

## **Supervisor Guide: Manage Leave Requests & Set Temporary Approvers**



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# Supervisor Guide: Manage Leave Requests & Set Temporary Approvers

This guide provides a step-by-step process for supervisors managing leave requests in EmployeePortal.

## Before You Begin

- Review the [ASCENDER EmployeePortal Navigation](#) page to familiarize yourself with the portal layout.
- Review the [Employee Guide: Create Account & Login](#) for information about logging on to EmployeePortal.

Upon logging on with Supervisor access, the current month's calendar is displayed with the **All Requests** view, which is the default view for supervisors. The **All Requests** view displays all request type entries (Leave, Travel, and WorkJournal) from direct report employees and any employees who report to them. To change the view and only display your personal requests, click **My Requests**. You can toggle between the **All Requests** and **My Request** views as needed.

- Click  to view the previous month.
- Click  to view the next month.
- Click **Current Month** to view the current month. The **Current Month** button is only enabled if you are viewing a prior or future month.

- Click an entry from the calendar. The request details are displayed. If there are more entries that fit in the calendar day on the page, a + more link is displayed. Click the link to view the additional entries.

The following colors are used to identify the various request types and statuses.

- Approved Leave Requests - Green
- (P) Pending Leave Requests - Yellow
- (D) Disapproved Leave Requests - Red
- Approved Travel Requests - Gray
- (P) Pending Travel Requests - Orange
- (R) Returned Travel Requests - Red
- (S) Saved Travel Requests - Red
- Approved WorkJournal Requests - Blue
- (P) Pending WorkJournal Requests - Orange
- (S) Saved WorkJournal Requests - Red

You will see an additional Supervisor menu on the left side of the page.



**TIP:** If you have any new notifications from EmployeePortal, the number of pending notifications is displayed in the top-right corner of the page on . Click to view the Notifications box. You can either click **Mark All As Read** to mark all notifications as read and clear all notifications or click a notification to open the Notifications page. From the Notifications page, you have the option to **Mark All As Read** or click to clear each individual notification.

The screenshot shows the ASCENDER Employee Portal interface. On the left, a sidebar menu includes 'Inquiry', 'Leave Balances', 'Leave Requests' (selected), 'Travel Reimbursement Requests', 'Supervisor' (highlighted with a red arrow), and 'WorkJournal'. The main area is a calendar for June. A red arrow points to the 'My Requests' button in the top navigation bar. Another red arrow points to the 'Supervisor' menu item in the sidebar. The calendar grid shows various leave requests for employees like Ana Ayala and Andrea Ball, with some requests highlighted in orange and others in red. The requests include types like 'Semimonthly', 'Local Sick', and 'Vacation', along with their respective work hours and status (Approved, Pending, Saved, Returned).

The Supervisor menu allows you to perform the following tasks:

- View pending leave requests.
- View available leave balances for your direct report employees and any employees who report to them.
- Approve or disapprove leave requests for your direct report employees and any employees who report to them.
- Submit leave requests for your direct report employees and any employees who report to them.
- Set temporary approvers for yourself, your direct report supervisors, and any supervisors who report to your direct report supervisors.

## I. Manage Leave Requests

### 1. View and approve leave requests.

## EmployeePortal &gt; Supervisor &gt; Approve Leave Requests

This page is used to approve or disapprove employee leave requests. Additionally, you can review and take action on any leave requests that are submitted to your direct report employees who are supervisors.

If a direct report employee submits a leave request, an email message is automatically sent to the email address listed on your demographic record prompting you to take action on the leave request. Or, if a direct report employee deletes a leave request that has already been approved, you will receive an email message to notify you of this change. Therefore, it is important that all approvers in the approval path have an email address listed on their demographic record in Personnel. Additionally, you will receive a message notification in the top-right corner of the page.

1. [View leave requests.](#)

When you access the Approve Leave Requests page, your name is displayed in the **Supervisor Hierarchy** field and a list of leave requests pending your action is displayed if any.

