



employee

Table of Contents

Employee - HRS3400 1

Employee - HRS3400

Human Resources > Utilities > Mass Update > Employee

This tab is used to update employee data for a number of employees at a single time. Employee data may be updated by a variety of criteria including pay type, pay grade, primary campus, and payroll frequency. The Employee tab allows users to reset, increment, or modify employee data. The data that may be altered includes number of annual payments, number of days employed, contract begin date, and number of years of local experience. Once employee data is altered using this page, changes are reflected in the individual employee records.

Mass update employee data:

Under **Parameters**, select the employees whose employee data is to be changed.

TIP: Prior to processing a mass update, capture a screenshot of the used parameters for possible future reference.

Field	Description
Pay Status	Select whether active, inactive, or both groups are to be included in the process.
Pay Type	Click ▼ to select the one-digit pay type to be included in the process. The system is set to All.
Job Code	Click ▼ to select the four-digit job code to be included in the process. The system is set to All.
Accrual Code	Click ▼ to select the one-character accrual code to be included in the process. The system is set to All.
Pay Grade	Type the three-digit pay grade to be included in the process.
Prior Yr Emp Date	Type a date in the MMDDYYYY format for the previous school year reemployment date. The system will select all employees who were hired on or before that date. If there is no reemployment date from the previous school year, the system will use the employee's original employment date.
Primary Campus	Click ▼ to select the three-digit primary campus to be included in the process. The system is set to All.
Pay Campus	Click ▼ to select the three-digit pay campus to be included in the process. The system is set to All.
Contract Begin Date	Click ▼ to select the exact contract begin date to be included in the process.
Contract End Date	Click ▼ to select the exact contract end date to be included in the process.
Contract Months	Type the contract months to be included in the process.
Payoff Date	Click ⋮ to select the payoff date to be included in the process.
Payroll Freq	Click ▼ to select the one-digit payroll frequency to be included in the process. The system is set to the current logged-on payroll frequency. A specific payroll frequency must be selected; otherwise, no data displays.

Field	Description
Salary Concept	Click <input type="checkbox"/> to select the salary concept to be used in the process. The system is set to All. However, when calculating salaries, a specific salary concept must be selected (e.g., A - Use annual salary table, D - Use hourly/daily rate table, or M - Use mid-point table). If All is selected, the system will not perform salary calculations.
Extract ID	Click <input type="checkbox"/> to select a three-character, locally assigned code (e.g., En1 = English 1, AL2 = Algebra 2, HI4 = History 4) for grouping employees. The code is used to tag employee records for a batch process (e.g., copy or extract). Each employee must have the Extract ID set in the Employment Info tab before they can be selected using this function.
Employee Nbr	If you want to update data for only one employee, type the employee number, if known. If the employee number is not known or multiple employees are needed, click <input type="checkbox"/> to select employees.

Under **Reset**, select the employee data to reset:

Pay Status	Select to reset the employee data to a particular pay status, or leave blank to not reset by pay status. If the field is selected, click <input type="checkbox"/> to the right of Pay Status and select the employee's pay status for the purposes of payroll calculation. The system is set to Active.
Fiscal Year	Select to reset employee data for a specific fiscal year, or leave blank to not reset by fiscal year. If the field is selected, type the last digit of the fiscal year for which the employee data is to be reset in the field to the right of Fiscal Year .
Extract ID	Select to tag employee records for a batch process (e.g., copy or extract), or leave blank to not use the Extract ID function. To the right of Extract ID, type a three-character, locally assigned code (e.g., En1 = English 1, AL2 = Algebra 2, HI4 = History 4) for grouping employees. Each employee must have the extract ID set in the Employment Info page before he can be selected using this function.
Unemployment Eligibility	Select to reset all Unemployment Eligibility Quarters in the Employment Info maintenance tab, or leave blank to not reset by unemployment eligibility. If the field is selected, click <input type="checkbox"/> to the right of Unemployment Eligibility and select the employee's unemployment eligibility. The system is set to Yes.
Take Retiree Surcharge	Select to reset the TRS retiree surcharge field. If the field is selected, click <input type="checkbox"/> to the right of Take Retiree Surcharge , and then select Yes or No. When this option is selected, the system is set to Yes.
NY Take Ret Surchg	Select to reset the TRS next year retiree surcharge field. If the field is selected, click <input type="checkbox"/> to the right of NY Take Ret Surchg and select Yes or No. When this option is selected, the system is set to Yes.
Dock Rate	Select to reset the dock rate on the employee Pay Info page. If the field is selected, click <input type="checkbox"/> to the right of Dock Rate and select the applicable dock rate. If blank is selected, the dock rate is set to zero.
Unemployment Elig	Select to reset the unemployment eligibility on the Pay Info tab, or leave blank to not reset the unemployment eligibility. If the field is selected, click <input type="checkbox"/> to the right of Unemployment Elig and select the employee's unemployment eligibility. The system is set to No.

