# **Employee Leave Tracking System (ELTS)**

(Revised 9-17-15)





Rialto Unified School District Fiscal Services

# **ELTS Notes:**

- Employees that work at two locations
- Family Medical Leave Act (FMLA)
- Incident Notes (Bereavement)
- Voiding an Affidavit
- Deleting an Absence From an Affidavit
- Making Changes to an Affidavit
- Reviewing & Printing Affidavits
- Reports

# Employee that work at (2) locations

- System Configuration Hours reported to AESOP are uploaded to the primary position first. The balance, if any, is uploaded to the secondary position.
- Full day absences reported in AESOP will transfer to both locations correctly.
- Partial day absences reported in AESOP <u>may</u> need to be communicated and adjusted between both sites.

# Family Medical Leave Act (FMLA)

- Site/Department receives FMLA/CFRA letter from Personnel.
- Note whether FMLA/CFRA was approved for the employee or his/her family member and the duration of time approved.
- Note what leave type(s) the employee is allowed to use (sick, family illness, PN, vacation, etc.).
- Employee must enter their absence into AESOP with the exception of vacation (local leave attendant must enter vacation in AESOP).
- Employee must notify his/her local leave attendant that his/her absence is FMLA/CFRA approved.
- When the absence is transferred over to ELTS, the local leave attendant must add FMLA to the transaction note.
- Affidavit is then printed with the transaction note FMLA for the employee to sign.

#### **CLASSIFIED - EMPLOYEE**

Name Address Address

### Re: Family and Medical Leave Act (FMLA) and California Family Rights ActLeave (CFRA)

Dear:

Pursuant to the applicable provisions of the *Family and Medical Leave Act of 1993 (FMLA) and the California Family Rights Act (CFRA),* you are entitled to certain benefits for "a serious health condition of an employee." You have a right under the *FMLA/CFRA* for up to 12 work weeks of unpaid leave in a 12-month period based on a fiscal year (July 1 through June 30, inclusive). Your *FMLA/CFRA* will run concurrently with your sick leave to the extent that you have leave available. You have the option of using your vacation during this time.

The District shall maintain coverage under your health plan at the same level and under the same conditions through which coverage would have been provided if you had not taken leave. Please contact the Risk Management/Employee Benefits office at (909) 820-7700 extension 2112 if you have any benefit questions.

### Your FMLA/CFRA leave is approved as follows:

### FMLA/CFRA: July 1, 2014 through June 30, 2015

Please notify your supervisor as soon as possible regarding the days you will be using your leave. You are responsible for calling your absence in to AEOSP and notifying your site secretary that your absence is FMLA.

Date

### **CERTIFICATED - EMPLOYEE**

Name Address Address

### Re: Family and Medical Leave Act (FMLA) and California Family Rights ActLeave (CFRA)

Dear:

Pursuant to the applicable provisions of the *Family and Medical Leave Act of 1993 (FMLA) and the California Family Rights Act (CFRA),* you are entitled to certain benefits for "a serious health condition of an employee." You have a right under the *FMLA/CFRA* for up to 12 work weeks of unpaid leave in a 12-month period based on a fiscal year (July 1 through June 30, inclusive). Your *FMLA/CFRA* will run concurrently with your sick leave to the extent that you have leave available.

The District shall maintain coverage under your health plan at the same level and under the same conditions through which coverage would have been provided if you had not taken leave. Please contact the Risk Management/Employee Benefits office at (909) 820-7700 extension 2112 if you have any benefit questions.

### Your FMLA/CFRA leave is approved as follows:

### FMLA/CFRA:September 2, 2014 through November 22, 2014

Please notify your supervisor as soon as possible regarding the days you will be using your leave. You are responsible for calling your absence in to AEOSP and notifying your site secretary that your absence is FMLA. Date

Name Address Address

### Re: Familyand Medical Leave Act (FMLA) and CaliforniaFamilyRights Act Leave (CFRA)

Dear:

Pursuant to the applicable provisions of the *Family and Medical Leave Act of 1993 (FMLA) and the California Family Rights Act Leave (CFRA)* you are entitled to certain benefits for "a serious health condition of a family member." You have a right under the *FMLA/CFRA* for up to 12 work weeks of unpaid leave in a 12 month period based on a fiscal year (July 1 through June 30, inclusive). Your *FMLA/CFRA* leave will run concurrently with your sick (up to 6 days), personal necessity (up to 7 days) and/or vacation leave to the extent you have leave available.