Employee	Start Date	End Date	Start Time	End Time	Leave Type	Absence Reason	Leave Requested	Comment Log	Supervisor Action
000087:	09-17-2023	09-17-2023	09:00 AM	08:00 AM	07 - STATE SICK	STATE SICK	0.300 DAYS		<input type="radio"/> Approve <input type="radio"/> Disapprove <input type="radio"/> No Action
000087:	08-05-2023	08-05-2023	09:00 AM	09:00 AM	08 - STATE PERSON	STATE SICK	0.300 DAYS		<input type="radio"/> Approve <input type="radio"/> Disapprove <input type="radio"/> No Action
000087:	08-06-2023	08-06-2023	09:00 AM	05:00 PM	08 - STATE PERSON	LOCAL	1.500 DAYS		<input type="radio"/> Approve <input type="radio"/> Disapprove <input type="radio"/> No Action
000087:	08-28-2023	08-28-2023	09:00 AM	08:00 AM	12 - VACATION	VACATION	0.300 DAYS		<input type="radio"/> Approve <input type="radio"/> Disapprove <input type="radio"/> No Action

Field	Description
<b>Supervisor Hierarchy</b>	<p>Your employee number and name are displayed.</p> <p>Under <b>Leave Requests Pending Action</b>, a list of all pending leave requests from your direct report employees is displayed.</p> <p>Follow the steps in the <b>Approve or disapprove a leave request</b> section to take action on applicable leave requests.</p> <p>If you want to view pending leave requests that are awaiting action from one of your direct report supervisors. Select the supervisor's name from the <b>Direct Report Supervisors</b> drop-down field.</p>

If you need to approve leave requests for any of your direct report supervisors, change the **Supervisor Hierarchy**.

<b>Direct Report Supervisors</b>	<p>If you have supervisors who report directly to you, click  to view a list of the supervisors.</p> <p>Select the supervisor's name. The <b>Next Level</b> button is enabled. Click <b>Next Level</b>. The selected supervisor's name is moved to the <b>Supervisor Hierarchy</b> level and a list of leave requests pending their approval is displayed.</p> <p>Follow the steps in the <b>Approve or disapprove a leave request</b> section to take action on the applicable leave requests.</p> <p>Click <b>Previous Level</b> to return to the list of pending leave requests for the previous level of supervisor hierarchy.</p>
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To view the employee's leave balance summary, click  under the employee's name.

Leave Requests Pending Action by 000060: 								
Employee	Start Date	End Date	Start Time	End Time	Leave Type	Absence Reason	Leave Requested	Comment Log
000067: 	05-17-2023	05-17-2023	05:00 AM	06:00 AM	07 - STATE SICK	STATE SICK	0.500 DAYS	<input type="radio"/> Approve <input type="radio"/> Disapprove <input type="radio"/> No Action
000067: 	06-05-2023	06-05-2023	05:00 AM	09:00 AM	08 - STATE PERSON	STATE SICK	0.500 DAYS	<input type="radio"/> Approve <input type="radio"/> Disapprove <input type="radio"/> No Action

The Leave Balance Summary window opens with the employee's leave balance details.