EIC Code	Select to reset the earned income credit on the Pay Info tab, or leave blank to not reset the earned income credit. If the field is selected, click ▼ to the right of EIC Code and select the earned income credit. The system is set to 1 - Not eligible.
Pre-Note	Select to reset the prenote for bank deposit records. If the field is selected, click ▼ to the right of Pre-Note and select Yes or No. The system is set to Yes. The Pre-Note field is displayed as a check box on the preview report.
Health Ins Code	Select to reset the employee's eligibility for the TEA Health Insurance, or leave blank to not reset the eligibility for the TEA Health Insurance. If the field is selected, click ▼ in the field to the right of Health Ins Code and select a code that indicates the employee's eligibility: N - Not eligible S - Eligible spouse participating W - Eligible Health Insurance Y - Eligible participating Health Insurance
FSP Staff Data Code	Select to reset the employee's eligibility for the TEA Health Insurance, or leave blank to not reset the FSP staff data code. If the field is selected, click ▼ in the field to the right of FSP Staff Data Code and select one of the following codes: F - Full-Time P - Part-Time
Employment Type	Select to reset the employee's employment type, or leave blank to not reset the employment type. If the field is selected, click ▼ in the field to the right of Employment Type and select one of the following codes: F - Half-Time or more M - Temporary P - Less than Half-Time S - Substitute
Retiree Employment Type	Select to reset the retired employee's retiree employment type, or leave blank to not reset the retiree employment type. If the field is selected, click ▼ in the field to the right of Retiree Employment Type and select one of the following codes: C - Combination of Substitute and Half-Time or less F - Full-Time H - Half-Time or less S - Substitute
TRS Member Pos	Select to reset the employee's TRS member position code, or leave blank to not reset the employee's TRS member position code. If the field is selected, click ▼ in the field to the right of TRS Member Pos and select one of the following codes: 01 - Professional staff 02 - Teacher, librarian 03 - Support staff 04 - Bus driver 05 - FT nurse/Counselor 06 - Peace Officers 07 - Food service worker

Incr Pay Step	<p>Select to reset the employee's pay step data, or leave blank to not reset the employee pay step data. If the field is selected, click <input type="checkbox"/> to the right of Incr Pay Step and select <i>Yes</i> or <i>No</i>. When this option is selected, the system is set to <i>Yes</i>.</p> <p>If the employee is to be incremented for a specific job, the employee must have the Incr Pay Step option selected on the Job Info page.</p>
Calendar	Select to change the calendar code. If the field is selected, click <input type="checkbox"/> to the right of Calendar and select the appropriate calendar code. Only the calendar code is changed. The Begin Date , End Date , and # of Days Empld fields are not changed and are included in the Mass Update or updated separately.
Contract Begin Date	Select to reset the employee's contract begin date. To the right of Contract Begin Date, type the employee's new contract begin date, or leave blank to clear the previous contract begin date.
Contract End Date	Select to reset the employee's contract end date. To the right of Contract End Date, type the employee's new contract end date, or leave blank to clear the previous contract end date.
Nbr Days Empld	Select to reset the employee's total number of days employed. To the right of Nbr Days Empld, type the employee's new total number of days employed, or leave blank to reset the number of days employed to zero.
# of Months in Contract	Select to reset the employee's total number of contract days. To the right of # of Months in Contract, type the employee's new total number of contract days, or leave blank to reset the number of contract days to zero.
Contract Days	<p>Select to reset the employee's number of days in contract. To the right of Contract Days, click <input type="checkbox"/> to select the employee's new number of days in contract, or leave blank to reset the number of days in contract to zero.</p> <p>Note: If the Contract Days field is already modified, the Contract Days fields on this tab (under Modify) are not available. If the Contract Days fields on this tab (under Modify) are modified, the Contract Days field is not available.</p>
Local Contract Days	Select to reset the number of days an employee must work in order to meet district contract requirements. To the right of Local Contract Days, type the new number of days that an employee must work. The field can be a maximum of three digits.
Payoff Date	Type the date on which the employee's contract is paid off in the MMDDYYYY format. When this date and the pay date match, contract payoff occurs.
Pay Grade Select	to reset the employee's pay grade. If the field is selected, the user must type the three-character alphanumeric code to be reset in the field to the right of Pay Grade.
Local Schedule	Select to reset the employee's local schedule. If the field is selected, the user must type the locally assigned, single-character code to be reset in the field to the right of Local Schedule. The local schedule is used to indicate the separate pay schedules for professional and support staff with the same pay grade, pay step, and maximum number of days employed.
Max Days	Select to reset the employee's maximum number of days in contract. To the right of Max Days, type the employee's new number of contract days which relates to the correct salary on the salary table, or leave blank to clear the previous maximum number of days.
Hrs/Day	Select to reset employee's hours/day. To the right of Hrs/Day, type the new hours per day amount, or leave blank to reset the previous hours per day amount to zero.

