WEST CHESTER AREA SCHOOL DISTRICT

AND



EMPLOYEE USER GUIDE

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Payroll Basics

- The payroll period consists of two weeks, beginning on alternative Wednesdays and ending on alternative Tuesdays
- All time is recorded in hours and tenths of hours (6 minute intervals). The following table illustrates how time is rounded:

Time Punched	Rounded To	Time Punched	Rounded To	Time Punched	Rounded To
7:54 AM	7:54 AM	8:00 AM	8:00 AM	8:06 AM	8:06 AM
7:55 AM	7:54 AM	8:01 AM	8:00 AM	8:07 AM	8:06 AM
7:56 AM	7:54 AM	8:02 AM	8:00 AM	8:08 AM	8:06 AM
7:57 AM	8:00 AM	8:03 AM	8:06 AM	8:09 AM	8:12 AM
7:58 AM	8:00 AM	8:04 AM	8:06 AM	8:10 AM	8:12 AM
7:59 AM	8:00 AM	8:05 AM	8:06 AM	8:11 AM	8:12 AM

- All overtime must be preapproved by the principal or the appropriate supervisor.
 Overtime is paid in accordance with employee's bargaining agreement and Board policy. Current contracts stipulate that overtime is paid for work over 40 hours per week. Under this calculation, overtime will accumulate when the employee works over 40 hours. For employees scheduled less than 40 hours, the payroll system will account for time beyond their regular schedule as "Regular Overtime".
- Employees are required to approve their electronic timecard by 3:00 PM on the Wednesday following the close of the pay period.
- Principals or supervisors are approvers. Approvers must approve the electronic timecard to authorize payment for time worked.
- Approvers are responsible for making corrections to timecards and entering paid time off (sick, vacation, personal, comp).
- Paid holidays will be automatically populated by the system.
- Lunch breaks are automatically deducted from timecards. Approvers have the ability to change the lunch break deductions on a daily basis.
- All default corrections should be reported to payroll for correction.

Punching in with Time Clock

Hold badge up to the target



Read display panel



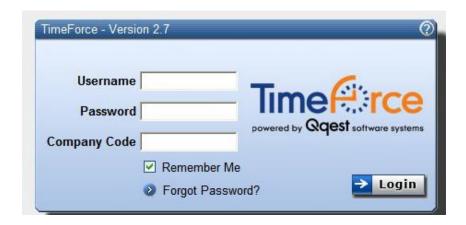
Press enter to complete

Logging into TimeForce

TimeForce is a web based application. To access the program you must have Internet Explorer installed on your computer.

LOG INTO TIMEFORCE

1. Open the TimeForce in a browser. The browser link can be found on your portal page. We recommend that you make this a favorite in your browser for easy access.



2. Enter your **Username**, **Password and Company Code**.

Your Username is your District Username.

On your initial login, your Password is Wcasd1234 (make sure you use a capital W). You will be prompted to change your password.

The Company Code is WCASD.

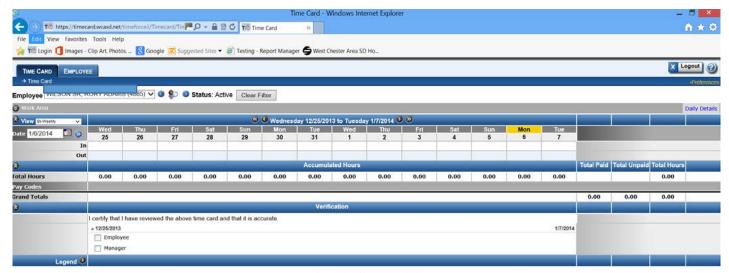
- 3. Click the "Remember Me" box to save your Username and Company Code.
- 4. Select "Login."

Tip: You only get three attempts to login before you are locked out of the system and have to call IT. Therefore, if you put in the password wrong two times, we recommend you click on "Forget Password?" This will send you an email to reset your password

Timecards

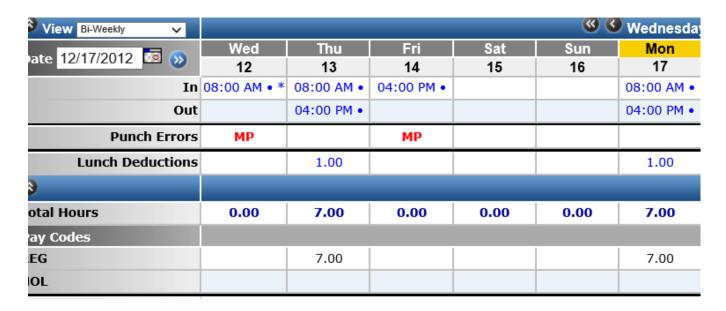
VIEWING PUNCHES – TIME CARD Screen

The Time Card screen lists the IN and OUT times that the employee worked each day. When an employee uses his/her ID badge at a clock, a punch time is recorded on this screen.



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TIME CARD PUNCH ERRORS



Above is a time card with multiple errors. Time card errors will disappear as the time card is corrected. Punch errors are generally created when an employee does not punch on their scheduled day.

Below is the error that you may see on the time card.

Principals or Supervisors are responsible for correcting errors.

APPROVING TIMECARD - TIME CARD Screen

Employees are required to verify and approve their own time cards in the system.

A pay period can only be approved once it has ended and must be approved by 3pm on the approval Wednesday. Employees are encouraged to view their time card during the pay period looking for issues. All issues should be reported to their approver for resolution.

The Time Card screen is shown in a table format, with each column representing a day of the week. The column on the left-hand side of the screen shows the row headers. The time clock punches, total hours, pay codes, grand totals, etc. are all displayed as rows in the table. The main body of the table displays your punches under the days of the week headers. The punches are totaled under the Accumulated Hours section of the screen. Any totals assigned to a pay code are displayed under the Pay Codes section of the screen. Hours are totaled under the Grand Totals header.

The hours and earnings totals for the displayed date range are displayed in the box in the lower right-hand corner of the screen.

The Verification section is displayed at the bottom of the screen below the hours totals. To approve the pay period, you must click on the box under the Verification section of the screen. A green check mark appears, denoting that the pay period has been approved.



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If an approver makes a change to a timecard after employee approval, the employee must reapprove the timecard.