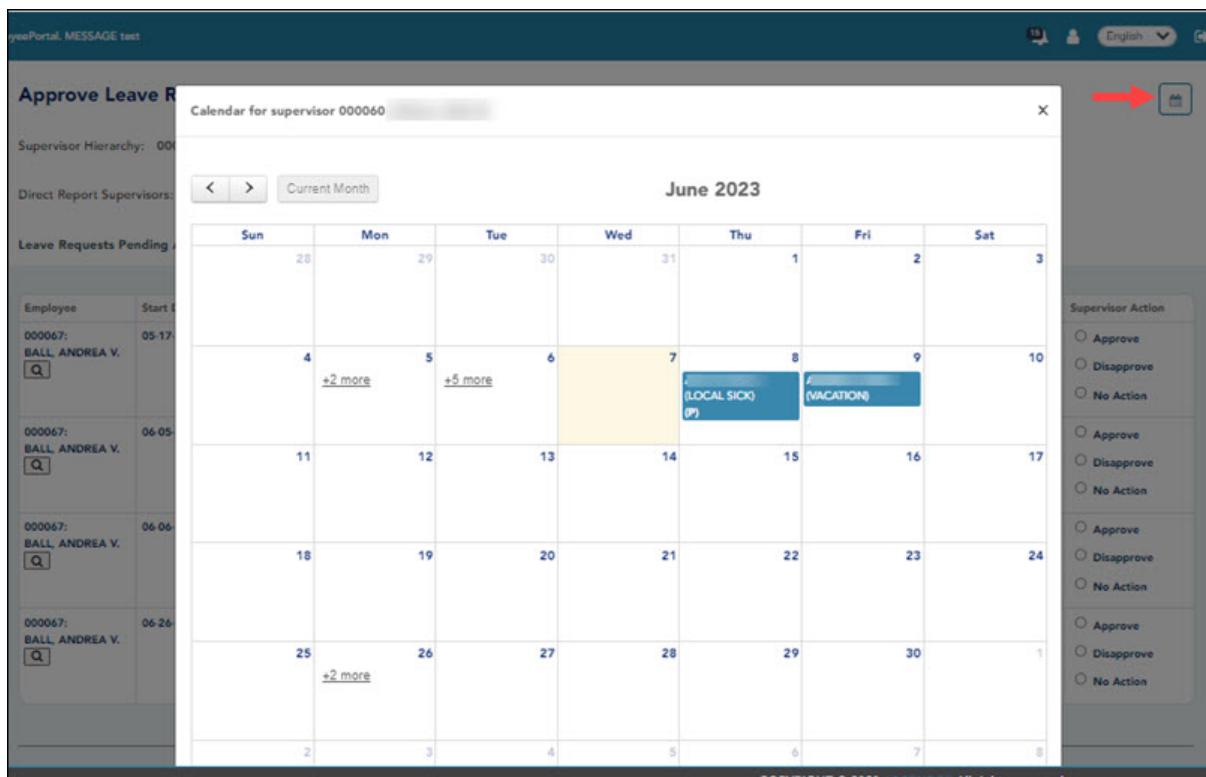
Leave Balance Summary for 000067: 						
Payroll Frequency: Semimonthly CYR						
Leave Type	Beginning Balance	Advanced / Earned	Pending Earned	Used	Pending Used	Available Units
						

<b>Leave Type</b>	The specific leave code(s) for which you have leave data is displayed. The leave types are first displayed in the order that is set for your check (called stub position), and then leave type code (01-99) order.
<b>Beginning Balance</b>	The leave balance as of the beginning of this year for each leave type is displayed.
<b>Advanced/Earned</b>	The number of units of leave advanced or earned as of the last pay period is displayed.
<b>Pending Earned</b>	The total leave earned but not yet processed through payroll is displayed.
<b>Used</b>	The number of units of leave used as of the last pay period is displayed.
<b>Pending Used</b>	The total leave pending and approved but not yet processed through payroll is displayed. This amount is subtracted from the <b>Available Balance</b> field.
<b>Available</b>	The total number of leave units still available for use is displayed. The <b>Available</b> balance is determined by the following calculation: (prior year balance + advanced earned + pending earned) - used - pending used
<b>Units</b>	Indicates the type of units (hours or days) that is used when calculating leave requests.

Click **OK** to close the window.

2. [View leave in a calendar format.](#)

In the upper-right corner, click  to view leave requests in a calendar format. A view of the current month is displayed with all submitted leave requests. This page provides a view of all leave requests for yourself, your direct report employees, and any employees who report to them.



Click a leave request entry from the calendar to open a window with the leave request details.