Wkly Hrs Sched	Select to reset the employee's scheduled weekly hours for a specific job, or leave blank to not reset the employee's scheduled weekly hours. If the field is selected, in the field to the right of Wkly Hrs Sched, type the employee's scheduled weekly hours for a specific job.
-----------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Under **(Number of)**:

Annual Payments	Select to reset employee data for a number of annual payments, or leave blank to not reset the number of annual payments. To the right of Annual Payments, type the number of annual payments. If left blank, the value is zero.
Remaining Payments	Select to reset employee data for a number of remaining payments, or leave blank to not reset the number of remaining payments. To the right of Remaining Payments, type the number of remaining payments. If left blank, the value is zero.
WC Annual Payments	Select to reset employee data for a number of annual workers' compensation payments, or leave blank to not reset the number of annual workers' compensation payments. To the right of WC Annual Payments, type the number of annual payments. If left blank, the value is zero.
WC Remaining Payments	Select to reset employee data for a number of remaining workers' compensation payments, or leave blank to not reset the number of remaining workers' compensation payments. To the right of WC Remaining Payments, type the number of remaining payments. If left blank, the value is zero.

Under **Increment**, select the employee data to increment:



WARNING: Data should only be incremented one time.

Pay Step	<p>Select to increment the pay step for employees, or leave blank to not increment the pay step. If you select this field, you can select Limit to limit the pay step increment. To the right of Limit, type the two-digit maximum pay step that is allowed by the district.</p> <p>Note: When Pay Step is selected, the system verifies that the Increase Pay Step field on the Job Codes table is selected. The Increase Pay Step field must be selected for the specific job code in order for the Pay Step field to increment the pay step for those employees.</p>
State Step	Select to increment state step for employees, or leave blank to not increment the state step. If you select this field, you can select Limit 20 to increment everyone by one to a maximum. Leave the field blank to not set 20 as a state step maximum.
Total (Prof) Experience	<p>Select to increment total professional experience by one, or leave blank to not increment total professional experience by one.</p> <p>If you select this field and leave the If Employment Date < field blank, all employees who met the original selection parameters are incremented by one.</p> <p>If you select this field, and the Original Emp Date or Latest Re-employ Date field on the Employee Info tab is equal to or less than the date entered in the If Employment Date < field, the employee data is updated. If the Original Emp Date or Latest Re-employ Date field on the Employee Info tab is greater than the date entered in the If Employment Date < field, the employee data is not updated.</p>