The District shall maintain coverage under your health plan at the same level and under the same conditions through which coverage would have been provided if you had not taken leave. Please contact the Risk Management/Employee Benefits office at (909) 820-7700 extension 2112 if you have any benefit questions.

### Your FMLA/CFRA leave is approved as follows:

### FMLA/CFRA:November 12, 2013 through December 6, 2013

Please notify your supervisor as soon as possible regarding the days you will be using your leave. You are responsible for calling your absence in to AEOSP and notifying your site secretary that your absence is FMLA.

Date

### **CERTIFICATED – FAMILY MEMBER**

Name Address Address

### Re: Family and Medical Leave Act (FMLA) and California Family Rights Act Leave (CFRA)

Dear:

Pursuant to the applicable provisions of the *Family and Medical Leave Act of 1993 (FMLA) and the California Family Rights Act Leave (CFRA)* you are entitled to certain benefits for "a serious health condition of a family member." You have a right under the *FMLA/CFRA* for up to 12 work weeks of unpaid leave in a 12 month period based on a fiscal year (July 1 through June 30, inclusive). Your *FMLA/CFRA* leave will run concurrently with family illness (up to 6 days), personal necessity (up to 8 days) and/or general leave (2 days) to the extent you have leave available.

The District shall maintain coverage under your health plan at the same level and under the same conditions through which coverage would have been provided if you had not taken leave. Please contact the Risk Management/Employee Benefits office at (909) 820-7700 extension 2112 if you have any benefit questions.

### Your FMLA/CFRA leave is approved as follows:

### FMLA/CFRA: November 12, 2013 through December 6, 2013

Please notify your supervisor as soon as possible regarding the days you will be using your leave. You are responsible for calling your absence in to AEOSP and notifying your site secretary that your absence is FMLA.

# Inserting FMLA in a Transaction Note

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	AffID 14036	Rev 1	Position TEACHHS267	Description Leave Used Leave Used	Start Date 01/12/2015	End Date 01/12/2015 01/06/2015	Tot Hrs 7.0000 2.0000	Local Note	District Note	

Click on Affidavit Detail, then click on the + sign to expand the date of absence.

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### Click on Transaction Note.

Transaction Note V	Vebpage Dialog	×
	Transaction Note	
FMLA DOE, JOHN		^
		~
	OK Cancel	

Insert FMLA in front of Substitute Name.

# **Incident Notes**

- Incident notes are used to count the number of days for a specific incident.
- "Bereavement" leave type requries an Incident Note.

### **Inserting Incident Note for Bereavement**

Home Entry District Leave Banks Sub Calling Import Log Accrual Roll Configuration Reports Close Employee Search Leave Entry Affidavit Detail Employee Detail Employee Banks Affidavit Review Position Sync Leave Entry As Of 01/01/2015 Location: EIN: SSN:

	Last Name From:											Firs	t Nar	ne:		 			,						
EIN	Name	Position		Dec	Dec	Jan	Jan	Jan		Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Wed Jan 21
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On the Leave Entry Screen, double click on B3/B5. Or go to the Affidavit Detail screen.

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Employee:											
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9/2015											
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Click on the + sign to expand the date of absence.

	Home) Entry District Leave Banks) Sub Calling Import Log Accrual Roll Configuration Reports Close Employee Search Leave Entry Affidavit Detail Employee Detail Employee Banks Affidavit Review Position Sync													
Emplo	Employee: Affidavit Detail													
	Period Start:         End:           07/01/2014         06/30/2015         Refresh         Export													
	Aff	ID	Rev	Position	Description	Start Date	End Date	Tot Hrs	Local Note		District Note	Entered	Printed	Received
<b>_</b>	1361	4	0	CSOII01	Leave Used	01/08/2015	01/08/201	5 5.5000				01/09/2015	01/13/2015	
			Abs	ence R	eported Leave Type / Bank	Exce	ptions	Hours	Transaction Note	Entered	Budget Code		Incident Note	
	+	•	01/08	/2015 B3 / BE	REAVEMENT 3 DAYS / OTH	ER	5	5.5000	1	01/09/2015				

Click on Incident Note.

		h	ncidents	
Employee:				
			Note	
Add	Delete	Export		

Click on **Add**.