Leave Request	
Employee	
Start Date	06-09-2023 08:00 AM
End Date	06-09-2023 04:00 PM
Leave Type	VACATION
Absence Reason	VACATION
Leave Requested	1 DAYS
Status	Approved
Approver	
Comment Log	000067: [REDACTED] commented on 06-06-2023 11:34 AM: Approved Travel 000060: [REDACTED] commented on 06-06-2023 11:53 AM: A

- Click  to view the previous month.
- Click  to view the next month.
- Click **Current Month** to view the current month. The **Current Month** button is only enabled if you are viewing a prior or future month.
- Click **X** or **Close** to close the calendar view and return to the table view.

**Note:** You may have to use the scroll bar to scroll down and view the **Close** button.

### 3. Approve or disapprove a leave request.

Under **Leave Requests Pending Action**, a list of leave requests pending action is displayed with the following details:

<b>Employee</b>	The employee number and name are displayed.
<b>Start and End Date</b>	The start and end date range for the leave request is displayed in the MMDDYYYY format.
<b>Start and End Time</b>	The start and end time range for the leave request is displayed in the HH MM format.
<b>Leave Type</b>	The leave type requested is displayed.
<b>Absence Reason</b>	The absence reason for the leave request is displayed.
<b>Leave Requested</b>	The total amount of requested leave and unit type (i.e., hours or days) is displayed.
<b>Comment Log</b>	Any employee comments that were added to the leave request are displayed.

□ Under **Supervisor Action**, select the appropriate action (**Approve**, **Disapprove**, or **No Action**).

<b>Comment Log</b>	<b>Supervisor Action</b>
No coverage, select another date.	<input type="radio"/> <b>Approve</b> <input checked="" type="radio"/> <b>Disapprove</b> <input type="radio"/> <b>No Action</b>

□ The Comment Log text box is enabled if **Approve** or **Disapprove** is selected. Type any comments related to the leave request.

- If you approve the leave request, a comment is not required.
- If you disapprove the leave request, a comment is required. This comment is included in the email message that is sent to the employee notifying them of the action taken.

□ Click **Save**. If you are the final approver, an email message is sent to the employee notifying them of the action (approved/disapproved) taken on the request.

- If the request is approved or disapproved, the request is no longer displayed in the list of pending leave requests.
- If no action is taken, the request remains in the list of pending leave requests.

**Admin Note:** The payroll department will use the Utilities > Import Online Leave Requests page in the ASCENDER Payroll application to import the leave request(s) from EmployeePortal and create a leave transmittal to be processed by payroll. After a leave transmittal has been created in Payroll, the employee can no longer edit or delete the leave request.

## II. View Leave

### 1. View leave.

[EmployeePortal > Supervisor > Leave Overview](#)

This page is used to view all current year processed and unprocessed (not posted to payroll) leave for your direct report employees and any employees who report to them. Additionally, you can create, edit, and delete leave requests for your direct report employees and any employees who report to them.

If this page is disabled, check with your EmployeePortal administrator, as the LEA may have opted not to allow access.

You can click  in the upper-right corner to view leave requests in a [calendar format](#).

Field	Description
<b>Supervisor Hierarchy</b>	Your employee number and name are displayed.

Field	Description
<b>Direct Report Employees</b>	<p>Click  to view a list of your direct report employees. Select an employee to view his leave data. A list of processed and unprocessed leave requests is displayed.</p> <p>If you select an employee who is also a supervisor, the <b>Next Level</b> button is enabled.</p> <p>Click <b>Next Level</b>. The supervisor's name moves to the <b>Supervisor Hierarchy</b> level and the drop down is populated with a list of his direct report employees.</p> <p>Click <b>Previous Level</b> to return to the previous level of the supervisor hierarchy.</p>

Use the following fields to narrow the leave data displayed on the page:

<b>Payroll Frequency</b>	Click  to select the pay frequency for which you want to create a leave request. If you have leave in multiple frequencies such as biweekly, semimonthly, and monthly, those options are displayed and can be selected.
<b>From and To</b>	<p>Type the range of dates for which you want to view processed and unprocessed leave data or click  to select the dates.</p> <p><b>Note:</b> An LEA setting determines whether or not to show processed and unprocessed leave transactions.</p> <p>The from date may not exceed 18 months from the current date.</p> <p>You can leave the date fields blank to retrieve dates 18 months from the current date.</p> <p><b>Note:</b> The from and to date selections select leave dates rather than pay dates. Additionally, if the from and to dates are left blank, all future leave and all prior leave up to 18 months is retrieved. If a from date is entered and no to date is entered, all leave starting with the from date and all future leave is retrieved.</p>

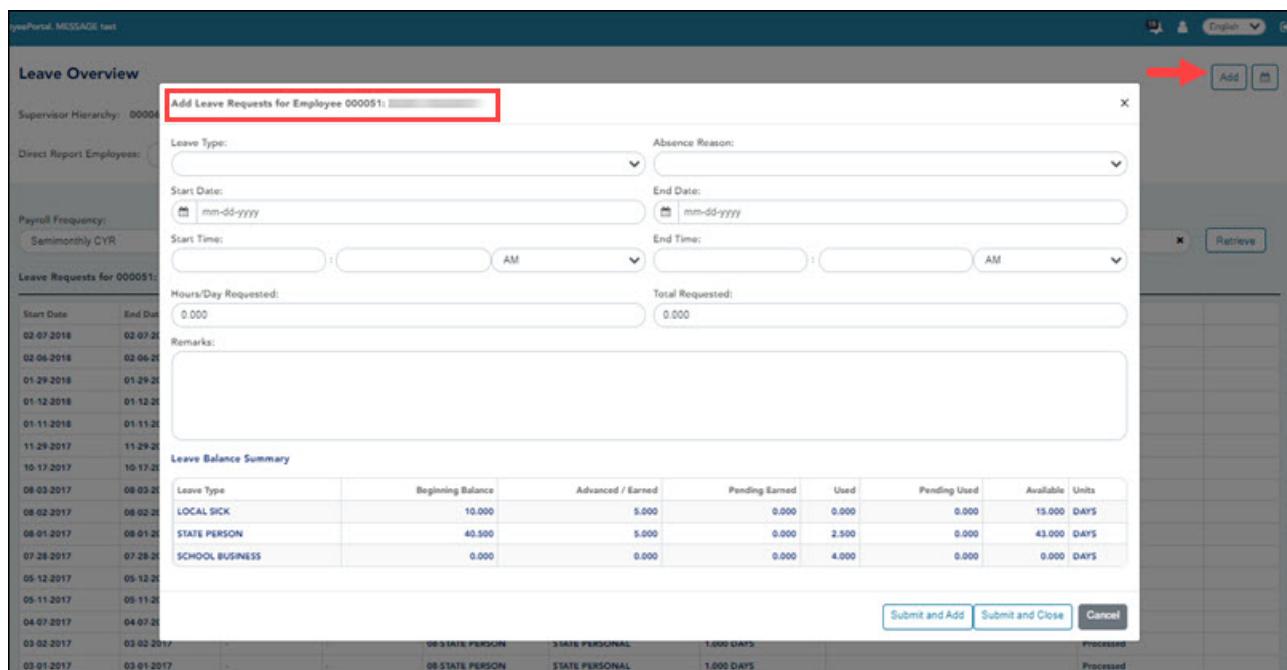
The following details are displayed for each leave request:

<b>Start and End Date</b>	The start and end date range for the leave request is displayed in the MMDDYYYY format.
<b>Start and End Time</b>	The start and end time range for the leave request is displayed in the HH MM format.
<b>Leave Type</b>	The leave type requested is displayed.
<b>Absence Reason</b>	The absence reason for the leave request is displayed.
<b>Leave Requested</b>	The total amount of requested leave and unit type (i.e., hours or days) is displayed.
<b>Comment Log</b>	Any employee (requestor) comments that were added to the leave request are displayed.
<b>Status</b>	The current status of the leave request is displayed.

### **Create a leave request:**

You can create leave requests for the selected employee by clicking **Add** in the upper-right corner of the page. The Create Leave Requests window opens.

