by the Level 1 Reviewer, if the Reported Time does not have an alternate funding source (and therefore is coming from the employee's job location's funding), the Reported Time will be routed to the Level 2 Approver for the site (e.g., the School Principal).

Note: If the Reported Time has an alternate funding source (and therefore is coming from a different location's funding), then the Reported Time will be routed to the Level 1 Reviewer and the Level 2 Approver for that site to enter or verify that the appropriate combination code has been applied.

- If time is not being approved for the employee, the Level 1 Reviewer or the Level 2 Approver can make adjustments to the Reported Time on the timesheet. Comments can be entered, if desired.

Reported Time

Garcia, Jackie
OFFICE SPEC II

2 line(s) are pending your approval

2 Summary

Time Period 11/20/2019 - 11/21/2019

Quantity for Approval 21.00 Hours Quantity Scheduled 16.00 Hours

Quantity Submitted/ 0.00 Hours Quantity Reported 21.00 Hours
Approved

Quantity Denied 0.00 Hours

[View Legend](#)

3 **Reported Time Details**

Pending All

2 rows

Select	Report Date	Time Reporting Code	Quantity for Approval	Reported for Date / Scheduled for Date
<input type="checkbox"/>	11/20/2019	REG - Regular Hours	10.00 Hours	10.00 Hours / 8.00 Hours
<input type="checkbox"/>	11/21/2019	CTE - Comp Time Earned	11.00 Hours	11.00 Hours / 8.00 Hours

5 **Approver Comments**

6

7 **Approval Chain**

8 **Approve**

4

Mass Approval of Reported Time

After selecting the **Approvals** tile, click the **Reported Time** option from the left side panel. Level 1 Reviewers have the ability to approve multiple Time Requests at the same time. However, because Level 1 Reviewers are designated to view and screen Time Requests for accuracy before approving, it is **not** recommended to use Mass Approval at the Reviewer level. ***This tool is intended for Level 2 Approvers and should always be used with caution.***



After selecting the **Reported Time** option from the left side panel, the following page will be displayed. In this example, there are four (4) Time Requests that require approval.



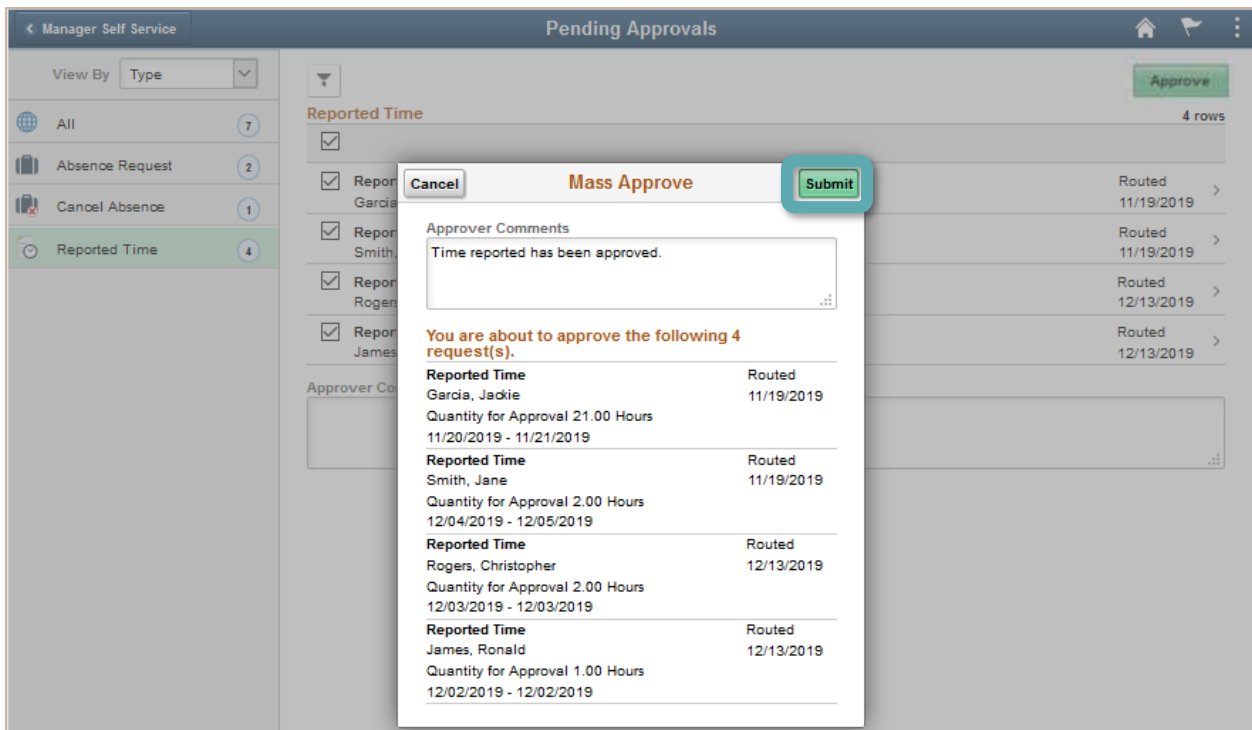
To approve all four (4) **Reported Time** requests, click the **Checkbox** in the top gray bar and click the **Approve** button. (Comments can be entered in the **Approver Comments** field on this page or the next. When mass approving requests, the same comment is used for all requests.)

If an employee's reported time needs to be changed, it can be modified directly.

Enter any comments in the **Approver Comments** field if not done on the previous page.

Remember: Comments are viewable by the employee and any users with access to the Absence Request. Comments **cannot** be modified or deleted once entered.

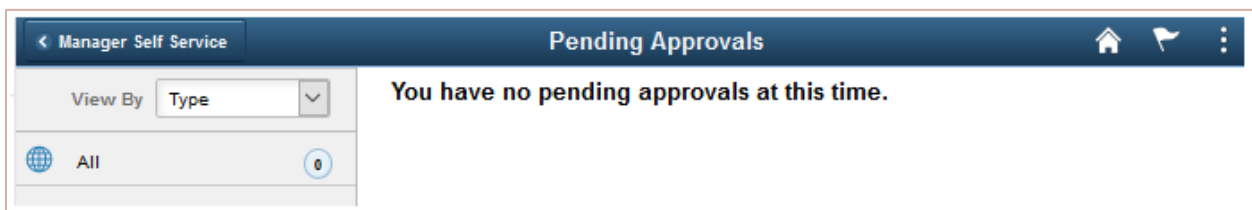
Review the **Time** to be approved. Click the **Submit** button to finalize the approval.



After clicking the **Submit** button, the reported time requests will no longer appear on the page and a notification that the transactions have been approved will be displayed.



If all absence requests and reported time have been approved, the following message will appear.



If these are approved by a Level 1 Reviewer, the request is routed to the Level 2 Approver. If approved by a Level 2 Approver, the request is routed to Payroll.

Note: If a Level 2 Approver who also has Level 1 access approves any Time Request without it first being approved by their designated Level 1 Reviewer, the request will skip the Level 1 Reviewer in the approval process. By selecting Time Requests individually, the Level 2 Approver can click **Approval Chain** to see if their Level 1 Reviewer has approved the request.

Timesheet Entry Tile

The **Timesheet Entry** tile can be used by both Level 1 Reviewers and Level 2 Approvers in MSS to locate and select an employee at the location in order to enter time on behalf of the employee. Select the **Timesheet Entry** tile from **Manager Self Service** to display the page.



After selecting the **Timesheet Entry** tile, the search page will be displayed (see next page).

1. Search for employees by criteria such as **Last Name**, **First Name**, **Employee ID** or **Location Code**.

Note: Select the magnifying glass icon next to any of the selection criteria to search and select an appropriate value for that field. A value must be present in at least one field in order for a search to return results. It is recommended to use the **Location Code** along with at least one other search criteria.

2. After entering the desired criteria, click the **Get Employees** button to search. The search results will display beneath the search area at the bottom of the page.

Employee Selection Criteria

Selection Criterion	Selection Criterion Value
Time Reporter Group	<input type="text"/>
Employee ID	<input type="text"/>
Empl Record	<input type="text"/>
Last Name	<input type="text"/>
First Name	<input type="text"/>
Business Unit	<input type="text"/>
Job Code	<input type="text"/>
Job Description	<input type="text"/>
Department	<input type="text"/>
Supervisor ID	<input type="text"/>
Reports To Position Number	<input type="text"/>
Location Code	<input type="text"/>
Company	<input type="text"/>
North American Pay Group	<input type="text"/>
Global Payroll Pay Group	<input type="text"/>

Get Employees
Clear Criteria
Save Criteria

Note: If “Save Criteria” is selected, it saves it in this section as well as in Team Time/Absence Tile search sections.

The **Change View** area at the bottom of the page allows viewing by week or by day, changing the date searched, showing or hiding the employee’s schedule information, and looking at previous and future weeks.

Change View

*View By: Show Schedule Information

Date:

Employees with multiple jobs will be listed multiple times. The **Empl Record** column will display “0” for the primary job. (A job 2 would be displayed as Empl Record “1,” a job 3 would be displayed as Empl Record “2,” and so on.)

The Demographics tab displays information related to the specific job such as job code, department, workgroup, location code, reports to, etc.

3. Click the employee's **last name** to open the timesheet record for that employee.

Employees For Hill, Christine, Totals From 12/08/2019 - 12/14/2019

Time Summary Demographics

Last Name*	First Name*	Employee ID	Empl Record	Job Title	Reported Hours	Hours to be Approved	Scheduled Hours	Exception	Reported Absence	Hours Approved or Submitted	Denied Hours
Last Name			0		0.000000	0.000000	0.000000			0.000000	0.000000

4. The **Select Another Timesheet** area can be used to change the view of the Timesheet, and allows a different date or week in which to view the Timesheet to be selected.

5. The Timesheet shown will display any time that may have been reported by or for the employee in the timeframe given.

In this example, a certified teacher worked one hour of Extra Instruction per day in a given work week. Any Absence Requests (in this case a District Business absence) that may have been submitted within this timeframe will also be seen, but they will appear as a non-modifiable row.

6. A Timekeeper, MSS Level 1 Reviewer, or MSS Level 2 Approver has the ability to modify, add, or remove time that is reported. Be sure to scroll to the right side of the page to modify any of the information entered previously or enter any additional information that is required for the transaction (such as a different location code or combination code – see step 8).

Tip: MSS users can view name, dept, loc and the hourly rate of pay for an employee by selecting the Job Title.

Manager Self Service Timesheet

Smith, J. ENGLISH Employee ID: [redacted] Empl Record: 0 Earliest Change Date: 09/18/2019

Select Another Timesheet

*View By: Week *Date: 12/08/2019

Scheduled Hours: 35.90 Reported Hours: 4.00

From Sunday 12/08/2019 to Saturday 12/14/2019

Sun 12/8	Mon 12/9	Tue 12/10	Wed 12/11	Thu 12/12	Fri 12/13	Sat 12/14	Total	Time Reporting Code	Business Unit	Location	Athletics/
	1.00	1.00		1.00	1.00		4.00	EIHLY - Extra Instruction - Hourly	CCSS		
			7.18				7.18	ZDSBD - District Business			

Submit

Reported Time Status Summary Absence Exceptions Payable Time

Reported Time Status

Date	Reported Status	Total	TRC	Description	Sched Hrs	Add Comments
12/09/2019	Saved	1.00	EIHLY	Extra Instruction - Hourly	7.18	
12/10/2019	Saved	1.00	EIHLY	Extra Instruction - Hourly	7.18	
12/11/2019	Approval In Process	7.18	ZDSBD	District Business	7.18	
12/12/2019	Saved	1.00	EIHLY	Extra Instruction - Hourly	7.18	
12/13/2019	Saved	1.00	EIHLY	Extra Instruction - Hourly	7.18	

Return to Select Employee Approve Absence

7. Select the **Time Reporting Code (TRC)** from the drop-down box. The selection will vary based upon the type of employee that is being processed. If different **TRCs** are reported for the same time period, enter the time on the next row. If more than three rows need to be entered, click the **+** sign to add rows to the grid.

Total	Time Reporting Code	Business Unit	Location	Athletics/Activity Code	Document ID (SAP)	Combination Code	ChartFields		
4.00	EIHLY - Extra Instruction - Hourly	CCSD1					ChartFields	+	-
7.18	ZDSBD - District Business	CCSD1					ChartFields	+	

Here is a sample list of current Time Reporting Codes (subject to change):

Time Reporting Codes (TRC) for Support Professionals:	Time Reporting Codes (TRC) for Certified (Licensed):
<ul style="list-style-type: none"> CBP - Call Back Pay CLUBH - Clubs - High School CLUBM - Clubs - Middle School COAHF - Coaching/High School/Fall COAHS - Coaching/High School/Spring COAHW - Coaching/High School/Winter COAMW - Coaching/Middle School/Winter CSM - Campus Security Monitor CTA - Comp Time Adjustment CTC - Comp Time Conversion CTD - Comp Time Adjustment - Decr CTE - Comp Time Earned CTT - Comp Time Taken EVENT - Event - Banking/Tickets NASUP - Non-Assigned Time - Support REG - Regular Hours <p>Note: Timekeepers, MSS Level 1 Reviewers, and MSS Level 2 Approvers have access to more TRC codes than employees.</p>	<ul style="list-style-type: none"> ADDMS - Extra Minutes ADDON - Add-On Day ADULT - Adult Education CLUBH - Clubs - High School CLUBM - Clubs - Middle School COAHF - Coaching/High School/Fall COAHS - Coaching/High School/Spring COAHW - Coaching/High School/Winter COAMW - Coaching/Middle School/Winter CRDIF - Credit Deficient CSM - Campus Security Monitor EIFLT - Extra Instruction - Flat Rate EIHLY - Extra Instruction - Hourly ELMS - Training EXDAY - Extended Day MNTR - Mentor Pay PREPB - Preparation Time Buyout