ANDMOTHER		Note	×]
Delete	Export		
	0.00	111	

Enter Incident Note with the standardized format "xx/xx/2015 Relationship" Example: 01/08/2015 GRANDMOTHER

Click on **Save** to add to Incident log, then click on **OK** to apply Incident Note.

# Voiding an Affidavit

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	ee.										
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	AffID	Rev	Position	Description	Start Date	End Date	Tot Hrs	Local Note	District Note	Entered	Printed
+	13947		ACCTTEC	Leave Used	01/12/2015	01/12/2015	1.0000			01/13/2015	
+	13273	0	ACCTTE	Leave Used	01/06/2015	01/06/2015	3.0000			01/07/2015	01/12/201
	12531					12/26/2014				12/27/2014	

On the Affidavit Detail Screen, click on the blank space in front of the affidavit number that you would like to void.

	Split Absence	Incidents
Void Affidavit	Un-Split Absence	Multi-Day Notes/Incidents
	Multi-Day Absence	Delete Absence

Click on Void Affidavit at the bottom of the screen.

Void Reason Webpage Dialog	×
Void Reason	
EMPLOYEE DID NOT TAKE TIME	~
	~
OK Cancel	

Type in "Void Reason", click **OK**.

	Split Absence	Incidents		
Void Affidavit	Un-Split Absence	Multi-Day Notes/Incide	ents	
	Multi-Day Absence	Delete Absence		
			Save	Cancel

Click on Save to save your transaction.

# **Deleting an Absence From an Affidavit**

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mplo									Affid	lavit Detail	
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07/01	/2014 AffiD		06/30 Position			End Date	Tot Hrs	Local Note	District Note	Entered 01/06/2015	
	/2014 AffiD	Rev	06/30 Position TEACHHS	Description	Start Date	End Date 01/06/2015	Tot Hrs 14.0000	Local Note	District Note		01/12/201

On the Affidavit Detail Screen, click on the + sign to expand the date of absences.

Emplo	oyee:									Affidav	it Detail	
	d Start: 1/2014	*	End: 06/30	/2015	Refresh	E	xport					
					Start Date	End Date	Tot Hrs	Local Note	Di	strict Note	Entered	Printed
	AffID	Rev	Position	Description	Start Date	End Date	TOLINA	Loodi Hoto	-	Strict Hote	Lintored	17111100
-	AffID 13131	Rev 0		Leave Used		01/06/2015		2000/1000		Strict note	01/06/2015	
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=	13131	0 Abs	TEACHHS ence	Leave Used	01/05/2015	01/06/2015 ceptions	14.0000					01/12/201
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Click on the blank space in front of the date that you would like to delete.

	Split Absence	Incidents
Void Affidavit	Un-Split Absence	Multi-Day Notes/Incidents
	Multi-Day Absence	Delete Absence
		Save Cancel

### Click on **Delete Absence**.

	Split Absence	Incidents	
Void Affidavit	Un-Split Absence	Multi-Day Notes/Incidents	
	Multi-Day Absence	Delete Absence	
		Save	Cancel

Click on Save to save your transaction.