**Note:** If you, as the supervisor, create a leave request for one of your employees, the leave request will automatically be approved and can be viewed on the Leave Overview page.



The screenshot shows the Leave Overview page with a red box highlighting the 'Add Leave Requests for Employee 000051' button. The 'Add' button is also highlighted with a red arrow. The page includes fields for Leave Type, Absence Reason, Start Date, End Date, Start Time, End Time, Hours/Day Requested, Total Requested, and Remarks. Below these, a 'Leave Balance Summary' table shows leave types and their balances. At the bottom, there are 'Submit and Add', 'Submit and Close', and 'Cancel' buttons.

Complete the following leave request fields:

<b>Leave Type</b>	Click  to select the type of leave to request. Only leave types assigned to the employee are displayed. An LEA setting determines whether or not a leave type with a zero balance can be used. All assigned active leave types are displayed even if the leave type amount is zero.
<b>Absence Reason</b>	Click  to select the absence reason. The absence reasons are determined by your LEA and correspond to the selected leave type.
<b>Start Date</b>	Type the start date for which you want to request leave for the employee in the MM/DD/YYYY format or click  to select a date from the calendar.
<b>End Date</b>	This field is automatically populated with the date selected in the <b>Start Date</b> field; however, you can change the date. Type the end date for which you want to request leave for the employee in the MM/DD/YYYY format or click  to select a date from the calendar. You can use this field to cover consecutive dates of a leave request excluding the weekend (Saturday/Sunday).
<b>Start Time</b>	Type the beginning time in the HH MM format for which you want to request leave for the employee. Click  to select AM or PM.
<b>End Time</b>	Type the end time in the HH MM format for which you want to request leave for the employee. Click  to select AM or PM.
<b>Hours/Day Requested</b>	The number of hours per day for which you are requesting leave is automatically calculated based on the <b>Start Time</b> and <b>End Time</b> of the leave request. If the field is not automatically calculated, you must manually type the number of hours per day for which you are requesting leave. An LEA setting determines whether or not this field is automatically calculated.
<b>Total Requested</b>	Indicates the total amount of requested leave in the specified units.

<b>Remarks</b>	Type any comments related to your leave request. The comments are available to all approvers.
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The leave balance amounts translate to hours or days based on the assigned unit type for the selected leave type.

<b>Leave Type</b>	The specific leave codes for which you have leave data are displayed. The leave types are first displayed in the order that is set on the pay check (called stub position), and then leave type code (01-99) order.
<b>Beginning Balance</b>	The leave balance as of the beginning of this year for each leave type is displayed.
<b>Advanced/Earned</b>	The number of units of leave advanced or earned as of the last pay period is displayed.
<b>Pending Earned</b>	The total leave earned but not yet processed through payroll is displayed.
<b>Used</b>	The number of units of leave used as of the last pay period is displayed.
<b>Pending Used</b>	The total leave pending and approved but not yet processed through payroll is displayed. This amount is subtracted from the <b>Available Balance</b> field.
<b>Available</b>	Indicates the number of units of leave still available for use. The <b>Available</b> is based on beginning balance, plus advanced/earned, plus pending earned, less used, and less pending used.
<b>Units</b>	Indicates the type of units (hours or days) that are used when calculating leave requests.

After completing the leave request entry, use one of the following options to continue:

- Click **Submit and Add** to submit the leave request. As a supervisor submitting a leave request on behalf of your direct employee, the leave request will be automatically approved and you will remain on the Create Leave Requests window to continue adding additional leave request entries.
- Click **Submit and Close** to submit the leave request. As a supervisor submitting a leave request on behalf of your direct employee, the leave request will be automatically approved and the Create Leave Requests window is closed.
  - Depending on the leave type, additional approvers may be in the approval path for the leave request.
  - If you are set as the temporary approver for your supervisor, and you enter a leave request when your supervisor is unavailable, the request is submitted to your supervisor's supervisor. You are not allowed to approve your own leave requests.
  - When a leave request is approved or disapproved, an email message is automatically sent to the email address listed on your demographic record notifying you of the action.
- Click **Cancel** to close the Create Leave Requests window without submitting any leave requests and return to the Leave Requests page.