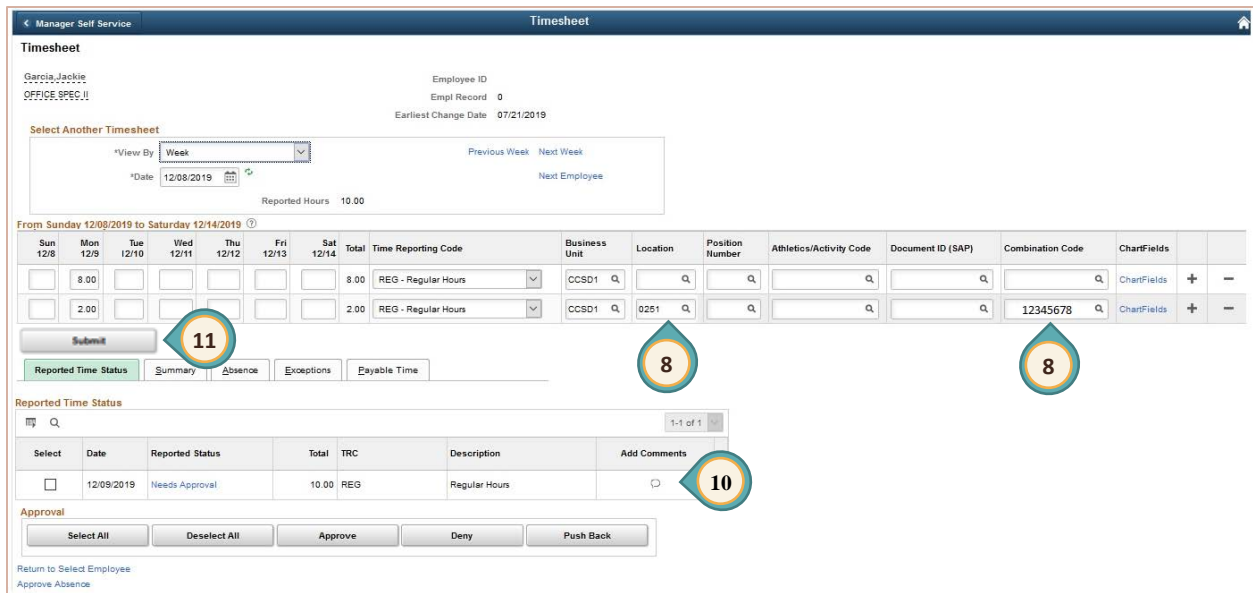
Time Reporting Codes (TRC) for School Police Officers:	Time Reporting Codes (TRC) for Unified/ Admin:
<ul style="list-style-type: none"> 00 ATPOL - Police - Athletics 00 CBP - Call Back Pay 00 CTA - Comp Time Adjustment 00 CTC - Comp Time Conversion 00 CTE - Comp Time Earned 00 CTP - Comp Time Payout 00 CTT - Comp Time Taken 00 RDO - Regular Day Off (POLICE ONLY) 10 REG - Regular Hours 	<ul style="list-style-type: none"> ADEXD - Admin Extra Time (Days) ADEXH - Admin Extra Time (Hours) ADMST - Admin Stipend (20-6) ADNSH - Admin Outside Schedule (15-15) ADSUD - Admin Substitute (Days) ADSUH - Admin Substitute (Hours) CTAE - Comp Time Earned - Admin CTAT - Comp Time Taken - Admin Only ESYA - ESY Admin NAADM - Non-Assign Day (School Budget) PRINA - Principal Admin Day (15-6-7) RESPA - Responsibility Pay - Admin XNINS - Extra Non-Instructional Hours

8. If necessary, in the **Location** field enter or select the **Location Code** for the site that will be funding the reported time if the time is to be paid by an alternate funding source. The **Combination Code** is used to enter the appropriate budget coding to ensure that the time is paid by the correct funding source and the magnifying glass icon in the field can be used to search for and select the appropriate combination code. Including the correct **Location** and **Combination Code** not only ensures that the Reported Time is paid by the correct funding source, but that the appropriate Budget Approver receives the Reported Time for Final Payroll Authorization in the approval process.

Example: A full time support professional worked two (2) hours of overtime at another school or work location on Monday. The first row shows the regular hours (8.00). The second row shows the overtime hours worked at the other location. (Overtime still uses "REG" as the TRC.) To the far right, the additional fields **Location** and **Combination Code** have the additional information required in order to indicate an alternate funding source for the overtime hours.

9. Once the additional information has been entered, scroll back to the left side of the page to process the transaction.
10. Comments can be added using the speech bubble icon located in the **Reported Time Status** area once the time has been saved.


Remember: Comments are viewable by the employee and any users with access to the Absence Request. Comments **cannot** be modified or deleted once entered.



11. Once the transaction has been completed, click the **Submit** button.

Other information is viewable using the tabs and links at the bottom of the page. The **Payable Time** tab displays the current status of Time entered in an employee’s Timesheet at the bottom of an employee’s Timesheet. Comparing the Timesheet and Payable Time areas can help to determine whether a problem was caused by an incorrect entry in the Timesheet, or if the information was not correctly routed to Payroll for processing.

However, it is **not** recommended to add, edit, or update items/events from these tabs. Adding, editing or updating items/events should be done under the **Team Time/Absence** tile.



IMPORTANT!
 When entering any Time for a Support Professional or School Police employee, there **always** has to be a row to account for their regular hours when reporting Time. (Exception: The TRC-Comp Time Taken is used and equals the full regular hours, or additional time was worked on a non-scheduled day.) Time entered for a Unified or Certified employee, does not need a row to account for the employee’s regular hours.

For additional resources regarding Timesheet Entry, please visit the [CCSD Employee Business Training](https://training.ccsd.net) website (training.ccsd.net) > Resources > HCM.

Substitute Timesheets

- SmartFind Express will continue to be the absence management system.
- The designated Timekeeper/Level 1 Reviewer must enter the substitute's time on the timesheet. It must be reviewed for accuracy and then processed through the approval chain.
- Substitute employees (both sub teachers and support professional subs) require that a Location be entered on their Timesheet otherwise, the sub will not be paid for the Time that is being entered, as it will not be routed anywhere for approval. Whenever Time is entered for a substitute, the site's four-digit location code must be enter in the Location field. This will not affect your location's budget for the Time being paid.
- When entering Time for support professional substitutes, it is important to select the correct job title since this determines the rate of pay. (All support professional substitutes use the TRC of SUBS - Substitute Pay - Support.
- When entering Time for substitute teachers, it is important to select the correct TRC since this determines the rate of pay. Refer to the Pay Rate Summary with TRCs for Substitutes chart for more detailed information (available on training.ccsd.net > Resources > HCM > Time and Absence heading).

For additional examples of other Time Reporting Codes and information regarding substitute timesheets, please visit the [CCSD Employee Business Training website \(training.ccsd.net\)](http://training.ccsd.net) > Resources > HCM.

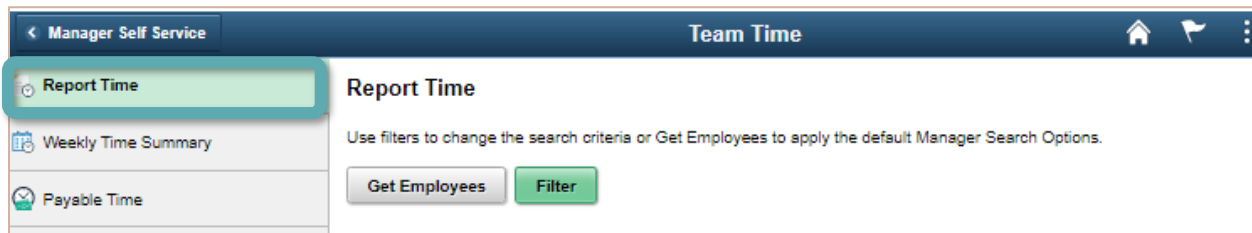
Team Time/Absence Tile

The **Team Time/Absence** tile is where Level 1 Reviewers and Level 2 Approvers can submit Absence Requests on an employee's behalf, cancel existing Absence Requests, view a history of Absence Requests for each employee, access a daily or weekly view of all employees' Reported Time and Requested Absences, etc. Select the **Team Time/Absence** tile from **Manager Self Service** to display the page.



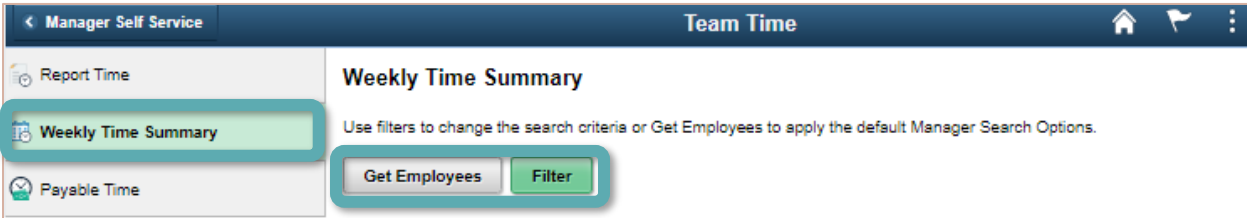
Report Time on Behalf of an Employee Daily View

The **Report Time** tool is used to report time on behalf of an employee on a daily basis. However, it will only allow one date at a time to be entered and does not feature the ability to add multiple rows at once. After selecting the **Team Time/Absence** tile, click the **Report Time** option from the left side panel to display this page then search for the employee and enter the time for a specific day.



Weekly Time Summary

The **Weekly Time Summary** tool is used to view the weekly time of employees. After selecting the **Team Time/Absence** tile, click the **Weekly Time Summary** option from the left side panel to display the **Weekly Time Summary** page.



Click the **Get Employees** button or select the **Filter** button to search for specific criteria. (If all the employees are not displayed, the **Filter** may need to be cleared and reset.)

Filters

Time Reporter Group

Employee ID

Empl Record

Last Name

First Name

Business Unit

Job Code

Job Description

Department

Supervisor ID

Reports To Position Number

Location Code

Company

North American Pay Group

Global Payroll Pay Group

Workgroup

Taskgroup

Position Number

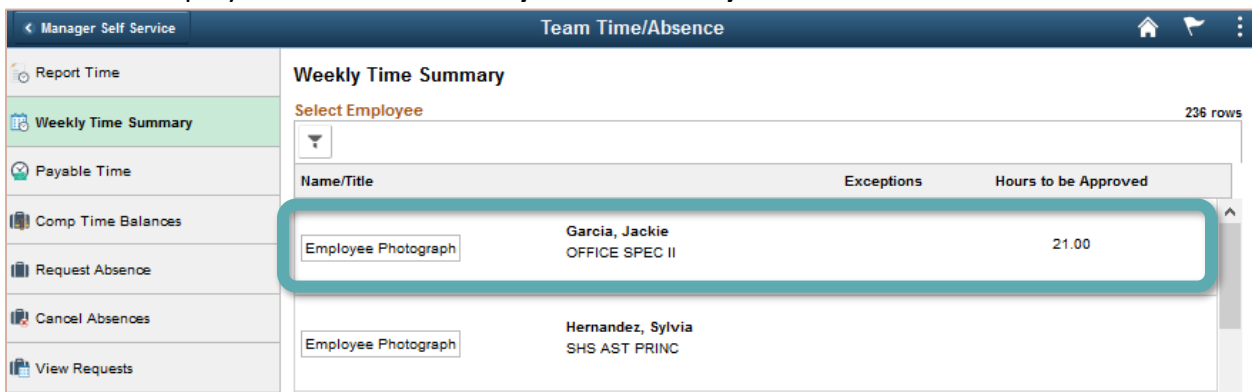
Reset

Note: Select the magnifying glass icon next to any of the filter options to search and select an appropriate value for the field.

For example, select the magnifying glass icon next to **Workgroup** and choose **CERT** (Certified) to display certified employees only.

Workgroup	Description
ADMIN	Administrators
ADMSUB	CCSD - Admin Substitutes
BUSDRIVERS	Bus Drivers
CERT	Certified
CERTSUB	Certified - Substitutes
CERT_TEMP	Certified Temp
FOODSERV	Food Service Workers
FUND_TEST	Funding Test Workgroup
GUESTCOACH	Guest Coaches
POLICE	Police
POLICEATHL	Police - Athletics Duties
STUDENT	Student
SUPFT	Support - Full Time
SUPPT	Support - Part Time
SUPSUB	Support - Substitutes
SUPTEMP	Support - Temporary

Select the employee to view the **Weekly Time Summary**.



The **Weekly Time Summary** for the current week for the employee will be displayed. The week displayed can be changed by clicking the left or right arrows on either side of the week displayed at the top of the page, or to choose a specific date, click the date range to open a calendar.

The **Previous** and **Next** buttons can be used to scroll through all employees or click the **Return to Select Employee** link to select another employee from the list.

The screenshot shows the 'Manager Self Service' interface. At the top, there's a navigation bar with 'Team Time/Absence' and a date range '12/08/19 - 12/14/19'. Below this is a sidebar with various options like 'Report Time', 'Weekly Time Summary', 'Payable Time', etc. The main content area is titled 'Weekly Time Summary' for 'Garcia, Jackie' (OFFICE SPEC II). It displays a table of days from Sunday to Saturday with reported and scheduled hours. A 'Previous' and 'Next' button is visible in the top right of the summary area.

Day	Reported	Scheduled
Sunday	0.00	OFF
Monday	0.00	8.00
Tuesday	0.00	8.00
Wednesday	0.00	8.00
Thursday	0.00	8.00
Friday	0.00	8.00
Saturday	0.00	OFF

Individual day and time details can be displayed by clicking the day. (Time can be submitted on behalf of an employee from this page if necessary.)

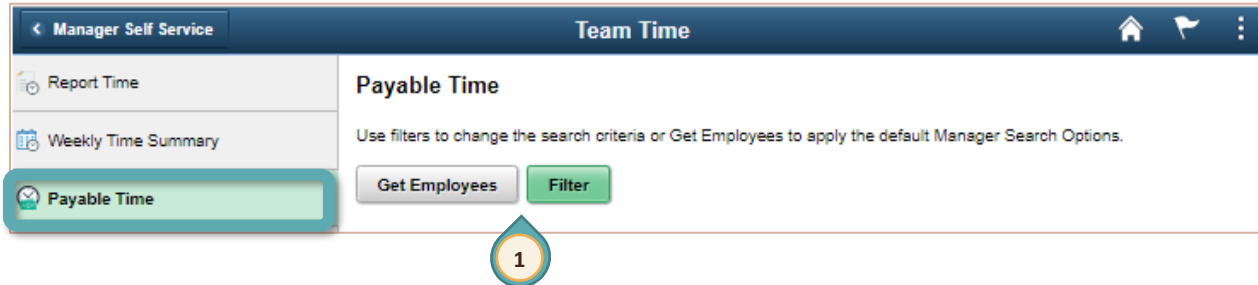
Click the **Return to Weekly Time** link to return to the employee's weekly time view.