# Making Changes to an Affidavit

Emplo	yee:									Affidavi	t Detail		
-	d Start: 1/2014	~	End: 06/30/2	2015	Refresh	E	xport						
	DINA	Rev	Position	Description	Start Da			Local Note	0	District Note	Entered	Printed	Received
3	AffiD 13590	0	TEACHMH04	Leave Used	01/08/20	015 01/09/201	15 9.0000				01/09/2015	01/12/2015	
3	13590	0 Abse	TEACHMH04		01/08/20	015 01/09/201 Exceptions	15 9.0000 Hours	Local Note Transaction Note ARRATIA, ENGRACIA	Entered 01/10/2015	District Note Budget Code	01/09/2015		
	13590 土 )	0 Abse 01/09/	TEACHMH04 nce R 2015 SL / SI	Leave Used eported Leave Type / Ban	01/08/20	015 01/09/201 Exceptions	15 9.0000 Hours	Transaction Note	Entered		01/09/2015	01/12/2015	
<u>-</u>	13590 土 )	0 Abse 01/09/ 01/08/	TEACHMH04 nce R 2015 SL/30 2015 SL/SIC	Leave Used eported Leave Type / Ban CK LEAVE / SICK	01/08/20 k t	015 01/09/201 Exceptions	<b>Hours</b> -7.0000 -2.0000	Transaction Note	Entered 01/10/2015		01/09/2015	01/12/2015	
	13590 ± ) ±	0 Abse 01/09/ 01/08/ 0	TEACHMH04 nce R 2015 SL/90 2015 SL/90 TEACHMH04	Leave Used eported Leave Type / Ban CK LEAVE / SICK /K LEAVE / SICK	01/08/20 K 1 11/20/20	015 01/09/201 Exceptions	Fours           -7.0000           -2.0000           14	Transaction Note	Entered 01/10/2015		01/09/2015	01/12/2015 Incident Note	12/12/2014

On the Affidavit Detail Screen, click on the + sign to expand the date of absences.

Click on the Leave Type and select your leave type from the drop down menu or click on the hour field to adjust the hours.

# **Reviewing the Leave Entry Screen Before Printing**

	Wed Dec 31	Thu Jan 01		Mon Jan 05				Sat Jan 10		Tue Jan 13	Wed Jan 14		Fri Jan 16		Sun Jan 18
				PN*	 										
						SL	SL								
						SL	SL								
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										1 0 50	con				
							FI								

- Review the prior week's absences on the Leave Entry tab. Be sure to review ALL pages.
- Hover over each leave type (VL, SL, PN, etc.) to verify that the recorded times are rounded to the nearest ¼ of an hour. For example -7 instead of -6.93. Make changes if needed.
- Check for leave types in RED which indicates "Warning" or "Requires Incident Note." Add Incident Notes for bereavement. (xx/xx/xxxx Relationship)
- Enter Transaction Notes (substitute's name, in-house coverage, or FMLA) if needed.
- Enter any absences that are missing.
- Now you are ready to print your affidavits!

### **Printing Affidavits**



Click on the ELTS icon.

Home Entry District Leave Banks Sub Calling Import Log Accrual Roll Configuration Reports	
	Close
	Sibae

Click on Reports.

	ve Banks Sub Calling Import Log Accrual Roll Configuration Reports Close		
Standard Reports Report	s 2000 Reports Letters		
			ABSENCE REPORT
Report Title:			
Report Type:	O Summary O Detail O Detail By Bank O Ungenerated Affidavits O Pending /	Affidavits 🖲 Absence Affi	davits
		Days Aged:	(All)
SSN:		EIN:	
Last Name From:		Last Name To:	
Reported Leave Type:	(All)	Bank:	(All)
Location:	(All)		
Supervisor:	(All)		
Bargaining Unit:	(All)	Pay Calendar:	(All)
Report Date From:	01/05/2015	Report Date To:	01/09/2015
Include SSN#		Include Status	
Include Only Employees	s With Balances	Pending	
Include Terminated Em	ployees	✓ Warning	
✓ Include Employees With	nout EPICS Positions	Exception	
Include Only Employees	s with Transactions	Posted	
✓ Include Transaction And	d Incident Notes	Printed Only	
✓ Itemized Detail			
Page Break By:	Employee V		
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Reset			

Select Absence Affidavits and enter your date range (Monday – Friday of the previous week).

	Generate Report								
Select a file format:									
PDF	PDF								
Page Size:	Page Size: Letter 8 1/2 x 11 in								
Orientation	Landscape	~							
O Text (CS)	O Text (CSV)								
O Excel (XL	SX)								

Click on Generate Report.

# **Printing Reports**



Click on the ELTS icon.

File Edit View Favorites Tools Help K 🏟 Convert 🔻 🔂 Select	
Home Entry District Leave Banks Sub Calling Import Log Accrual Roll Configuration	Reports Close
Click on <b>Reports</b> .	

