

2019 – 2020 Holiday Update

Payroll Administration

December 1, 2019

Following are important instructions on how to time report and update the monthly calendar in order to generate holiday pay. These instructions must be followed for upcoming holidays.



For certificated and classified employees, legal and recess holidays are pre-designated on the SAP monthly calendar for the appropriate basis assignment of each employee. The legal holidays are designated on the SAP Monthly Calendar in red as a numeric value based on the assigned hours value.

Holiday Calendar Bridging for Part-Time and Split Assignments (CL, CE, SM)

Employees that do not follow a regular Monday-Friday work pattern may not be in compliance of the District's holiday rule. The holiday rule states that in order to receive holiday pay, all eligible employees must be in paid status the immediate scheduled work day before or the subsequent scheduled work day after the holiday.

The work patterns of employees that are assigned to part-time or split assignments such as Library Aides and Financial Managers at middle schools, etc. must be carefully reviewed around each holiday to ensure that they receive the correct holiday pay. Because of their work pattern, they may need their monthly calendar bridged (updated).

Part-Time/Split assigned employees that DO NOT WORK the day before or after a holiday

The time reporter **MUST** bridge the Monthly Calendar for employees that are not scheduled to work the day before or after the holiday by replacing the pre-designated daily working hour value (or "ON") with "OFF".

 **Failure to practice holiday bridging for part-time and split assigned employees may result in NO HOLIDAY PAY.**

The example below is of an employee that is not scheduled to work the last regular work day before Memorial Day (May 22) nor the next scheduled work day after the holiday (May 26).

BEFORE:

Person ID: []
Job: 24101275 FINANCIAL MA / F
Assignment Hrs.: 4.00
WS rule: GB_PTJBB TM status: 1
Payroll area: CL Personnel area: 1DXX Pers. subarea: BGXX EE group: G EE subgroup: R1 Average Benefit: []
DWS: OFF OFF ON ON ON ON OFF OFF ON ON ON ON OFF OFF
Personnel Number: [] Cost Ctr: []
Data Entry Period: 5/16/2020 - 5/31/2020 Wee: 20.2020

The Daily Work Schedule (DWS) shows 5/21 and 5/22 as regular scheduled work days. However, the employee's last day worked before the holiday is 5/20.

Data Entry Area		05/16	05/17	05/18	05/19	05/20	05/21	05/22	05/23	05/24	05/25	05/26	05/27	05/28	05/29	05/30	05/31
LT	A/...			4	4	4	4	4	0	0	0	4	4	4	4	0	0
	W...			8	0	8	0	0	0	0	0	0	8	0	0	0	0
	MU																
	P..																
	H																
	H																
	H			8		8							8				

Holiday

AFTER:

Person ID []
 Job 24101275 FINANCIAL MA / F
 Assignment Hrs. 4.00
 WS rule GB_FTJBB TM status 1
 Payroll area CL Personnel area 1DXX Pers. subarea BGXX EE group G EE subgroup R1 Average Benefit
 DWS OFF OFF ON ON ON OFF OFF ON ON ON OFF OFF
 Personnel Number []
 Data Entry Period 5/16/2020 - 5/31/2020 Week 20.2020

5/21 and 5/22 have been changed to "OFF" in order to BRIDGE the calendar. The last scheduled work day before the holiday is now 5/20 so the holiday rule is satisfied and the employee will receive holiday pay for 5/25.

Data Entry Area		05/16	05/17	05/18	05/19	05/20	05/21	05/22	05/23	05/24	05/25	05/26	05/27	05/28	05/29	05/30	05/31
LT	A/...			4	4	4	0	0	0	0	0	4	4	4	4	0	0
		H		0	0	8	0	0	0	0	0	0	8	0	0	0	0
	RG	H		8	8	8						8					

Holiday

The example below is of an employee that is not scheduled to work the last regular work day before Thanksgiving (November 22) and the next scheduled work day falls in the next pay period on December 2nd. The calendar must be bridged in November in order for the employee to receive holiday pay on their check for the November pay period.