This screenshot shows the 'Return to Weekly Time' view. It features a 'Return to Weekly Time' button at the top left. The main area displays the date 'Friday, Dec 13, 2019'. Below this is a 'Reported Status' section with a progress bar showing 'Reported 0.00' and 'Scheduled 8.00'. There are input fields for '*Time Reporting Code' and 'Quantity', and a 'Submit' button. At the bottom, it shows 'Submitted 0 Hours' and 'Last reported time was on Thursday, Nov 21, 2019.'

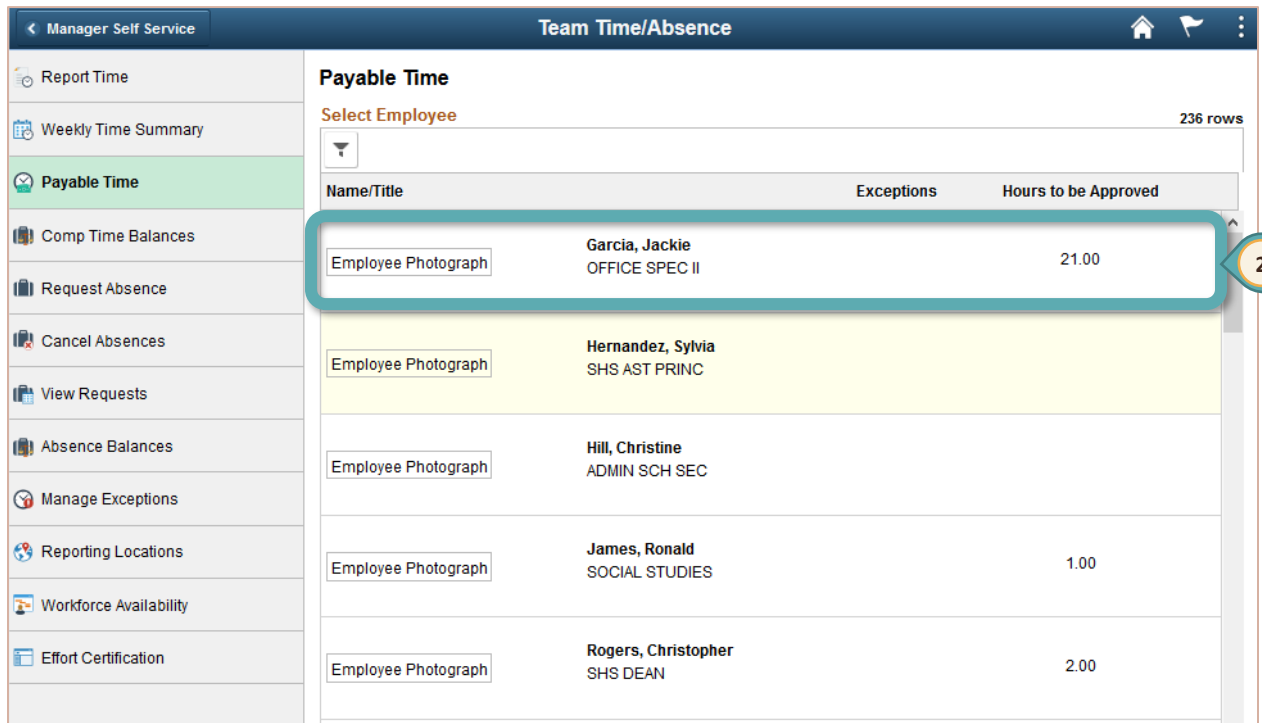
Payable Time

The **Payable Time** tool is used to view the payable time of an employee after the payroll process (time administration) is complete. After selecting the **Team Time/Absence** tile, click the **Payable Time** option from the left side panel to display the page.

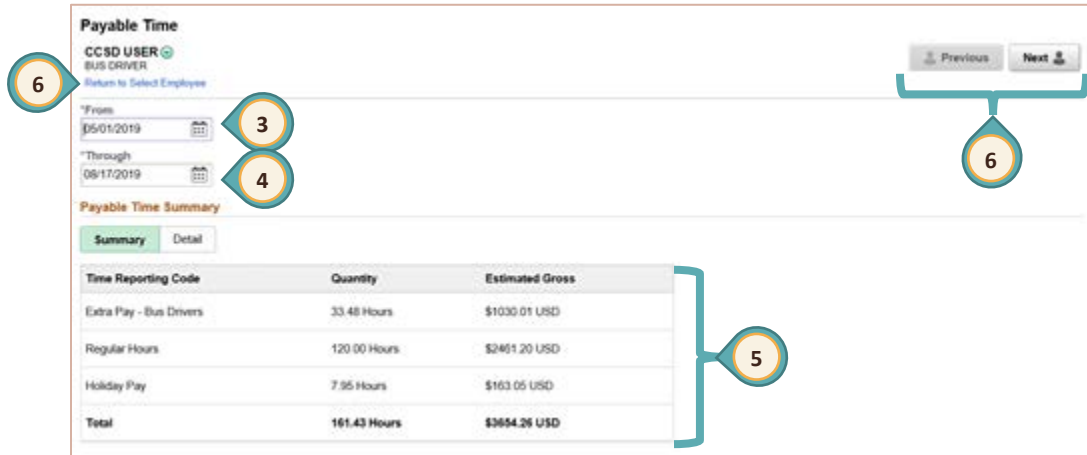
1. Click the **Get Employees** button or select the **Filter** button to search for specific criteria. (If all the employees are not displayed, the **Filter** may need to be cleared and reset.)



2. To view an employee's **Payable Time**, click the employee's name. The employee's **Payable Time** will be displayed based on the default dates.



3. Select the ***From** date from the calendar for the desired date range.
4. Select the ***Through** date from the calendar of the time period to view.
5. The updated **Payable Time** will be displayed. (Select the **Details** tab for a daily list of time.)
6. The **Previous** and **Next** buttons can be used to scroll through all employees or click the **Return to Select Employee** link to select another employee from the list.



Time can have the following payable status types:	
Estimated	Time has been submitted/approved; not yet picked up by Payroll for processing
Approved	Time has been approved; not yet picked up by Payroll for processing
Taken by Payroll	Approved Time is being actively processed by the Payroll *Any changes to Time will affect the employee's paycheck
Distributed	Time was authorized by Payroll and was paid via the employee's paycheck *Any changes to Time will result in retro trigger(s)
Closed	Comp Time Earned or Taken has been authorized by Payroll OR could indicate that there was an error with how the Time was routed or processed. (If an entry shows a status of Closed and was not reflected properly in the employee's paycheck, this issue should be reported to Payroll.)

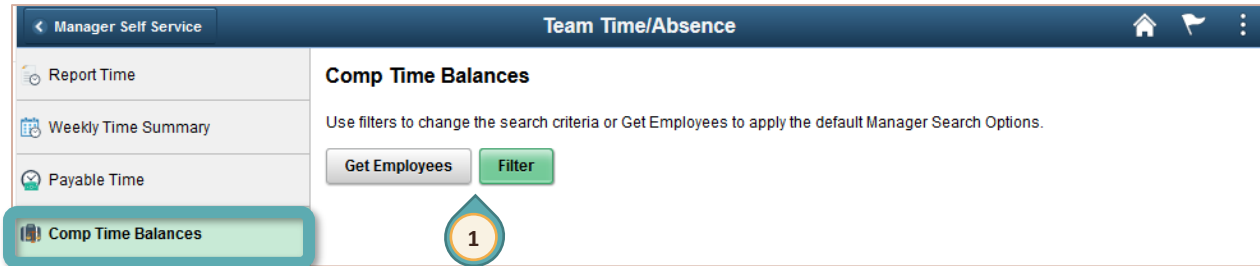
Payable Time Details			
Summary		Detail	
Date	Time Reporting Code	Quantity (Hours)	Payable Status
03/13/2020	Regular Hours	8.00	Distributed
03/16/2020	Emergency Closure	8.00	Approved
03/17/2020	Regular Hours	8.00	Estimated

Payable Time be used with the Timesheet to ensure accuracy. If something is missing or shows incorrectly in Payable Time, check the employee's Timesheet. Comparing the two areas can determine whether the issue was caused by incorrect entry in the Timesheet, or if the information was not correctly routed to Payroll for processing.

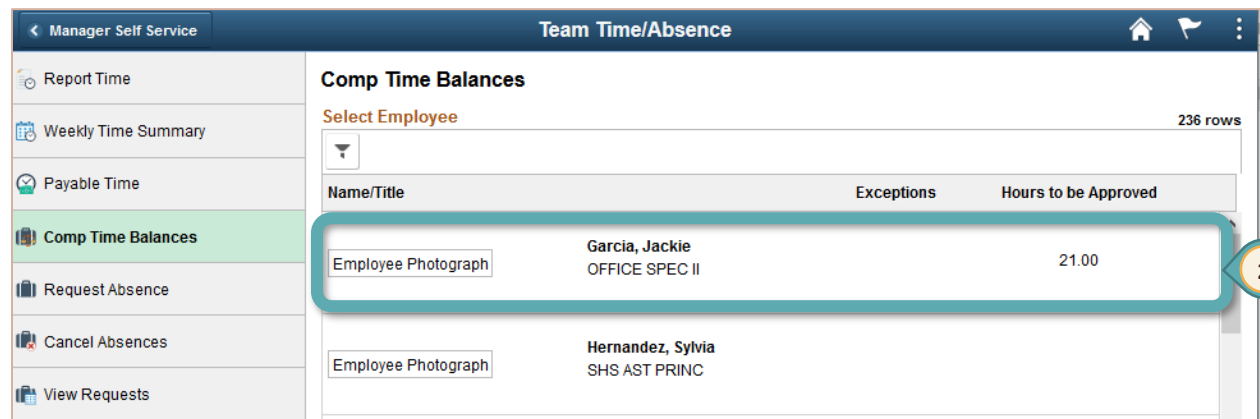
Comp Time Balances

The **Comp Time Balances** tool is used to view any comp time employees may have earned. After selecting the **Team Time/Absence** tile, click the **Comp Time Balances** option from the left side panel to display the page.

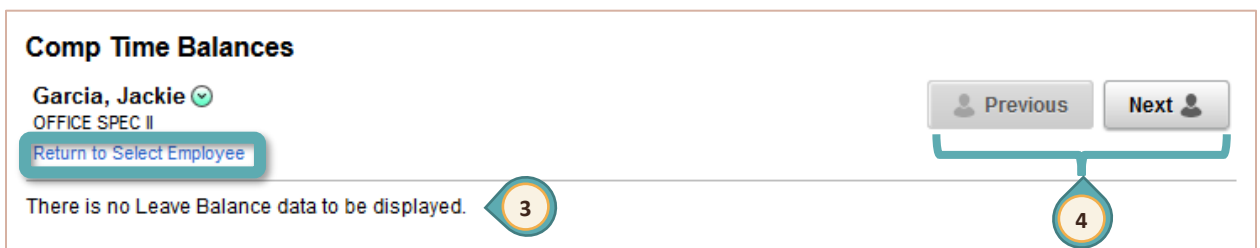
1. Click the **Get Employees** button, or select the **Filter** button to search for specific criteria. (If all employees are not displayed, the **Filter** may need to be cleared and reset.)



2. To view an employee's **Comp Time Balance**, click the employee's name.



3. The employee's **Comp Time Balance** will be displayed if any is available.
4. The **Previous** and **Next** buttons can be used to scroll through all employees, or click the **Return to Select Employee** link to select another employee from the list.



Requesting an Absence on Behalf of an Employee

The **Request Absence** tool is used to request an absence on behalf of an employee. After selecting the **Team Time/Absence** tile, click the **Request Absence** option from the left side panel to display the page. Please note that an Absence Request cannot be submitted for multiple employees at the same time.

1. Find the employee who needs an absence request submitted by using the **Search Options** tool at the top of the page, or by scrolling through the list.

Request Absence

▼ Search Options 1

Search your Employees

As Of 12/16/2019

Select Employees 250 rows

<input type="checkbox"/>	Name / Title / ID - Record	Status	Job Code / Position / Location
<input type="checkbox"/>	[REDACTED] - 0		HCM Location 1
<input type="checkbox"/>	Rogers, Christopher SHS DEAN [REDACTED] - 0	Active	U7191 10009921 HCM Location 1
<input type="checkbox"/>	Garcia, Jackie OFFICE SPEC II [REDACTED] - 0	Active	N0123 10009912 HCM Location 1
<input type="checkbox"/>	Smith, Jane ENGLISH [REDACTED] - 0	Active	C2130 10009870 HCM Location 1
<input type="checkbox"/>	James, Ronald		CORRN

2. Select the checkbox to the left of the employee's name who needs an absence request submitted, and click the **Continue** button. The **Request Absence** screen will be displayed and is similar to the **Request Absence** option that is available in ESS.

Select Employees 250 rows

2

<input type="checkbox"/>	Name / Title / ID - Record	Status	Job Code / Position / Location
<input type="checkbox"/>	[REDACTED] - 0		HCM Location 1
<input checked="" type="checkbox"/>	Garcia, Jackie OFFICE SPEC II [REDACTED] - 0	Active	N0123 10009912 HCM Location 1

- From the drop-down box, select the absence name being submitted. Absence names vary by employee group.

Note: Some **Absence Names** require a **Reason**. The drop-down box will appear when required so a selection can be made.

Request Absence
Garcia, Jackie
OFFICE SPEC II
[Return to Select Employee](#)

*Absence Name

- Authorized Absence
- Catastrophic Leave
- District Business
- Jury Duty
- Military Leave
- No Pay/No PERS
- Personal Leave
- School Business
- Select Absence Name
- Sick -Bereavement
- Sick -Dr Appointment
- Sick -Flex Day
- Sick -Immediate Family Illness
- Sick -Personal Illness
- Sick -Worker's Comp
- Sick Transfer from Job to Job
- Snow Day
- Subpoena as Witness
- Vacation
- Vacation Payout

- Enter the **Start Date** (first day of the leave) of the absence. The **Start Date** can be today's date, a day in the future, or a prior date if entering a past absence that was missed.
- Enter the **End Date** of the absence. (If the absence is one day, the **Start Date** and the **End Date** will be the same date.)
- If the absence is for a partial day, click the > symbol on the right side of the **Partial Days** selection bar. A new window will appear. Select the appropriate option from the drop-down list, and click the **Done** button.
- The **Duration** will display based upon the length of the absence using the start and the end dates, the position type (e.g. Certified/Unified in days, Support Professionals/School Police in hours, etc.), and any partial days information entered. (Manually editing the duration field may cause an error when checking the eligibility.)
- Click the **Check Eligibility** button. During this step the system will check to be sure that the employee has the available leave balance to request the time off. A message will appear stating that the eligibility check was successfully completed, or it will state that errors exist that need to be corrected.