Home Entry District Lea	ve Banks Sub Calling Import Log Accrual Roll Configuration Reports Close		
Standard Reports Report	s 2000 Reports Letters		
			ABSENCE REPORT
Report Title:			
Report Type:	● Summary ○ Detail ○ Detail By Bank ○ Ungenerated Affidavits ○ Pending.	Affidavits O Absence Affic	lavits
		Days Aged:	(All)
SSN:		EIN:	
Last Name From:		Last Name To:	
Reported Leave Type:	(All)	Bank:	(All)
Location:	(All)		
Supervisor:	(All)		
Bargaining Unit:	(All)	Pay Calendar:	(All) V
Report Date From:	07/01/2014	Report Date To:	06/30/2015
Include SSN#		Include Status	
Include Only Employees	s With Balances	Pending	
Include Terminated Em	ployees	✓ Warning	
Include Employees With	hout EPICS Positions	<ul> <li>Exception</li> </ul>	
Include Only Employee:	s with Transactions	Posted	
Include Transaction And	d Incident Notes	Printed Only	
ltemized Detail			
Page Break By:	(Select)		
Sort By:	Last Name 🗸		
Reset			

Select Type of Report – Summary Report, Detail Report, Un-generated Affidavits Report or Pending Affidavits Report.

	Generate Report								
Select a file format:									
PDF									
Page Size:	Letter 8 1/2 x 11 in	~							
Orientation:	Landscape	~							
O Text (CSV	O Text (CSV)								
O Excel (XLS	SX)								

Click on Generate Report.

74 Rialto Unified School District

### Summary Absence Report – Provides you with a quick look of employee balances.

BEST NET CONSORTIUM Summary Absence Report

EIN	EMPLOYEE NAME	SICK LEAVE ACCRUAL	SICK LEAVE	VACATION LEAVE ACCRUAL	VACATION LEAVE	OTHER	NON-DUTY ACCRUAL	NON-DUTY	EXCESS USE	COMP TIME
78	C	0.0000	69.7500	0.0000	112.2500	0.0000	0.0000	0.0000	0.0000	0.0000
10	D	0.0000	420.2500	0.0000	203.2500	0.0000	0.0000	0.0000	0.0000	0.0000
310	D	. 0.0000	867.7500	0.0000	120.2500	0.0000	0.0000	0.0000	0.0000	0.0000
9	G	0.0000	185.7500	0.0000	24.0000	0.0000	0.0000	0.0000	0.0000	0.0000
27	G	0.0000	33.2500	0.0000	179.5000	16.0000	0.0000	0.0000	0.0000	0.0000
1	к	0.0000	270.2500	0.0000	197.5000	0.0000	0.0000	4.0000	0.0000	0.0000
107	M	0.0000	194.2500	0.0000	115.5000	0.0000	0.0000	0.0000	0.0000	0.0000

### Detail Absence Report – Provides you with every transaction for each employee.

4 Rialto U	Jnified School District		U	etail Absen	се кероп					
IN	EMPLOYEE NAME	SICK LEAVE ACCRUAL		ACATION LEAVE ACCRUAL	VACATION LEAVE	OTHER	NON-DUTY ACCRUAL	NON-DUTY	EXCESS USE	COMP TIME
Affidavi	it Leave Type Description	0.0000	348.0000 Bank	0.0000 From	143.0000 To	0.0000 Hours	0.0000	0.0000	0.0000	0.0000
257	SICK LEAVE		SICK LEAVE	10/01/201	14 10/01/2014	350.000	5			
531	VACATION LEAVE		VACATION LEAT	VE 10/01/201	14 10/01/2014	148,500	D			
758	VACATION LEAVE		VACATION LEAV	VE 10/06/201	14 10/06/2014	-2.500	D			
1057	PERSONAL NECESSITY		SICK LEAVE	11/03/201	14 11/04/2014	-2.000	D			
1057	VACATION LEAVE		VACATION LEAV	VE 11/05/201	14 11/05/2014	-3.000	D			
		0.0000	456.5000	0.0000	158.0000	4.0000	0.0000	0.0000	0.0000	0.0000
Affidavi	it Leave Type Description		Bank	From	To	Hours				
127	SICK LEAVE		SICK LEAVE	10/01/201	14 10/01/2014	478.000	5			
479	VACATION LEAVE		VACATION LEAV	VE 10/01/201	14 10/01/2014	158.000	D			
695	FAMILY ILLNESS		SICK LEAVE	10/01/201	14 10/01/2014	-4.500	D			
759	SICK LEAVE		SICK LEAVE	10/09/201	14 10/09/2014	-5.000	D			
824	SICK LEAVE		SICK LEAVE	10/16/201	14 10/16/2014	-4.000	D			
1068	JURY DUTY		OTHER	11/04/201	14 11/04/2014	4.000	D			
1159	SICK LEAVE		SICK LEAVE	11/13/201	14 11/13/2014	-8.000	D			