<p>District (Prof) Experience</p>	<p>Select to increment district professional experience by one, or leave blank to not increment district professional experience by one.</p> <p>If you select this field and leave the If Employment Date < field blank, all employees who met the original selection parameters are incremented by one.</p> <p>If you select this field, and the Original Emp Date or Latest Re-employ Date field on the Employee Info tab is equal to or less than the date entered in the If Employment Date < field, and then the employee data is updated. If the Original Emp Date or Latest Re-employ Date field on the Employee Info tab is greater than the date entered in the If Employment Date < field, the employee data is not updated.</p>
<p>Total (Non-Prof) Experience</p>	<p>Select to increment total nonprofessional experience by one, or leave blank not to increment total nonprofessional experience by one.</p> <p>If you select this field and leave the If Employment Date < field blank, all employees who met the original selection parameters are incremented by one.</p> <p>If you select this field, and the Original Emp Date or Latest Re-employ Date field on the Employee Info tab is equal to or less than the date entered in the If Employment Date < field, the employee data is updated. If the Original Emp Date or Latest Re-employ Date field on the Employee Info tab is greater than the date entered in the If Employment Date < field, the employee data is not updated.</p>
<p>District (Non-Prof) Experience</p>	<p>Select to increment district non-professional experience by one, or leave blank to not increment district nonprofessional by one.</p> <p>If you select this field and leave the If Employment Date < field blank, all employees who met the original selection parameters are incremented by one.</p> <p>If you select this field, and the Original Emp Date or Latest Re-employ Date field on the Employee Info tab is equal to or less than the date entered in the If Employment Date < field, the employee data is updated. If the Original Emp Date or Latest Re-employ Date field on the Employee Info tab is greater than the date entered in the If Employment Date < field, the employee data is not updated.</p>
<p>Total Job Experience</p>	<p>Select to increment total job experience by one, or leave blank to not increment total job experience by one.</p> <p>If you select this field and leave the If Employment Date < field blank, all employees who met the original selection parameters are incremented by one.</p> <p>If you select this field, and the Original Emp Date or Latest Re-employ Date field on the Employee Info tab is equal to or less than the date entered in the If Employment Date < field, the employee data is updated. If the Original Emp Date or Latest Re-employ Date field on the Employee Info tab is greater than the date entered in the If Employment Date < field, the employee data is not updated.</p>

Under **Modify**, select the employee data to modify:

<p>Contract Begin Date</p>	<p>Type the original date that the contract began in the MMDDYYYY format in the From column. In the To column, type the new contract begin date, or leave blank to clear the previous contract begin date.</p>
-----------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------


Contract End Date	Type the original date that the contract ends in the MMDDYYYY format in the From column. In the To column, type the new contract end date, or leave blank to clear the previous contract end date.
Nbr Days Empld	Type the original number of days that the employee was employed in the From column. In the To column, type the new number of days employed, or leave it blank to reset the number of days employed to zero.
# of Months in Contract	Type the original number of months that the employee was obligated to work in the From column. In the To column, type the new number of months in the contract, or leave blank to reset the number of months in the contract to zero.
Contract Days	Click  in the From column to select the original number of days of the employee contract. Click  in the To column to select the new number of contract days, or leave blank to reset the contract days to zero. Note: If the Contract Days field is already modified on this tab (under Reset), the Contract Days fields are not available. If the Contract Days fields are modified, Contract Days field on this tab (under Reset) are not available.
Payoff Date	Type the payoff date that you wish to modify in the MMDDYYYY format in the From column. In the To column, type the new payoff date, or leave blank to clear the previous payoff date.
Area Code	Type the three-digit area code that you wish to modify in the From column. In the To column, type the new area, or leave blank to clear the previous area code.
Zip Code	Type the five-digit zip code that you wish to modify in the From column. In the To column, type the new zip code, or leave blank to clear the previous zip code.

Click **Execute**. A preview report is displayed.


[Review the report.](#)

Review the report using the following buttons:


Click  to go to the first page of the report.


Click  to go back one page.

Click  to go forward one page.

Click  to go to the last page of the report.

The report can be viewed and saved in various file formats.

Click  to save and print the report in PDF format.

Click  to save and print the report in CSV format. (This option is not available for all reports.) When a report is exported to the CSV format, the report headers may not be included.

Click **X** to close the report window. Some reports may have a **Close Report**, **Exit**, or **Cancel** button instead.

Click **Process** to accept the changes and continue. Or, click **Cancel** to return to the Mass Update page.

If you click **Process**, a message is displayed prompting you to create a backup. A backup is highly recommended.

Create a backup.

If you click **Yes**, a pop-up window is displayed with the **Frequency** and **Export File Name**. Click **Execute** to continue. Or, click **Cancel** to not create the backup and continue.

If you click **Execute** to create the system backup, a pop-up window is displayed prompting you to enter a password for the archive. Type the password and click **OK** or click **Cancel** to cancel the process. After the process is completed, the Save As window is displayed. Select the drive location to save a copy of the export.

Click **Save**. A message is displayed indicating whether or not the process was completed. Click **Yes** or **No** to either continue or end the process.

Other functions and features:

Click **Reset** to reset all previously selected parameter options to the default.



Back Cover