Note: Some **Absence Names** do not require the **Check Eligibility** step.

Request Absence
Garcia, Jackie
OFFICE SPEC II
[Return to Select Employee](#)

*Absence Name

*Start Date

End Date

Duration Hours

Partial Days >

9. Enter **FMLA Information** if appropriate.

*Note: Depending on the Absence Name selected, the **FMLA** field may be replaced with the **Grant I/O** field which is where the Grant Number is entered.*

10. Enter any comments in the **Comments** field. The Comment field can be used to enter a justification for the submission of the Absence Request if desired. *Once a comment has been entered, it **cannot** be deleted or modified.*
11. In the **Workflow** section, select an option (Employee or Manager) in the **Request As** drop-down box. It is recommended to use the “Employee” option to enter the Absence Request on their behalf.

The screenshot displays a web form with the following sections and elements:

- Additional Information:** Contains an "FMLA" text input field with a magnifying glass icon, and a "Comments" text area.
- Workflow:** Includes a label "Allow Request By" with the value "Employee and Manager". Below it is a "Request As" dropdown menu currently set to "Employee".
- Balance Information:** Shows "As Of 05/25/2019 220.40 Hours**". Below this are two buttons: "View Balances" and "View Requests", each with a right-pointing arrow.
- Disclaimer:** A small text line at the bottom stating "Disclaimer The current balance does not reflect absences that have not been processed."

Numbered callouts (9, 10, 11) are placed over the FMLA field, the Comments field, and the Request As dropdown menu, respectively.

12. Click the **Submit** button. As with submitting time on an employee’s behalf, submitting an Absence Request for an employee will automatically route the Absence Request to the next level of the approval workflow.



For example, a Principal can submit a day of sick leave on behalf of a teacher. The Principal’s Level 2 access would automatically grant final payroll authorization to the Absence Request, and he/she would not need to return to the **Approvals** tile to approve it.

If the **Submit** button is clicked before the **Check Eligibility** button, a warning message will appear stating, “You must **forecast** [check eligibility] this absence before submitting.”

Canceling an Absence on Behalf of an Employee

The **Cancel Absence** tool is used to cancel an absence request on behalf of an employee. After selecting the **Team Time/Absence** tile, click the **Cancel Absence** option from the left side panel to display the page.

1. Find the employee who needs an absence request cancelled by using the **Search Options** tool at the top of the page or by scrolling through the list.
2. Click the employee's name to view any Absence Requests that are eligible for cancellation. This will display the status of any requests that may have already been submitted or approved, including those from prior pay periods as well.

The screenshot shows the 'Cancel Absences' page in the Manager Self Service system. The page title is 'Team Time/Absence'. On the left, there is a navigation menu with 'Cancel Absences' highlighted. The main content area has a 'Search Options' section with a search bar and a date selector set to '12/16/2019'. Below this is a table titled 'Select Employee' with 250 rows. The table has columns for 'Name / Title / ID - Record', 'Status', and 'Job Code / Position / Location'. Three employees are listed: Rogers, Christopher; Garcia, Jackie; and Smith, Jane. The Garcia, Jackie row is highlighted with a red box and a callout '2'. Below the table, there is a section for 'View Requests' with 1 row. The request is for 'Sick -Personal Illness', 'Approved', on '12/05/2019' for '3 Hours'. A red box and callout '3' highlight the request details.

Name / Title / ID - Record	Status	Job Code / Position / Location
Rogers, Christopher SHS DEAN - 0	Active	U7191 10009921 HCM Location 1
Garcia, Jackie OFFICE SPEC II - 0	Active	N0123 10009912 HCM Location 1
Smith, Jane ENGLISH - 0	Active	C2130 10009870 HCM Location 1

3. Click the absence that needs to be cancelled. More details will be displayed. (Absences can be filtered to search for a specific absence name using the filter tool.)

The screenshot shows the 'Cancel Absences' page for a selected employee, Garcia, Jackie. The page displays the employee's name and title, 'OFFICE SPEC II', and a link to 'Return to Select Employee'. Below this is a section titled 'View Requests' with 1 row. The request is for 'Sick -Personal Illness', 'Approved', on '12/05/2019' for '3 Hours'. A red box and callout '3' highlight the request details.

4. Enter comments in the **Comments** field. This field can be used to enter a justification for the cancellation of the Absence Request if desired.

Note: *Once a comment has been entered, it **cannot** be deleted or modified.*

5. Click the **Cancel Absence** button to cancel the absence.

Cancelling an Absence Request follows the same approval workflow as entering Reported Time or submitting an Absence Request on an employee's behalf. Once the request has been cancelled by a Level 1 or Level 2 user, the cancellation is routed back to the person that entered the absence.

Cancelling a request may be a useful alternative to using "Pushback" in the **Approvals** tile since "Pushback" sends the Absence Request back to the employee. If the employee is unable to make the changes through their ESS, a Level 1 or Level 2 user may cancel the Absence Request and resubmit it on the employee's behalf.

Cancel Absence

Garcia, Jackie
OFFICE SPEC II
[Return to Cancel Absences](#) 6

5 **Cancel Absence**

Absence Details

Absence Name Sick-Personal Illness
Start Date 12/05/2019
End Date 12/05/2019
Duration 3.00 Hours
Status Approved
Comments

Cancel Details

Request As Employee

4 Comments

Request History >

6. Click the **Return to Cancel Absences** link to return to the list of the employee's absence requests.
7. From this page, click the **Return to Select Employee** link to select another employee from the list.

[Return to Select Employee](#)

View Requests

The **View Requests** tool is used to see a history of Absence Requests submitted by, or on behalf of an employee. After selecting the **Team Time/Absence** tile, click the **View Requests** option from the left side panel to display the page. The list will include any requests regardless of the status. Because this is a view-only tool, Absence Requests cannot be approved, pushed back, or cancelled from the **View Requests** area.

1. Find an employee by using the **Search Options** tool at the top of the page or by scrolling through the list.
2. Click the **Employee's Name** to view their **Absence Requests**.

The screenshot shows the 'Manager Self Service' interface. The top navigation bar includes 'Team Time/Absence'. The left sidebar contains various options, with 'View Requests' highlighted in green. The main content area is titled 'View Requests' and features a search section with a search bar (labeled '1') and a date selector set to '12/17/2019'. Below the search section is a table titled 'Select Employee' with 218 rows. The table has columns for 'Name / Title / ID - Record', 'Status', and 'Job Code / Position / Location'. Two rows are visible: one for 'Smith, Jane' and one for 'James, Ronald'. A blue box highlights the first row, and a red circle with the number '2' points to the right arrow icon in the first row.

This will display the status of any requests that may have already been submitted, cancelled, or approved, including those from prior pay periods as well. Absences can also be filtered to search for a specific absence name using the filter tool.

3. Click the arrow to view the **Absence Request**.

This screenshot shows a detailed view of the 'View Requests' page for 'Smith, Jane'. It displays a list of absence requests. The first request is 'Sick - Personal Illness' with a status of 'Manager Absence Request' and a duration of '1 Days'. The second request is 'Sick - Personal Illness' with a status of 'Approved' and a duration of '0.5 Days'. A red circle with the number '3' points to the right arrow icon next to the 'Approved' request, indicating the next step in the process.

- The **Request Details** of the absence request are displayed.

Request Details 4

Smith, Jane
ENGLISH
[Return to View Requests](#) 5

Absence Name Sick -Personal Illness
Start Date 12/03/2019
End Date 12/03/2019
Duration 0.50 Days

Partial Days All Days >

Status Approved
Eligibility Results ELIGIBLE
[View Eligibility Details](#)

Additional Information

FMLA
Comments

Balance Information

As Of 06/15/2019 123.07 Days

Request History >
Approval Chain >

**Disclaimer The current balance does not reflect absences that have not been processed.

- Click the **Return to View Requests** link to return to the list of the employee's absence requests.
- From this page, click the **Return to Select Employee** link to select another employee from the list.

[Return to Select Employee](#)

Note: An absence that has been pushed back or cancelled can be modified/edited and resubmitted using this tool. (A new absence with the same name cannot be submitted for the same date.)

If the approved Absence Request was created by the employee and then is cancelled, it is returned to the employee to edit via View Requests in ESS > Time/Absence. (This applies even if the Manager (Level 1 Reviewer or Level 2 Approver) was the one who cancelled the request.)

However, if the approved Absence Request was created by a Manager (Level 1 Reviewer or Level 2 Approver) and then is cancelled, the Manager may edit the request via View Requests in MSS > Team Time/Absence. (The employee cannot edit the request.)

Absence Balances

The **Absence Balances** tool is used to view an employee's current leave balances, or forecast how much of a certain leave type the employee will have accrued by a future date. After selecting the **Team Time/Absence** tile, click the **Absence Balances** option from the left side panel to display the page.

1. Find an employee by using the **Search Options** tool at the top of the page or by scrolling through the list.
2. Click the > right arrow which is located on the right side of the page next to the **Employee's Name** to view their **Absence Balances**.

The screenshot shows the 'Team Time/Absence' page in Manager Self Service. On the left, the 'Absence Balances' option is highlighted in the navigation menu. The main content area is titled 'Absence Balances' and includes a search section with a search bar (labeled '1') and a date selector set to '12/17/2019'. Below the search is a table titled 'Select Employee' with 218 rows. The table has columns for 'Name / Title / ID - Record', 'Status', and 'Job Code / Position / Location'. Three employees are listed: Jackie Garcia, Jane Smith, and Ronald James. A right arrow (labeled '2') is visible next to Jackie Garcia's name, indicating the next step to view her absence balances.

3. All **Absence Balances** will be displayed as of the date listed.

The screenshot shows the detailed view for Jackie Garcia. It displays the following absence balances as of 05/25/2019:

Leave Type	Balance
Personal Leave BAL in Hours	2.30 Hours
Vacation BAL in Hours	261.60 Hours
Sick BAL in Hours	1190.80 Hours

**Disclaimer The current balance does not reflect absences that have not been processed.

- The **Forecast Balance** tool is also available to forecast future absence balances for the employee.

3 Forecast Balance

As of Date: 02/03/2020 **a**

Filter by Type: All **b**

*Absence Name: Sick -Personal Illness **c**

d Forecast Balance

Current Balance 1190.80 Hours**

- To forecast a balance, in the **As of Date** field, enter the future date to forecast an absence balance.
- In the **Filter by Type** field, select the type of absence to forecast if desired, or leave the default setting "All".
- In the **Absence Name** field, select the absence name.
- Click the **Forecast Balance** button to determine the absence balance the employee will have accrued as of the future date entered.

Note: The Forecast Details include future requested and/or approved absences that may not have been fully processed yet.

Forecast Details	
Sick BAL in Hours 07/01/2019 - 06/30/2020	1211.50
Sick TAKE in Hours 07/01/2019 - 06/30/2020	3.00
Sick ADJ in Hours 07/01/2019 - 06/30/2020	0.00
Sick ENT in Hours 07/01/2019 - 06/30/2020	14.82

- Click the **Return to Select Employee** link to select an employee from the list.

Absence Balances

Garcia, Jackie
OFFICE SPEC II

[Return to Select Employee](#) **4**

Manage Exceptions

The **Manage Exceptions** tool is used to view any outstanding **Exceptions** for the site. An exception occurs when time that has been entered may not be valid. The total number of exceptions is displayed on the **Team Time/Absence** tile.



After selecting the **Team Time/Absence** tile, click the **Manage Exceptions** option from the left side panel to display the page.

A screenshot of the "Manager Self Service" interface. The main header is "Team Time/Absence". On the left is a navigation menu with options like "Report Time", "Weekly Time Summary", "Payable Time", "Comp Time Balances", "Request Absence", "Cancel Absences", "View Requests", and "Absence Balances". The "Manage Exceptions" option is highlighted. The main content area shows "Manage Exceptions" with tabs for "Fix (3)", "Allow (0)", and "All (3)". Below the tabs is a table of exceptions for "CCSD USER" with details like "TLX01770 - Reported time in Prior Period", "High" priority, and dates (01/08/2018, 01/09/2018, 01/10/2018). Each row has a right-pointing arrow icon.

If an **Exception** appears under the **Fix** tab, it must be corrected on the employee's timesheet before the Reported Time can be routed for payroll authorization.

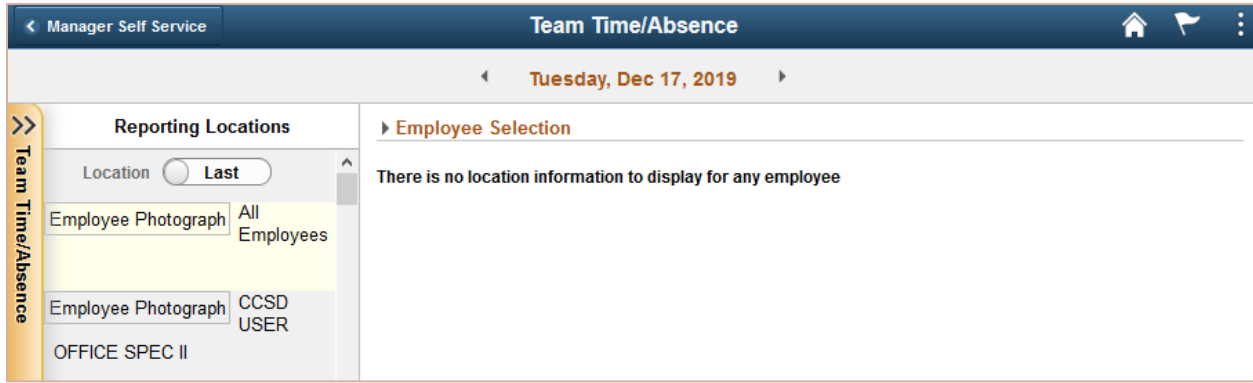
If the **Exception** appears under the **Allow** tab, the Reported Time can be allowed so that it can be routed for payroll authorization.