BEFORE:

Person ID []
 Job 24102680 LIBRARY AIDE / L
 Assignment Hrs. 3.00
 WS rule 1CAPTJBB TM status 1
 Payroll area CL Personnel area 1DXX Pers. subarea CSXX EE group G EE subgroup R1 Average
 DWS OFF OFF ON ON ON ON ON OFF OFF Z0 Z0 ON ON ON OFF
 Personnel Number []
 Data Entry Period 11/16/2019 - 11/30/2019 Week 46.2019

The Daily Work Schedule (DWS) shows 11/21 and 11/22 as regular scheduled work days. However, the employee's last day worked before the holidays is 11/21.

Data Entry Area		11/16	11/17	11/18	11/19	11/20	11/21	11/22	11/23	11/24	11/25	11/26	11/27	11/28	11/29	11/30
LT	A/...			3	3	3	3	3	0	0	0	0	0	0	0	0
		H		0	0	6	0	6	0	0	0	0	0	0	0	0
	RG	H		6	6	6	6									

Holiday

AFTER:

Person ID []
 Job 24102680 LIBRARY AIDE / L
 Assignment Hrs. 3.00
 WS rule 1CAPTJBB TM status 1
 Payroll area CL Personnel area 1DXX Pers. subarea CSXX EE group G EE subgroup R1 Average
 DWS OFF OFF ON ON ON ON ON OFF OFF Z0 Z0 ON ON ON OFF
 Personnel Number []
 Data Entry Period 11/16/2019 - 11/30/2019 Week 46.2019

11/22 has been changed to "OFF" in order to BRIDGE the calendar. The last scheduled work day before the holiday is now 11/21 so the holiday rule is satisfied and the employee will receive holiday pay for 11/28 and 11/29.

Data Entry Area		11/16	11/17	11/18	11/19	11/20	11/21	11/22	11/23	11/24	11/25	11/26	11/27	11/28	11/29	11/30
LT	A/...			3	3	3	3	0	0	0	0	0	0	0	0	
		H		0	0	6	0	6	0	0	0	0	0	0	0	
	RG	H		6	6	6	6									

Holiday

Holiday Time Maintenance for Certificated Employees

Time Entry for District and Legal Holidays for Adult Education and Home School Teachers

Holiday	Report A/A Code
All Legal Holidays	HO
Spring Break	HO
Winter Break	HO

Reporting Z -Time during Winter/Spring Break

If a certificated employee is entitled to both holiday and Z - time pay for hours worked during Spring or Winter Break, go to CAT2 - Data Entry Area and select and/or enter A/A type **RG**. Enter hours worked as appropriate. The time reporter **DOES NOT NEED TO CHANGE THE MONTHLYCALENDAR**.

NOTE: DO NOT report using RGZN attendance code.

This code is used only when working Z - time during an ON-track day.

Holiday Time Maintenance for Classified Employees for Winter/Spring Break

Winter and Spring Break days are included as part of the basis days for non A-basis classified employees and are pre-loaded on the monthly calendar as winter (**WV***) or spring (**SV***) vacation days, based on assigned hours. They are **NOT** paid holidays for classified employees, but are designated “**required vacation**” days.

The monthly calendar **cannot** be changed for employees displaying the (**WV***) or (**SV***) value. Therefore it is not necessary for the time keeper to update the monthly calendar for classified employees, whether or not they work.



However, time keepers must report an A/A type and hours during required vacation time for ALL non A-basis employees, regardless of whether time is positively or negatively reported. Failure to report ANY time will result in NO PAY during the required vacation period.

Please follow the chart below to report time appropriately for ALL TMS 1 and TMS 9 non A-basis classified employees.

During Required Vacation, If Employee:	Report A/A type:
Doesn't work and has available vacation hours	VA
Doesn't work and has NO available vacation hours	UP
Works hours LESS THAN daily work schedule (DWS) or APT during required vacation	RG for hours worked. VA for balance of DWS if available, UP if not.
Works hours EQUAL TO daily work schedule (DWS)	RG

For questions about holiday time reporting or general payroll questions, please contact the Payroll Customer Services at (213) 241-2570.