If the employee has any pending leave requests, the **Edit** and **Delete** buttons are displayed.

Leave Overview

Supervisor Hierarchy: 000060: [dropdown]

Direct Report Employees: 000067: [dropdown] 000067

Previous Level | Next Level

Payroll Frequency: Semimonthly CYR From: mm-dd-yyyy To: mm-dd-yyyy

Leave Requests for 000067: [dropdown] 000067

Start Date	End Date	Start Time	End Time	Leave Type	Absence Reason	Leave Requested	Comment Log	Status	Actions
06-26-2023	06-26-2023	05:00 AM	06:00 AM	12 VACATION	VACATION	0.500 DAYS	000067: [commented on 06-06-2023 01:31 PM: test]	Pending Spvsr Approval	<span style="border: 1px solid red; padding: 2px;">Edit</span> <span style="border: 1px solid red; padding: 2px;">Delete</span>
06-09-2023	06-09-2023	08:00 AM	04:00 PM	12 VACATION	VACATION	1.000 DAYS	000067: [commented on 06-06-2023 11:34 AM: Approved Travel] 000060: [commented on 06-06-2023 11:53 AM: A]	Approved	

## Edit a leave request:

You can edit a leave request until it is processed by payroll.

**Edit** Click **Edit** next to the leave request that you want to edit. The Edit Leave Requests window opens. Make the necessary changes and click **Resubmit for Approval** to resubmit the edited leave request for approval. Otherwise, click **Cancel** to return to the Leave Requests page.

## Delete a leave request:

You can delete a leave request until it is processed by payroll.

**Delete** Click **Delete** next to the leave request that you want to delete. A message prompting you to confirm deletion is displayed. Click **OK** to delete the leave request. Otherwise, click **Cancel** to return to the Leave Requests page.

## III. Set Temporary Approvers

### 1. Set temporary approvers.

[EmployeePortal > Supervisor > Set Temporary Approvers](#)

This page is used to temporarily assign your approval duties to an alternate approver. You can provide a date range during which you are not available and specify the temporary approval path.

Temporary approvers must have an employee record in Personnel (not a non-employee record created in District Administration) with an email address and an active user profile with an employee number in Security Administration. If you are the next approver in the temporary approval path during the date range in which you are not available, the temporary approver replaces you in the approval path and receives an email message prompting him to take action on any submitted leave requests.

If this page is not enabled, check with your EmployeePortal administrator as the LEA may have opted to not allow access.

When you access this page, your employee number and name are displayed in the **Supervisor Hierarchy** field and a list of your temporary approvers is displayed if any. Proceed to the **Set a Temporary Approver** section to continue.

Delete	Row Nbr	Temporary Approver	From Date	To Date
	1	000113 :	08-12-2023	08-18-2023
	2	mm-dd-yyyy	mm-dd-yyyy	mm-dd-yyyy

If you need to set a temporary approver for one of your direct report supervisors, select the supervisor name in the **Direct Report Supervisors** field and click **Next Level**.

Delete	Row Nbr	Temporary Approver	From Date	To Date
	1	000180 :	08-28-2023	08-28-2023
	2	mm-dd-yyyy	mm-dd-yyyy	mm-dd-yyyy

<b>Direct Report Supervisors</b>	Click  to view a list of your direct report supervisors. Select a supervisor's name and click <b>Next Level</b> . The selected supervisor name is moved to the <b>Supervisory Hierarchy</b> level and a list of temporary approvers and date ranges is displayed.
	Follow the steps to set a temporary approver for the selected supervisor.  Click <b>Previous Level</b> to return to the list of temporary approvers for the previous level of supervisor hierarchy.