Exceptions can also be filtered to search for specific criteria using the filter tool.

Although some exceptions are allowed, it is recommended that supervisors review these before approving potentially questionable requests.

Reporting Locations

The **Reporting Locations** tool is used by MSS users with employees at *multiple locations*. After selecting the **Team Time/Absence** tile, click the **Reporting Locations** option from the left side panel to display the page.

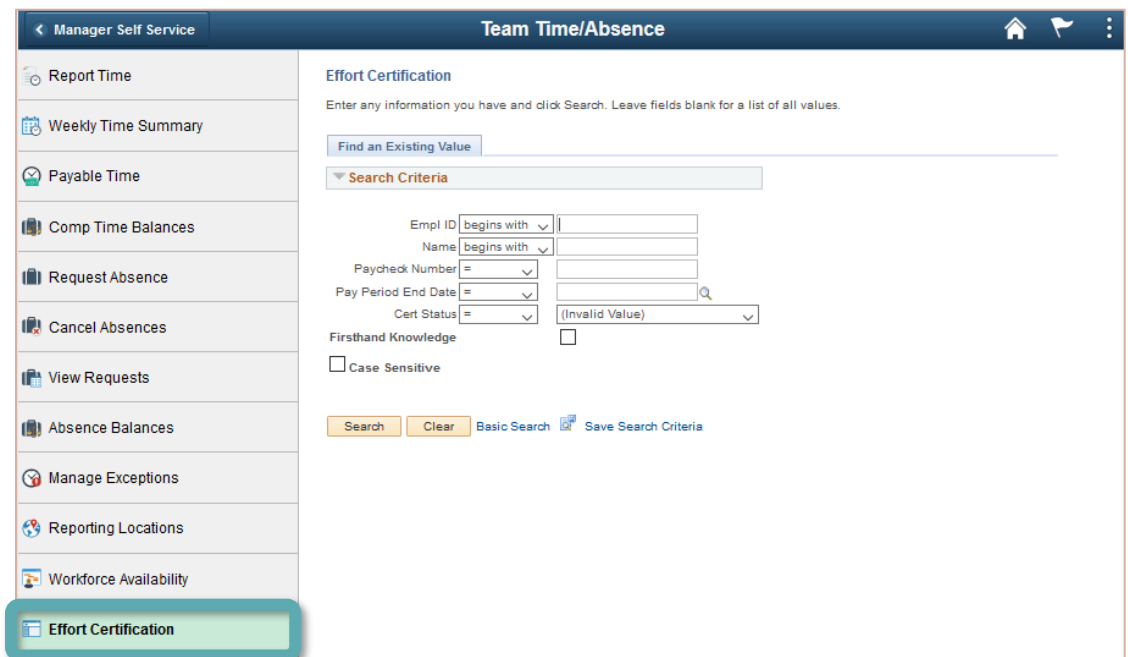


After clicking this option, the **Team Time/Absence** menu on the left will collapse and appear as a yellow ribbon on the left side of the screen, and a new panel of options appears. However, the default **Team Time/Absence** menu is still present. Clicking the yellow ribbon expands the original menu.

Effort Certification

The **Effort Certification** option is used to monitor federally-funded CCSD employees who are required to use the **Employee Effort Certification** feature in ESS. After selecting the **Team Time/Absence** tile, click the **Effort Certification** option from the left side panel to display the page.

Detailed instructions for employees are located on training.ccsd.net > Resources > HCM.



Workforce Availability

The **Workforce Availability** tool provides both a daily and weekly view of all scheduled employees at the site, as well as any Reported Time and/or Absence Requests that they may have in the HCM System. After selecting the **Team Time/Absence** tile, click the **Workforce Availability** option from the left side panel to display the page.

After clicking the option, the **Team Time/Absence** menu on the left will collapse and appear as a yellow ribbon on the left side of the screen, and a new panel of options appears. However, the default **Team Time/Absence** menu is still present. Clicking the yellow ribbon expands the original menu.

By default, the calendar shown is set to a **Daily Time** view, but this can be changed to **Weekly Time**. Once the daily or weekly view is chosen, toggle through the different dates or date ranges shown by clicking the left and right arrow buttons at the top of the screen. A specific date can be chosen by clicking the word **Today** while in the daily view, or a date range can be selected while in the weekly view.

The screenshot shows the 'Workforce Availability' tool interface. At the top, there's a navigation bar with 'Manager Self Service' and 'Team Time/Absence'. Below that, a date selector is set to 'Today'. On the left, a sidebar titled 'Workforce Availability' is expanded, showing options like '*View By: Daily Time', 'Scheduled (162)', 'No Show (0)', 'Schedule Deviation (0)', 'Not Scheduled (0)', 'Elapsed (0)', and 'Away from Work'. The main content area displays a table of employee data for 'Today'.

Employee	12 AM	2 AM	4 AM	6 AM	8 AM	10 AM	12 PM	2 PM	4 PM	6 PM	8 PM	10 PM	Reported	Scheduled
Garcia, Jackie 702/555-1212 Elapsed Reporter													0.00	8.00
Hernandez, Sylvia 702/555-1212 Elapsed Reporter													0.00	8.00
James, Ronald 702/555-1212 Elapsed Reporter													0.00	7.18
Peterson, Sandra 702/555-1212 Elapsed Reporter													0.00	8.00
Rogers, Christopher 702/555-1212 Elapsed Reporter													0.00	8.00

In the additional menu that now appears on the left side of the page, there are options that, when selected, can change the information displayed. **Scheduled** will show the total of all employees that are scheduled to work during the day or week displayed. **Schedule Deviation** will display any differences between scheduled and actual hours.

Away from Work is an expandable menu that allows only specific types of absences to be viewed: **Unapproved Absence** (an Absence Request that has been submitted but not approved), **Approved Absence** (any Absence Requests that have already gone through the Level 2 approval process), **Training**, and **Comp Time Off**.

Daily View

In the **Daily Time** view, a list of all employees at the location for the given date, as well as a timeline at the top of the page, will be displayed. If an employee has any Time Off or Reported Time, there will be verbiage indicating this next to the “Elapsed Reporter” label. Select that particular employee to view the details such as Absence Name, Duration, and Balance.

Workforce Availability

Scheduled

Regular Time
 Schedule Deviation
 Training
 Schedule

162 rows

Employee	12 AM	2 AM	4 AM	6 AM	8 AM	10 AM	12 PM	2 PM	4 PM	6 PM	8 PM	10 PM	Reported	Scheduled
Smith, Jane 702/555-1212													0.00	7.18

Note: A callout box highlights "Elapsed Reporter, Time Off" in the timeline area for Smith, Jane.

While in the **Daily Time** view, select **Away from Work - Unapproved Absences** to display all Absence Requests that have been submitted but have not been approved for that day.

Manager Self Service | Team Time/Absence | Today

Team Time/Absence

Workforce Availability

*View By: Daily Time

Last update 10:56AM

- Scheduled: 162
- No Show: 0
- Schedule Deviation: 0
- Not Scheduled: 0
- Elapsed: 0
- Away from Work: ▾
- Unapproved Absence: 1**
- Approved Absence: 0
- Training: 0
- Comp Time Off: 0

Workforce Availability

Unapproved Absence

Regular Time
 Schedule Deviation
 Training
 Schedule

1 row

Employee	12 AM	2 AM	4 AM	6 AM	8 AM	10 AM	12 PM	2 PM	4 PM	6 PM	8 PM	10 PM	Absence	Scheduled
Smith, Jane 702/555-1212													7.18	7.18

Note: A callout box highlights "Elapsed Reporter, Sick -Personal Illness" in the timeline area for Smith, Jane.

While in the **Daily Time** view, select **Away from Work - Approved Absences** to display all Absence Requests that have been submitted and approved for that day.

The screenshot displays the 'Manager Self Service' interface for 'Team Time/Absence' on Tuesday, Dec 3, 2019. The view is set to 'Daily Time'. The sidebar on the left lists various absence categories with their respective counts: Scheduled (162), No Show (0), Schedule Deviation (0), Not Scheduled (0), Elapsed (0), Away from Work (dropdown), Unapproved Absence (0), **Approved Absence (1)**, Training (0), and Comp Time Off (0). The 'Approved Absence' category is highlighted. The main content area shows a table for 'Approved Absence' with a legend for Regular Time, Schedule Deviation, Training, and Schedule. The table has 1 row for employee Smith, Jane (702/555-1212), with an absence of 3.59 hours and a scheduled time of 7.18 hours. The absence reason is 'Elapsed Reporter , Sick -Personal Illness'.

Employee	12 AM	2 AM	4 AM	6 AM	8 AM	10 AM	12 PM	2 PM	4 PM	6 PM	8 PM	10 PM	Absence	Scheduled
Smith, Jane 702/555-1212													3.59	7.18

Weekly View

In the **Weekly Time** view, the employees at the site will still display on the left, but instead of times, the days of the week are displayed. Color coding in each row corresponds to the time or absence being indicated (for example, green for Regular Time and brown for Time Off).

Team Time/Absence
 12/01/2019 - 12/07/2019

Schedule Variance 99.78%

Employee	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Reported	Scheduled
Garcia, Jackie 702/555-1212 Elapsed Time Reporter				Time Off				3.00	40.00
Hernandez, Sylvia 702/555-1212 Elapsed Time Reporter								0.00	40.00
Rogers, Christopher 702/555-1212 Elapsed Time Reporter						Time Off		4.00	40.00
Smith, Jane 702/555-1212 Elapsed Time Reporter		Time Off						5.59	35.90

While in the **Weekly Time** view, select **Away from Work - Unapproved Absences** to display all Absence Requests that have been submitted but have not been approved for that week.

Team Time/Absence
 12/15/2019 - 12/21/2019

Unapproved Absence

Employee	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Absence	Scheduled
Smith, Jane 702/555-1212 Elapsed Time Reporter			Sick -Personal Illness					7.18	35.90

While in the **Weekly Time** view, select **Away from Work - Approved Absences** to display all Absence Requests that have been submitted and approved for that week.

Approved Absence

Regular Time Schedule Deviation Training Schedule Time Off

Employee	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Absence	Scheduled
Garcia, Jackie 702/555-1212 Elapsed Time Reporter				Sick -Personal Illness				3.00	40.00
Rogers, Christopher 702/555-1212 Elapsed Time Reporter						Sick -Personal Illness		4.00	40.00
Smith, Jane 702/555-1212 Elapsed Time Reporter			Sick -Personal Illness					3.59	35.90

To view **Time/Absences** for a specific group, use the **Filter** button at the top of the menu to enter additional filter criteria, such as a specific **Workgroup**.

In this example, the magnifying glass icon was selected next to **Workgroup** and the **CERT (Certified)** option was chosen to display certified employees only.

Filters

Workgroup: CERT

Taskgroup:

Position Number:

Reset

Scheduled

Schedule Variance 99.86%

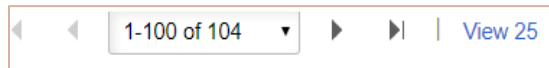
Employee	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Reported	Scheduled
James, Ronald 702/555-1212 Elapsed Time Reporter								0.00	35.90
Smith, Jane 702/555-1212 Elapsed Time Reporter			Time Off					5.59	35.90

The **Refresh** button can be selected to ensure any newly submitted Absence Requests and/or Reported Time are reflected on the **Workforce Availability** screen.

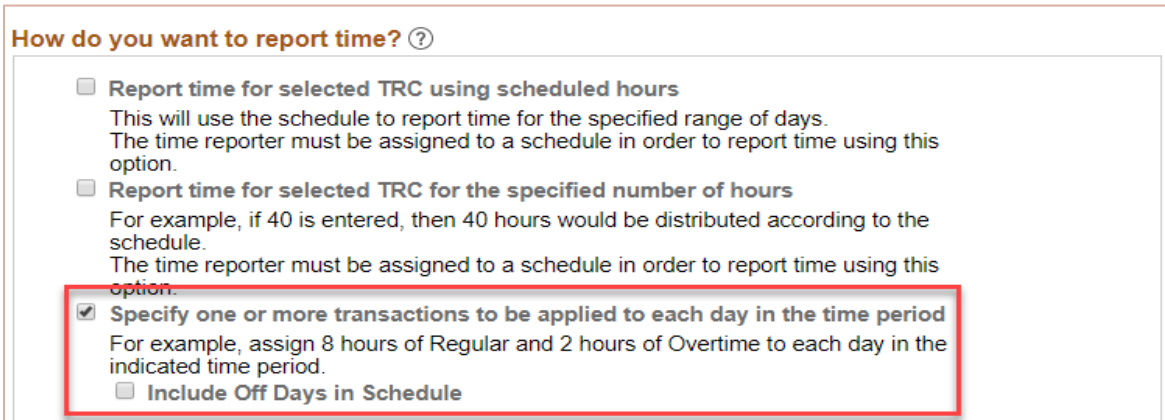
Mass Time Entry

The **Mass Time** option is used to enter for Licensed Employee Preparation Buyouts. After selecting the **Team Time/Absence** tile, click the **Mass Time** option from the left side panel to display the page.

1. Click **Get Employees**. Employees will appear at the bottom of the page.
2. Choose employees from the list by clicking on the clear box next to the employee names. Make sure you are choosing the correct empl record (example prep buyout job)
 - o To view additional employees, click the View link or the left and right arrow buttons to move to the next page of the list.



