## **STAFF EMIS SEPARATION SCENARIOS FY21**

**Initial Staff** EMIS reporting period “L” for FY21 is Sept 24, 2020 – Jan 29, 2021

**Final Staff** EMIS Reporting period “L” for FY21 is Feb 8, 2021 – Aug 6, 2021

Per ODE Last Draft 11/20/20.

 (period dates are subject to change and will be announced by ODE).

**SCENARIO 1-Employee Fulfilled Contract**

Employees who resign or retire at the end of the school year (**fulfilled their contract**):

Report them with a SEPARATION DATE AND REASON prior to closing the fiscal year. After the FY has been closed (once the Staff/Course “L” EMIS reporting periods are closed for good) or District has created USPEMX.SEQ (FYE Staff Snapshot) you would change the employee to NO to REPORT TO EMIS.

Their STATUS CODE will never be U.

**SCENARIO 2-Employee did not resign prior to the end of the FY (no attendance days in new FY)**

Employee did not resign prior to the end of the FY. They notify the district after the FY is closed that they will not be returning. This employee has **no attendance days** in the new FY:

Report them with a SEPARATION DATE AND REASON (separation date should be a date in the new fiscal year example July 1), change Position Status Code to “U”.

Once the Staff/Course “L” EMIS reporting periods are closed for good in the new FY) or District has created USPEMX.SEQ (FYE Staff Snapshot) you would change the employee to NO to REPORT TO EMIS.

**SCENARIO 3-Employee resigns prior to end of their contract**

If the employee begins working in the new FY BUT leaves the district prior to the end of the school year (example: resigns in December) you would continue to report this employee with a Status Code of C until the end of the Fiscal Year. Please remember to enter a SEPARATION DATE AND REASON at the time the employee resigns. At the end of the FY (once the Staff/Course “L” EMIS reporting periods are closed for good) or district has created USPEMX.SEQ(FYE Staff Snapshot) you would change the employee to NO to REPORT TO EMIS. This employee would never report with a Status Code U.

**SCENARIO 4-District Missed entering Separation Date and Reason**

In the event you forgot to enter a SEPARATION DATE AND REASON for an employee **who left mid-year**, (didn’t realize the error until the end of the FY) you would say NO to REPORT TO EMIS (because you could not report an employee who left mid-year of a previous fiscal year, in the current Fiscal Year.) Your EMIS Coordinator would need to submit a Missing Staff Override Request in the Flat File Editor supplying ODE with the information required. There are additional steps to submit the Missing Staff Override. Please have your EMIS Coordinator contact Student Services if they need assistance.

**Redesign Districts after New Contracts Activated:**

Compensation records that were processed through New Contract will need to archive FY20 Compensation records. This can be accomplished by using Mass Change or Mass Load.

Initially you will want to review the data before archiving.

Go to Core/Compensation/Contract Compensation tab

Filter the data to review previous year Compensation records.

Click on REPORT, Format Option: Excel-FieldNames 

Review this report prior to archiving. If you archive Compensation Records for coaches or other supplementals, you could cause Missing Staff Errors.

Please contact MVECA prior to processing a Mass Change.