BEST NET CONSORTIUM Detail Abcon

co De

# Un-generated Affidavits Absence Report – Provides you with a list of affidavits that have not been printed at your site.

#### BEST NET CONSORTIUM Un-generated Affidavits Absence Report

EIN	EMPLOYEE NAME	Position	Location	Description	Affidavit	StartDate	EndDate	Date Entered
4	В	TEACHEL	ELEMENTARY	Leave Used	4772	11/18/2014	11/18/2014	11/19/2014
17	С	TEACHEL	ELEMENTARY	Leave Used	5275	11/19/2014	11/21/2014	11/20/2014
2	E	CUSTI0	ELEMENTARY	Leave Used	6654	12/01/2014	12/01/2014	12/02/2014
9	G	SECSCHL	ELEMENTARY	Leave Used	6885	12/03/2014	12/03/2014	12/04/2014
10	L	ASPRINEL	ELEMENTARY	Leave Used	6829	12/03/2014	12/03/2014	12/04/2014
724	M	IAIIBB	ELEMENTARY	Leave Used	5351	11/20/2014	11/21/2014	11/21/2014
73	s	TEACHEL	ELEMENTARY	Leave Used	5353	11/20/2014	11/21/2014	11/21/2014
7	S	TEACHEL	ELEMENTARY	Leave Used	6686	12/01/2014	12/01/2014	12/02/2014
12	s	IAII	ELEMENTARY	Leave Used	5321	11/20/2014	11/20/2014	11/21/2014
5	s	IASPED	ELEMENTARY	Leave Used	6672	12/01/2014	12/01/2014	12/02/2014
571	s	TEACHEL	ELEMENTARY	Leave Used	6677	12/01/2014	12/01/2014	12/02/2014
1	v	IA	ELEMENTARY	Leave Used	6757	12/02/2014	12/02/2014	12/03/2014
10	w	TEACHEL	ELEMENTARY	Leave Used	6921	12/04/2014	12/04/2014	12/05/2014

# Pending Affidavits Absence Report – Provides you with a list of: when affidavits are entered, printed, received by Payroll, and days outstanding. Be sure to include pending, warning, and exception statuses when generating this report.

BEST NET CONSORTIUM

74 Rialto Unified	74 Rialto Unified School District Pending Affidavits Absence Report										
EIN EM Position	PLOYEE NAME Location	Affidavit	Start Date	End Date	Total Status Hours	Entered	Printed	Received	Days Outstanding		
TEACHEL	ELEMENTARY	4772	11/18/2014	11/18/2014	7.0000 PEND	ING 11/19/2014		No	20		
TEACHCH TEACHCH	ELEMENTARY ELEMENTARY	4773 5094	11/18/2014 11/06/2014	11/18/2014 11/06/2014	7.0000 PEND 7.0000 PEND		12/03/2014 11/19/2014	No No	20 32		
TEACHEL	ELEMENTARY	5275	11/19/2014	11/21/2014	21.0000 PEND	ING 11/20/2014		No	19		
CUSTI	ELEMENTARY	6654	12/01/2014	12/01/2014	8.0000 PEND	ING 12/02/2014		No	7		
SECSCHL	ELEMENTARY	6885	12/03/2014	12/03/2014	8.0000 PEND	ING 12/04/2014		No	5		
ASPRINEL	ELEMENTARY	6829	12/03/2014	12/03/2014	3.5000 PEND	ING 12/04/2014		No	5		

# **Monthly Pending Affidavits Report**

74 Rialto Unified School District

Attach all affidavits listed on your report, sign by admin, and submit to Payroll by the 15<sup>th</sup> of each month

Report Type – Pending Affidavits Report Date From: - Always select 07/01 of current school year Report Date To: - Last day of month