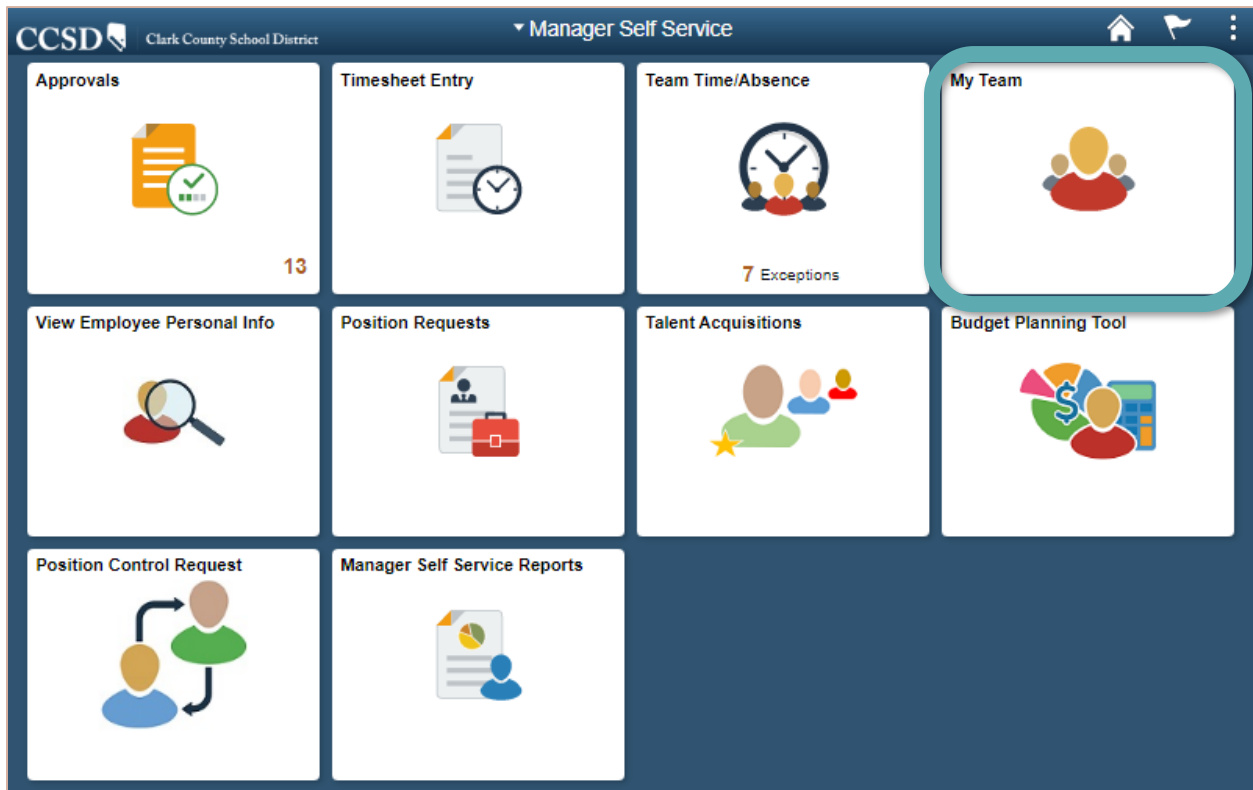
3. Click **Next**.
4. Choose your date range by clicking on the calendar in the **Date** field or **From** and **To** fields.
5. In the box labeled “ **How do you want to report time?**” window **ONLY CHOOSE Specify one or more transactions to be applied to each day in the time period**.
 - o Note: Do NOT check Include Off Days in Schedule.

A screenshot of a form titled "How do you want to report time? ?". It contains three radio button options. The first option is "Report time for selected TRC using scheduled hours" with a description. The second option is "Report time for selected TRC for the specified number of hours" with a description. The third option is "Specify one or more transactions to be applied to each day in the time period" with a description and a sub-option "Include Off Days in Schedule". The third option is selected and highlighted with a red box.

6. Click **Next**.
7. Taskgroup **NOT** required.
8. Choose the appropriate Time Reporting Code (for example **PREPB-Preparation Time Buyout**) from the drop-down.
9. Add a quantity in hours.
 - o For a normal prep time of 50 minutes, enter 0.83.
 - o Any prep time over 1 hour, use the **Decimal Matrix** to enter time.
10. Click **Submit**.
11. Go to the **Timesheet Entry** tile, review the employee timesheet to verify that time entered is correct. Make necessary changes and submit. Approval required by Level 1 and 2.

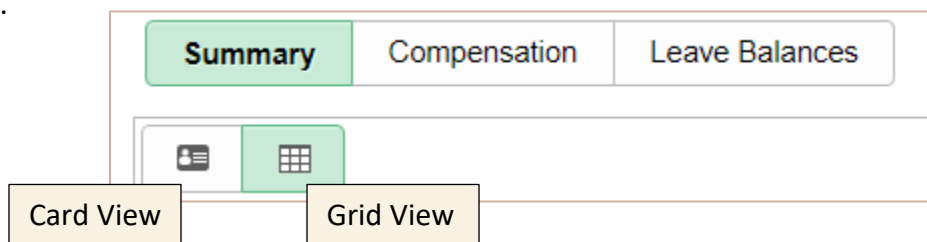
My Team Tile

The **My Team** tile can only be accessed by MSS users who have **Direct Reports** (managers who have employees that report to them in the system’s organizational structure) in the HCM System. This tile will display general employee information (such as their department and location, contact information, etc.), as well as compensation information and leave balances. (If the tile is selected by an MSS user who does not have any Direct Reports, no employee data will be shown and a message stating, “No direct reports” will be displayed.) Select the **My Team** tile from **Manager Self Service** to display the page.



My Team Summary

When the **My Team** tile has been selected, it displays the **Summary** information of the manager’s direct reports in the **Grid View**. This information can also be displayed in a **Card View**.



The **Grid View** displays the following:

Name / Title	Directs / Total	Department / Location	Email / Phone	Today's Status
Hill, Christine		HCM Location 1	xxxxxxx@nv.ccsd.net	
ADMIN SCH SEC		HCM Location 1	702/555-1212	

From the **Card View**, click the **More Information All Cards** button to display compensation information.

More Information All Cards

Main Information All Cards

My Team Compensation Information

When the **My Team** page is displayed, click the **Compensation** tab at the top of the page to view detailed compensation information.

Summary Compensation Leave Balances							
Name / Title	Compa Ratio	Current Salary	Midpoint	Minimum / Maximum	Position in Salary Range	Quartile	
Hill, Christine	0.93	42,660.80 USD	29,014.74	23,423.29 34,606.19		4	
ADMIN SCH SEC							

Viewing Leave Balances

When the **My Team** page is displayed, click the **Leave Balances** tab at the top of the page. The page now displays the manager's direct reports' **Leave Balances**.

The screenshot shows the 'My Team' page with the 'Leave Balances' tab selected. The table below lists the leave balances for six employees:

Name / Title	Balances	
Hill, Christine ADMIN SCH SEC	Sick BAL in Hours 23.70 Hours	Vacation BAL in Hours 86.30 Hours View Details
Rogers, Christopher SHS DEAN	Sick BAL in Days 167.00 Days Vacation BAL in Days 94.00 Days	Sick BAL in Hours 0.00 Hours Personal Leave BAL in Days 1.00 Days View Details
Garcia, Jackie OFFICE SPEC II	Sick BAL in Hours 1,190.80 Hours Personal Leave BAL in Hours 2.30 Hours	Vacation BAL in Hours 261.60 Hours View Details
Smith, Jane ENGLISH	Sick BAL in Days 123.07 Days	Sick BAL in Hours 0.00 Hours View Details
James, Ronald MATH/ALG 1	Sick BAL in Days 24.51 Days	Sick BAL in Hours 0.00 Hours View Details
Hernandez, Sylvia SHS AST PRINC	Sick BAL in Days 185.00 Days Vacation BAL in Days 96.00 Days	Sick BAL in Hours 0.00 Hours View Details

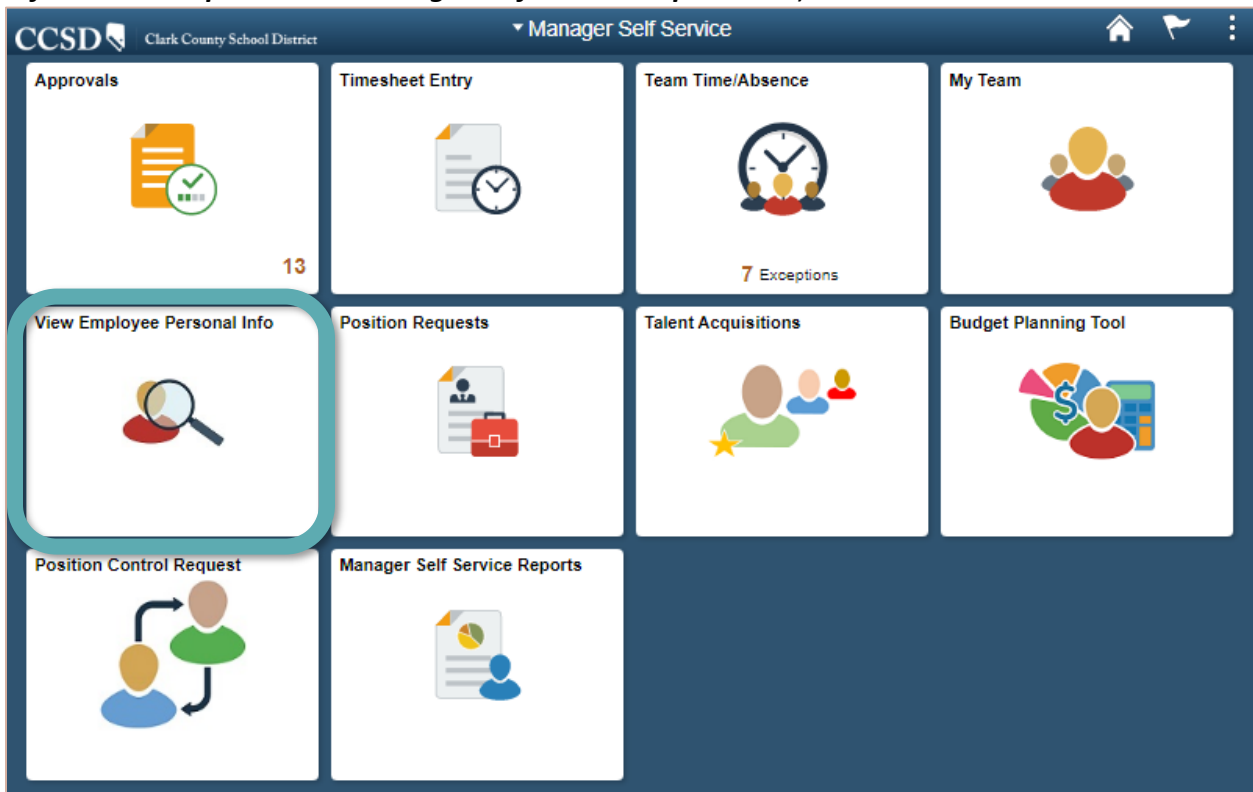
Click the **View Details** link to display the employees' leave balances.

The 'View Details' window for Jackie Garcia, OFFICE SPEC II, displays the following leave balances:

Type	Balance	Unit	As Of
Sick BAL in Hours	1190.80	Hours	05/25/2019
Vacation BAL in Hours	261.60	Hours	05/25/2019
Personal Leave BAL in Hours	2.30	Hours	05/25/2019

View Employee Personal Info Tile

The **View Employee Personal Info** tile can only be accessed by MSS users who have **Direct Reports** (managers who have employees that report to them in the system’s organizational structure) in the HCM System. This tile provides access to view information for employees at the school or work location including: home and mailing addresses, email addresses, phone numbers, emergency contacts, and birthdays. Select the **View Employee Personal Info** tile from **Manager Self Service** to display the page. *(MSS Users without Direct Reports can view most of this information (especially the emergency contact information) from the **Personal Information Report** in the **Manager Self-Service Reports** tile.)*



Click the **Select** button next to an employee’s name to see their basic job and personal information (such as their employee ID, position, or job code).



Information showing the employee's home and mailing addresses, email addresses, phone numbers, emergency contacts, or birthday can be viewed.

Employee Information
 Garcia, Jackie
 OFFICE SPEC II

Personal Information

Empl ID	9999 9999	First Start Date	09/13/ xxxx
Position	OFFICE SPEC II	Department	HCM Location 1 9999
Job Code	OFFICE SPEC II N0123	Location	HCM Location 1 9999
Company	Clark County School District CCS	Regular/Temporary	Regular
Business Unit	Clark County School District CCSD1	Full/Part Time	Full-Time 10 Months

Additional Information

[Home and Mailing Addresses](#) [Birthday](#)
[Email Addresses](#)
[Phone Numbers](#)
[Emergency Contacts](#)

Samples:

Employee Information
Home and Mailing Addresses

Garcia, Jackie
 Actions ▾

Home Address

Country	United States
Address	555 MAIN ST LAS VEGAS, NV 89143

Mailing Address

Country	
Address	

Employee Information
Email Addresses

Garcia, Jackie
 Actions ▾

Email Addresses

Email Type	Email Address	Preferred
Business	xxxxxxx@nv.ccsd.net	<input checked="" type="checkbox"/>
Other	xxxxxxx@aol.com	<input type="checkbox"/>