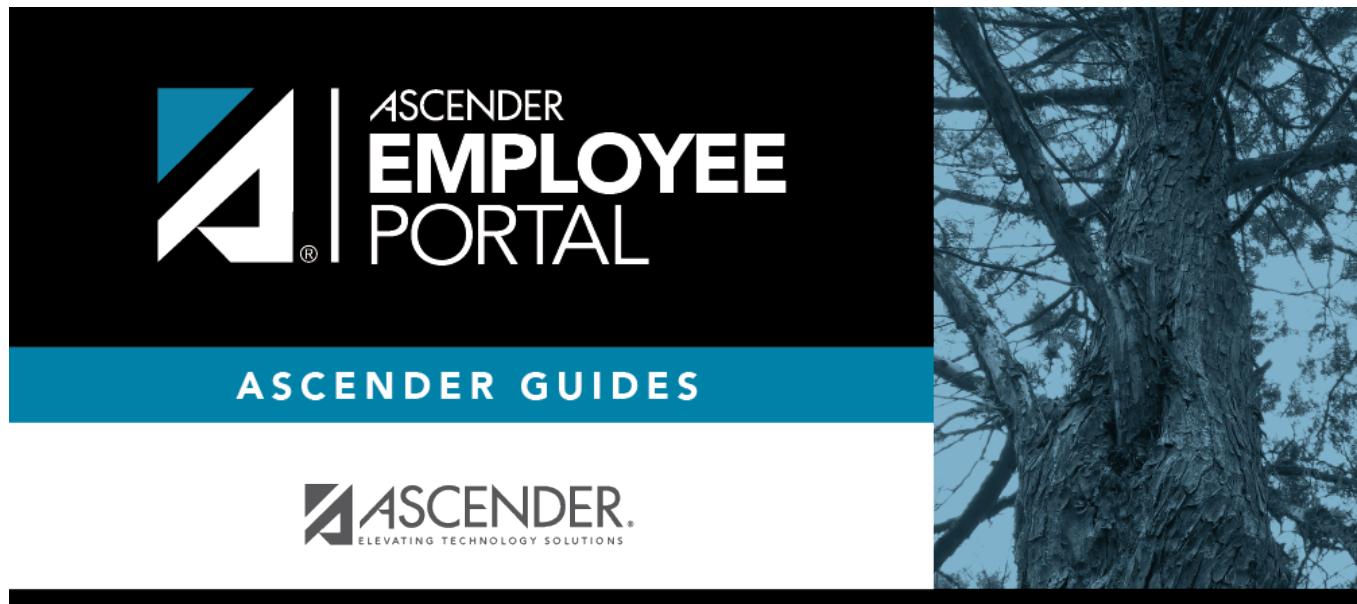
## Set a temporary approver:

Field	Description
<b>Temporary Approver</b>	<p>Begin typing the temporary approver's name or employee number. As you type the data, a drop-down list of corresponding data is displayed. Or, press SPACEBAR to display a drop-down list of available temporary approvers.</p> <p>Select the desired temporary approver.</p> <p><b>Note:</b> Employee names are only populated in this field if:</p> <ul style="list-style-type: none"> <li>• The employee is set up in Security Administration with an employee number and the user profile is not deleted.</li> <li>• The employee is an actual local education agency (LEA) employee (i.e., not set up as a non-employee in District Administration).</li> </ul>
<b>From Date</b>	Type the beginning date on which the temporary approver will begin to serve as the approver in the approval path in the MMDDYYYY format. Or, click  to select a date from the calendar.
<b>To Date</b>	Type the ending date on which the temporary approver will end serving as the approver in the approval path in the MMDDYYYY format. Or, click  to select a date from the calendar. The to date must be after the from date.

Click **Save**. The temporary approver is saved in the approval path and replaces you during the specified date range.

## Other functions and features:

 <b>Add</b>	Click to add a row to the grid.
	Click to delete the association of a temporary approver with an approver. The row is highlighted red to indicate that it will be deleted when the record is saved.
<b>Reset</b>	Click to clear the data in the fields.



## Back Cover