Employee Information
Birthday

Garcia, Jackie
 Actions

Birthday November 00

Employee Information
Phone Numbers

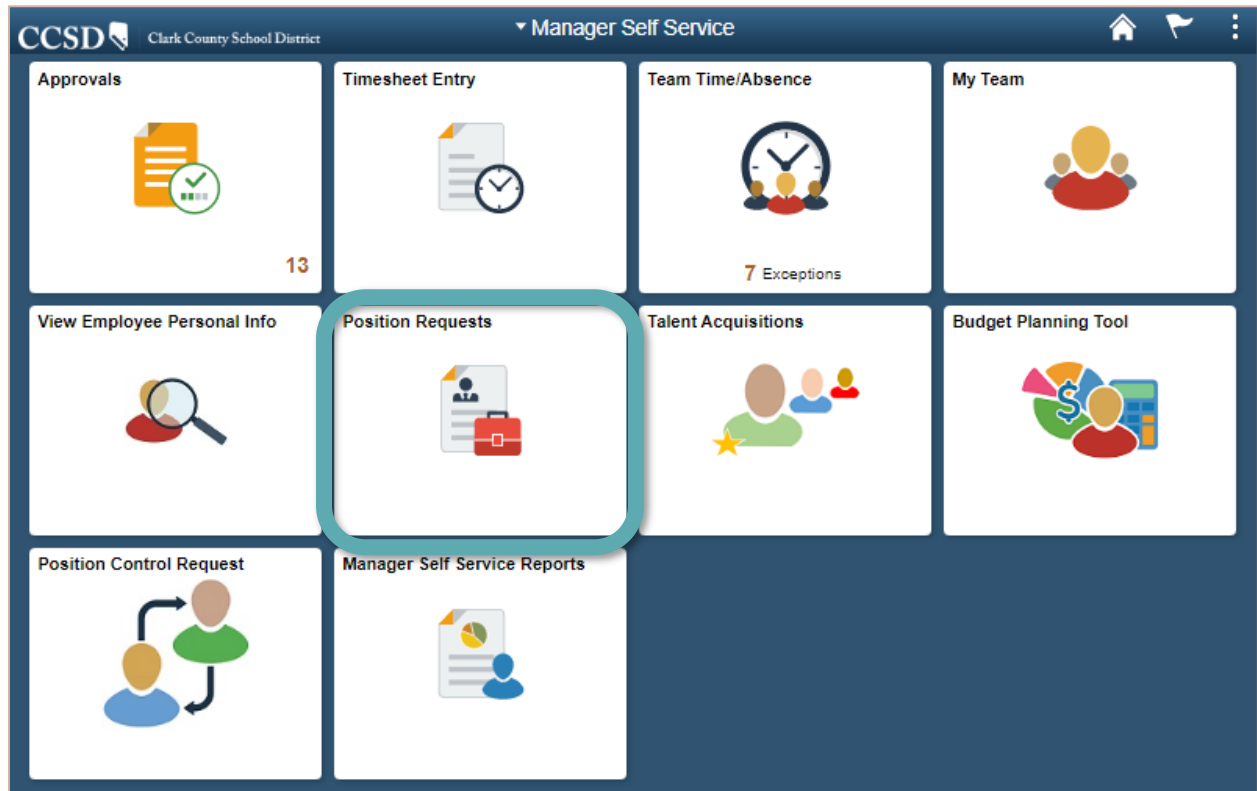
Garcia, Jackie
 Actions ▾

Phone Numbers

Phone Type	Telephone	Extension	Preferred
Mobile	702/123-4567		<input checked="" type="checkbox"/>
Home	702/555-1212		<input type="checkbox"/>

Position Requests Tile

The **Position Requests** tile is to be used when requesting a new position that currently doesn't exist at the location **or** the position exists and you are requesting to increase/decrease the *Max Head Count* which equals the maximum number of incumbents that can occupy the position. This tile is to be used by departments year round and schools when they are off-cycle from budget planning. Select the **Position Requests** tile from **Manager Self Service** to display the **Position Requests** page.



1. After selecting the **Position Requests** tile, click the **Add New Value** tab.

Position Requests

Enter any information you have and click Search. Leave fields blank for a list of all values.

1

▼ **Search Criteria**

Position Request Number =

Position Number begins with

Department begins with

Job Code begins with

Location Code begins with

Full/Part Time =

Workflow Status =

[Basic Search](#)

2. Click the **Add** button.

Manager Self Service Position Requests

Find an Existing Value Add a New Value

Position Request Number 9999999999

Add 2

Find an Existing Value | Add a New Value

3. The following page will be displayed.

Position Request Information

Position Request Number: 9999999999 Workflow Status

*Request Type: New Position (A) Status: Active (D)

Position Number: 00000000 (B) Current Head Count: 0 (E)

*Position Effective Date: 06/24/2020 (C) *New Head Count: 0 (E)

Job Information

*Job Code (F) *Description (G) Union Code (L)

Short Description (H) *Full/Part Time (M)

*Reg/Temp (I) *FTE (N) Job Sharing Permitted (O)

*Shift (J) *Reports To Posn (K)

Work Location

*Department (P) *Location Code (Q)

Salary Information

	Minimum	Midpoint	Maximum
Salary Admin Plan (R)			
Salary Grade (P)			
Step (Q)			
	Annual		
	Monthly		
	Hourly		

Hours Per Day Worked

Mon (U)	Tue	Wed	Thu	Fri	Sat	Sun

4. Enter the following information on the page.

Fieldname	Description
(A) Request Type	<p>Select from the drop-down:</p> <p>New Position – the position does not exist at your location (you can view a list of existing positions and its funding source by navigating to your budget planning tool / PS Report/Query).</p> <p>Existing Position – select this option to increase/decrease the Max Head Count of an existing position (i.e. you have a position for two math teachers funded through your general strategic budget funds and you would like to increase to three). If this option is selected, the only field open for editing is field <i>E New Head Count</i>.</p>
(B) Position Number	<p>If you selected New Position in field A, position number will be greyed out as the system will generate the new position number once your request goes through the approval workflow.</p> <p>If you selected Existing Position in field A, click on the magnifying glass. A list of positions for <i>your</i> location will display, select the Position you want to update Max Head Count.</p>
(C) Position Effective Date	<p>This field auto-populates to the current date. Submit your request with the default date.</p>
(D) Current Head Count	<p>This field is greyed out and for display only.</p> <p>If you selected New Position in Field A, this field will display a zero.</p> <p>If you selected Existing Position in Field A, this field will display the current <i>Max Head Count</i> (the total number of incumbents that can occupy the position).</p>
(E) New Head Count	<p>If you selected New Position in field A, enter the number of positions being requested.</p> <p>If you selected Existing Position in field A, enter the total new number of positions. (i.e. if the Current Head Count in field D is two and you want to increase that by one, you would enter a three in this field).</p>
(F) Job Code	<p>Click on the magnifying glass and select the Job Code from the drop-down list. If you know the Job Code, you may type directly into the field.</p> <p><i>Power User tip:</i> Use the Description option to search by the position title rather than the position code. The percent sign (%) can be used as a “wildcard” when searching. (Example: Search %comp% to yield results for Comp Tech I, Comp Tech II, etc.) In addition, you can select from the Description drop-down list to select other search values such as “contains” would yield the same results as typing %comp%.</p>
(G) Description	<p>The position Description will default in from the Job Code selected.</p>
(H) Short Description	<p>The Short Description will default in from the Job Code selected.</p>

Fieldname	Description																					
(I) Reg/Temp	This field defaults to <i>Regular</i> . Select <i>Temporary</i> from the drop-down list if the request is for a summer position, ESY, or Prep-Buy.																					
(J) Shift	<p>The position Shift defaults to “Non-Applicable”. Select the appropriate shift for Support Professional positions.</p> <table border="1"> <thead> <tr> <th>Months</th> <th>Position</th> <th>Shift</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>School Aides (Temporary or Regular status)</td> <td>S1</td> </tr> <tr> <td>10</td> <td>Food Service Central Kitchen Staff</td> <td>S3</td> </tr> <tr> <td>10</td> <td>Food Service Warehouse Staff</td> <td>S4</td> </tr> <tr> <td>11</td> <td>Transportation Bus Drivers</td> <td>S2</td> </tr> <tr> <td>11</td> <td>Transportation Office Staff and Front Line Supervisors</td> <td>S5</td> </tr> <tr> <td>11</td> <td>Select SSD and ELL Division employees</td> <td>E6</td> </tr> </tbody> </table>	Months	Position	Shift	10	School Aides (Temporary or Regular status)	S1	10	Food Service Central Kitchen Staff	S3	10	Food Service Warehouse Staff	S4	11	Transportation Bus Drivers	S2	11	Transportation Office Staff and Front Line Supervisors	S5	11	Select SSD and ELL Division employees	E6
Months	Position	Shift																				
10	School Aides (Temporary or Regular status)	S1																				
10	Food Service Central Kitchen Staff	S3																				
10	Food Service Warehouse Staff	S4																				
11	Transportation Bus Drivers	S2																				
11	Transportation Office Staff and Front Line Supervisors	S5																				
11	Select SSD and ELL Division employees	E6																				
(K) Reports To Posn	Click on the magnifying glass and select the Position Number this position will report to (administrator authorizing Payroll). Use the search fields to find the appropriate position number. Submitting your request with the incorrect Reports to Posn number can result in a denial.																					
(L) Union Code	Leave this field blank. Union Code will default in from the Job Code selected once the position is approved.																					
(M) Full/Part Time	Select the Full/Part Time status from the drop-down list.																					
	<table border="1"> <tbody> <tr> <td>Daily</td> <td><i>Applies to Substitutes</i></td> </tr> <tr> <td>Full-Time</td> <td><i>Licensed: select “Full-Time 9 Months” regardless of add-on days if 7.18 hours/day Support: select Full-Time regardless of months if hours are 8 hours per day</i></td> </tr> <tr> <td>Part-Time</td> <td><i>Licensed: select “Part-Time 9 Months” if 3.59 hours/day Support: select part time if between 4 hours to 7.9 hours per day</i></td> </tr> <tr> <td>Hourly</td> <td><i>Select “Hourly” if “Temporary” Support Professional</i></td> </tr> <tr> <td>On Demand</td> <td><i>Not being used by CCSD at this time</i></td> </tr> </tbody> </table>	Daily	<i>Applies to Substitutes</i>	Full-Time	<i>Licensed: select “Full-Time 9 Months” regardless of add-on days if 7.18 hours/day Support: select Full-Time regardless of months if hours are 8 hours per day</i>	Part-Time	<i>Licensed: select “Part-Time 9 Months” if 3.59 hours/day Support: select part time if between 4 hours to 7.9 hours per day</i>	Hourly	<i>Select “Hourly” if “Temporary” Support Professional</i>	On Demand	<i>Not being used by CCSD at this time</i>											
Daily	<i>Applies to Substitutes</i>																					
Full-Time	<i>Licensed: select “Full-Time 9 Months” regardless of add-on days if 7.18 hours/day Support: select Full-Time regardless of months if hours are 8 hours per day</i>																					
Part-Time	<i>Licensed: select “Part-Time 9 Months” if 3.59 hours/day Support: select part time if between 4 hours to 7.9 hours per day</i>																					
Hourly	<i>Select “Hourly” if “Temporary” Support Professional</i>																					
On Demand	<i>Not being used by CCSD at this time</i>																					
(N) FTE	<p>The position FTE defaults to “1”. Enter the Full Time Equivalency of the position.</p> <p>Licensed: enter “1” if Full-Time 9 Months or “.5” if Part-Time 9 Months Review <i>FTE Conversion Table</i> for correct non-licensed position FTE value (see next page). The FTE value may not exceed “1”.</p>																					
(O) Job Sharing Permitted	Click the Checkbox if Job Sharing is permitted.																					

(P) Department	Click on the magnifying glass and select the responsible Department from the drop-down list. This field is the equivalent of “Variance Location” in the old system. A school will select their own location. You may type directly into the field.
(Q) Location Code	Click on the magnifying glass and select the responsible Location Code from the drop-down list. (For example, a School Nurse may select Health Services as their Department, but their assigned school as their Location Code.)
(R) Salary Admin Plan	The Salary Admin Plan will default in from the Job Code. This field is greyed out for <i>Licensed</i> positions no information <i>needs to be entered</i> .
(S) Salary Grade	Enter the position’s Salary Grade or click on the magnifying glass for a list of options. The Human Resources Department will verify the entry. This field is greyed out for <i>Licensed</i> positions - no information <i>needs to be entered</i> . Salary Grade must be entered for all other employee groups.
(T) Step	Leave this field blank. The Salary Step is determined upon hire. This field is greyed out for <i>Licensed</i> positions - no information <i>needs to be entered</i> .
(U) Hours Per Day Worked	Enter the Hours Per Day worked each day by the position. This field is greyed out for <i>Licensed</i> positions - no information <i>needs to be entered</i> . Hours need to be entered for all other employee groups. For temporary Support Professionals and police, please enter “1” hour per day.

FTE Conversion Table:

Full Time Equivalents Calculation - Non-Licensed					
Hours Per Day	Employment Months				
	Nine	Ten	Eleven	Twelve	
1.0	0.09	0.11	0.11	0.13	
1.5	0.14	0.16	0.17	0.19	
2.0	0.19	0.21	0.23	0.25	
2.5	0.23	0.26	0.29	0.31	
3.0	0.28	0.32	0.34	0.38	
3.5	0.33	0.37	0.40	0.44	
4.0	0.37	0.42	0.46	0.50	
4.5	0.42	0.47	0.52	0.56	
5.0	0.46	0.53	0.57	0.63	
5.5	0.51	0.58	0.63	0.69	
6.0	0.56	0.63	0.69	0.75	
6.5	0.60	0.68	0.75	0.81	
7.0	0.65	0.74	0.80	0.88	
7.5	0.70	0.79	0.86	0.94	
8.0	0.74	0.84	0.92	1.00	

5. A combination code may be needed. Enter your combination code by clicking on the **ChartField Details** hyperlink. The combination code is a nine-digit account code string made up of *Fund, Cost Center, Internal Order, Grant, GL Account, Program, Function, and Work Location*. The combo code is used to enter the appropriate budget coding to ensure that the position is paid by the correct funding source. Click the magnifying glass icon in the field to search for and select the appropriate combination code or you can type directly into the field if you looked it up on the [Combo Code Lookup Tool](#). Including the correct combo code can expedite your position request approval. Please contact your budget analyst for appropriate combination code if necessary.
6. If you need to split fund the position with additional combo codes, click the **+ (plus sign)** to add an additional row. Enter the percentage split in the **Percent of Distribution** field (i.e. split funding between two combo codes; combo code 123456789 60% and the second combo code 234567891 40%). Your percent total needs to equal 100%.
7. In the **Route to Reviewers**, select the **Role Name** where the position request will be routed to for notification only – not approval routing. If Grants, Special Ed, Title 1, Bond Funds are funding your request, etc. selecting the appropriate role can notify the department to provide the combo code for the position.
8. *Optional:* In the **Requestor Comments** section, enter any comments pertinent to the request in the box.
9. After the position information has been entered, click the **Save** button. This does not submit your request. This function only saves the data you have entered.
10. When the position is ready to be submitted for approval, click the **Submit for Approval** button.
11. To cancel a request, click the **Cancel** button.

The screenshot displays two main sections: 'Chartfield Information' and 'Route to Reviewers'. The 'Chartfield Information' section contains a table with columns for 'ChartField Details', 'Combination Code', 'Description', and 'Percent of Distribution'. A callout '5' points to the 'ChartField Details' link. A callout '6' points to the 'Percent of Distribution' input field, which includes '+' and '-' buttons. Below this is a 'Requestor Comments' section with a text area and a callout '8'. The 'Route to Reviewers' section features a '*Role Name' dropdown menu with '+' and '-' buttons, and a callout '7'. At the bottom, there are three buttons: 'Save' (callout '9'), 'Submit for Approval' (callout '10'), and 'Cancel' (callout '11').

Checking the Approval Chain & Status of Position Requests

- A. After selecting the **Position Requests** tile, click the green **Search** button.

- B. The search results of previously submitted items will be displayed. Click on the position to see the details.

Originator OperID	Position Request Number	Position Number	Position Effective Date	Position Description	Department	Job Code	Location Code	Full/Part Time	Workflow Status
SMITHMX	9997	00000000	02/24/2020	EAR CHLDHD SP ED	9999	C6030	9999	FT 9 mths	In Process
SMITHMX	9998	00000000	02/24/2020	TI SP PROG TA III	9999	N0158	9999	PT 9 mths	In Process

- C. Scroll to the bottom. The steps in the approval chain will be displayed as well as their status (Approved, Pending, Awaiting Further Approvals, or Denied). Click on the arrow in the blue bar under **each** step to expand the section and view the approver and comments if any.

Approval Status

Requester's Manager
 Employee Position Add/Change Request: **Approved** View/Hide Comments
 Reports to Approver
 Self Approved
 CHRISTINE HILL
 Level 1 Approver - Reports To
 10/01/20 - 6:52 AM
 Comments

HR Department
 Employee Position Add/Change Request: **Pending**
 Talent Acquisition Approval
 Pending
 Multiple Approvers
 TAT Director - Team x

Compensation Department
 Employee Position Add/Change Request: **Awaiting Further Approvals**
 Compensation Approval
 Not Routed
 JOHN DOE
 Support Approval - Posn Cntl

Approver #1
 Name: JANE DOE
 Empl ID: 999999999
 Last Name: DOE
 First Name: JANE
 Display Name: JANE DOE
 Country Code:
 Telephone:
 Phone Extension:

Approver #2
 Name: TOM JONES-SMITH
 Empl ID: 888888888
 Last Name: JONES-SMITH
 First Name: TOM
 Display Name: TOM JONES-SMITH
 Country Code:
 Telephone:
 Phone Extension:

If a step displays “Pending”, click on the “Multiple Approvers” link to display a list of approvers.

If the Request has been denied at any point in the approval chain, **all** the steps will display “Denied”. Click on the arrow in the blue bar under **each** step to expand the section to view the approver and denial comments.


Approval Status

Requester's Manager

Position Add/Change Request: **Denied**

Manager Approval

Approved


 **MARY SMITH**
Requester's Manager
09/10/20 - 12:46 PM

Region

Position Add/Change Request: **Denied**

Regional Approval

Approved


 **CHRISTOPHER HILL**
Regional Approval
09/11/20 - 5:24 PM

HR Department

Position Add/Change Request: **Denied** [View/Hide Comments](#)

HR Approval

Denied

 **JOHN DOE**
HR Approvers
09/14/20 - 2:01 PM

Comments


JOHN DOE at 09/14/20 - 2:01 PM
please resubmit with principal's position number.

Finance Department

Position Add/Change Request: **Denied**

Budget Approval

Terminated

 **Multiple Approvers**
Budget Approvers

[Return to Search](#)

For questions regarding Position Requests, contact the Budget Department at 702-799-2666.

If you need assistance with creating a position request for a special education position, you can contact the Student Services Division, Personnel and Finance Office, at 702-799-0235.

Talent Acquisitions Tile

The **Talent Acquisitions** tile allows users to access **Taleo (Talent Management Suite)**.



Administrators/Hiring Managers can create requisitions, screen candidates, or make job offers, etc. on the Taleo website.

For detailed training information about using Taleo, please visit the [CCSD Employee Business Training](https://training.ccsd.net) website (training.ccsd.net) > Resources > HCM.

Budget Planning Tool Tile

Selecting the **Budget Planning Tool** tile will link authorized users to the **Planning and Budgeting Cloud Service (PBCS)** login page to access the School Budget Planning tool.



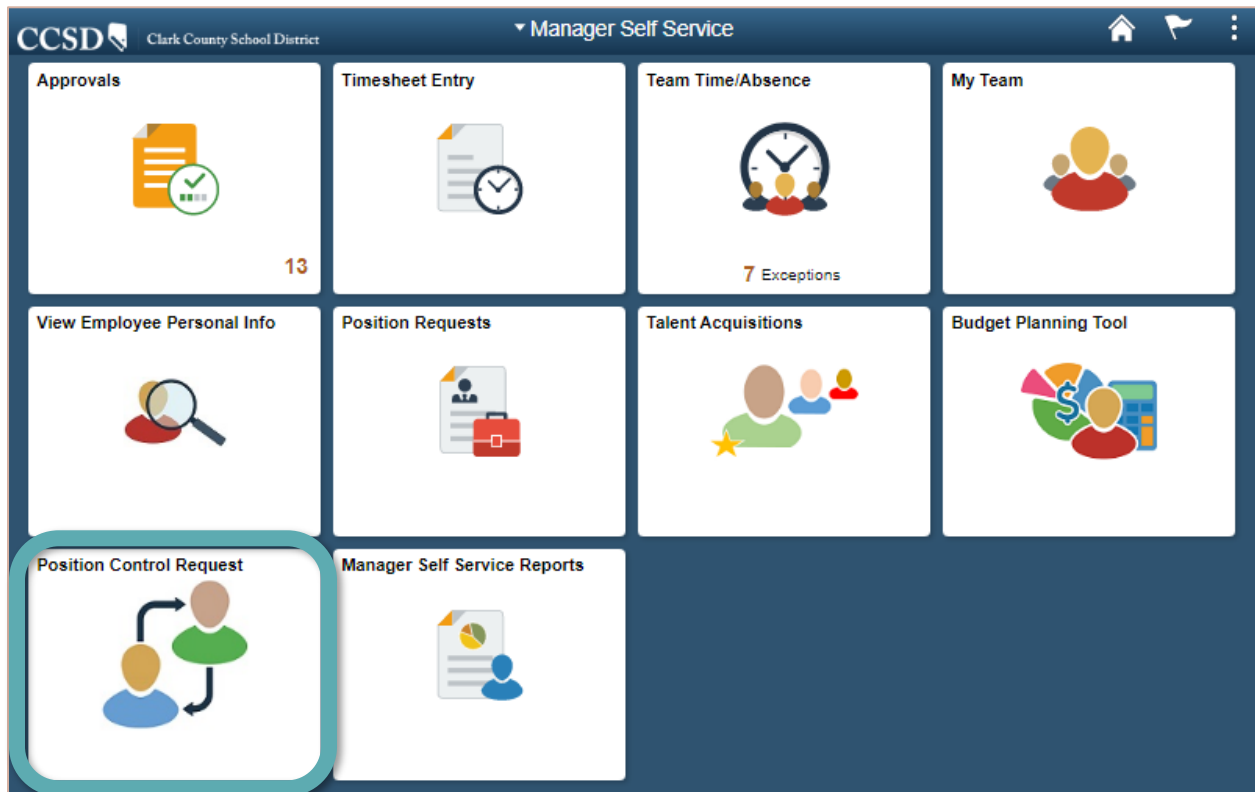
Administrators can access and manage their school budget.

The CCSD Budget Planning Tool Essentials training is available on [Enterprise Learning Management System-ELMS](https://learn.ccsd.net) website (learn.ccsd.net).

Position Control Request Tile

The **Position Control Request** tile is to be used to modify positions currently at the location. For example, a position may need to be modified due to a change in the position's hours. This tile is to be used by departments year round and schools when they are off-cycle from budget planning. Select the **Position Control Request** tile from **Manager Self Service** to display the **Position Control** page.

Prior to starting this process, ensure that the position number being utilized for the **Position Control Request has been approved. If not approved, it will not be allowed.



1. After selecting the **Position Control Request** tile, click the **Add a New Value** tab to display the following page.

A screenshot of the Position Control page. The page title is "Position Control". Below the title is a search instruction: "Enter any information you have and click Search. Leave fields blank for a list of all values." There are two tabs: "Find an Existing Value" and "Add a New Value", with the latter being selected and circled in red with the number 1. Below the tabs is a "Search Criteria" section with a dropdown menu set to "Request ID" and a text input field for "begins with". There are "Search" and "Advanced Search" buttons. At the bottom, there are links for "Find an Existing Value" and "Add a New Value".

2. To enter the **Empl ID**, select the magnifying glass icon and select the Empl ID for the position to be modified.
3. The **Empl Record** defaults to “0,” which is typically the primary job. (A job 2 would typically be displayed as Empl Record “1,” a job 3 would typically be displayed as Empl Record “2,” and so on.) Select the magnifying glass icon to view the available Empl Record values.
4. Click the **Add** button.

The screenshot shows the 'Position Control Request' interface within 'Manager Self Service'. At the top, there are navigation icons for home, a flag, and a menu. Below the title bar, there are buttons for 'Find an Existing Value' and 'Add a New Value'. The main form area contains the following elements:


- Request ID NEW**: A text input field.
- Empl ID**: A text input field with a magnifying glass icon to its right, circled with a blue '2'.
- Empl Record**: A text input field containing the value '0' and a magnifying glass icon to its right, circled with a blue '3'.
- Add**: A yellow button circled with a blue '4'.
- At the bottom of the form area, there are links for 'Find an Existing Value' and 'Add a New Value'.





5. Enter the **Effective Date** of the request.
6. Enter the **Position Number** that the employee is being assigned to, or search by selecting the magnifying glass. (The “%” is the wild card search.)
7. Enter the following information on the position if the attributes of the existing position are changing:


Field Name	Description
Regular Shift	Leave as “ Not Applicable ” - these are specialized calendars developed by the Human Resources Division. It is only applicable for hiring managers in year-round schools, the Transportation Department, and the Food Services Department or any others that use these specialized calendars for identified employees.
Hours Per Day	Enter the hours worked per day. Full-time employees work 8 hours per day, or if a teacher, 7 hours and 11 minutes per day (7.18 hours). Part-time employees work 4.1 hours per day up to 7.9 hours per day. Temporary positions are hourly and are listed as 1 hour per day.
Days Per Week	Enter the days per week that the position works.
Salary Plan	Select the Salary Plan . (For licensed positions, salary plan must not be filled in.)
Salary Grade	Select the Grade . (For licensed positions, grade must not be filled in.)
Step	DO NOT enter Step as that is determined by the incumbent filling the position.

Position Control Request

Request ID NEW Employee ID 99999999 JANE DOE Employee Record 0
 Employee Request Effective Date 12/18/2019 Effective Sequence 0 Workflow Status New Request. Not submitted

*Employee Change Effective Date  **5**

<p>Current Position Number 00000000 BIOLOGICAL SCIENC</p> <p>Position Status Active</p> <p>Job Code C0000</p> <p>Description BIOLOGICAL SCIENC</p> <p>Department ID 0000</p> <p>Reports To Position 00000000</p> <p>Current Headcount 3</p> <p>Max Head Count 3</p> <p>Location SCHOOL NAME</p> <p>Full/Part Time Full-Time 9 Months</p> <p>Regular Shift Not Applicable</p> <p>Hours Per Day</p> <p>Days Per Week</p> <p>Salary Plan C Certified</p> <p>Salary Grade</p> <p>Step</p>	<p>*To Position Number <input type="text"/>  6</p> <p>Position Status</p> <p>Job Code</p> <p>Description</p> <p>Department ID</p> <p>Reports To Position</p> <p>Headcount 0</p> <p>Max Head Count</p> <p>Location</p> <p>Full/Part Time</p> <p>Regular Shift <input type="text"/></p> <p>*Hours Per Day <input type="text"/></p> <p>*Days Per Week <input type="text"/></p> <p>Salary Plan <input type="text"/> </p> <p>Salary Grade <input type="text"/> </p> <p>Step <input type="text"/> </p>
---	---

 **7**

8. Scroll down the page. Enter **Requestor Comments** regarding the Position Control Request.
9. Click the **Save for later** if the request is not ready to be submitted.
10. Click **Submit Request** when the request is ready to be submitted.

The screenshot shows a web form for submitting a Position Control Request. At the top, there is a text input field labeled "Requestor Comments" with a blue arrow icon on the right. Below this field is a table with three columns: "Request Submitted By", "Last Updated By", and "Last Update Date/Time". At the bottom of the form, there are two buttons: "Save for later" and "Submit Request". The number 8 is circled next to the "Requestor Comments" label, the number 9 is circled next to the "Save for later" button, and the number 10 is circled next to the "Submit Request" button.

The Position Control Request will be routed to the Human Resources Department for approval. Once the Position Control Request has either been approved or denied, the location will be notified.

To Check the Approval Chain & Status of Position Control Requests:

(see pp 61-62 for directions with screen shots)

- A. After selecting the **Position Requests** tile, click the green **Search** button.
- B. The search results of previously submitted items will be displayed. Click on the position to see the details.
- C. Scroll to the bottom. The steps in the approval chain will be displayed as well as their status (Approved, Pending, Awaiting Further Approvals, or Denied). Click on the arrow in the blue bar under **each** step to expand the section and view the approver and comments if any.

If a step displays "Pending", click on the "Multiple Approvers" link to display a list of approvers.

If the Request has been denied at any point in the approval chain, **all** the steps will display "Denied". Click on the arrow in the blue bar under **each** step to expand the section to view the approver and denial comments.










For questions regarding Position Control Request, contact the Human Resources Talent Acquisition Team at 702-799-2992.

Please visit the CCSD Employee Business Training website (training.ccsd.net) > Resources > HCM for additional resources.

Manager Self Service Reports Tile

The **Manager Self Service Reports** tile will contain custom reports. Select the **Manager Self Service Reports** tile from **Manager Self Service** to display the page.



 Daily Absence Report
 Support Professional Eval
 Payable Time to Approve
 Personal Information
 Certified/Admin Vacancies
 Support Vacancies
 List All Positions by Location
 Teacher Seniority Rankings
 Support Professional Seniority

These are examples of custom reports. Additional custom reports will be added as needs are identified. Be sure to check this tile periodically for new custom reports.

Appendix - Additional Resources

Please visit the [CCSD Employee Business Training](http://training.ccsd.net) website (training.ccsd.net) > Resources > HCM for additional resources such as:

- Timekeeper and MSS Roles Defined
- Timekeeper and MSS Roles Matrix
- Payroll - Minutes Conversion to Decimal Matrix
- Timesheet Entry Videos and Scenarios
- Substitute Timesheet Information
- Time and Absence supporting documentation
- Taleo supporting documentation
- CCSD School Budgeting Tool supporting documentation