



## Employee Name: \_\_\_\_\_

Position/Location

Per the PSEA NEA Collective Bargaining agreement, the Board reserves the right to schedule a one-week unpaid district-wide closure during the summer. Twelve-month clerical employees and confidential secretaries may use applicable paid time off or approved compensatory time during the closure for days not designated as paid holidays.

- This form should be maintained by and is the responsibility of the employee.
- Compensatory time off may be tracked in quarter hour increments only.
- All compensatory time requires supervisor approval.
- Compensatory time may only be accumulated for use during the summer district-wide closure.
- Up to 30 hours of compensatory time may be approved.
- All compensatory time must be earned between July 1 and June 10 for use during the district-wide closure.
- There will be no payout for unused compensatory time. Compensatory time must be used prior to termination or resignation.
- Completed form must be submitted to payroll no later than June 10.

Date Comp. Time Earned	Time Worked	Description of Work Performed	Hours of Comp. Time Earned	Balance of Accumulated Comp. Hours YTD	Supervisor Approval (initials & date)
			TOTAL:		

Employee Name: \_\_\_\_\_ Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# Compensatory Time Tracking Spreadsheet

**JoAnn Senger**

A red circular graphic with a gradient, appearing as a partial circle or a thick arc, located to the right of the author's name.

## **Compensatory Time Tracking Spreadsheet:**

Designing a Not-for-Profit Compensation System JoAnn Senger, 2005-03-25 JoAnn Senger has gone out of the box to address fundamental compensation issues too often ignored in the public and not for profit sectors She peels away the second class citizen label and provides effective compensation structures that reward top performers Jonathan Fraser Light Senior Partner Nordman Cormany Hair Compton A step by step plan to design and manage a compensation system for not for profit organizations Written by recognized not for profit human resource specialist JoAnn Senger Designing a Not For Profit Compensation System provides a step by step method to help human resource professionals design and manage a successful compensation system for any public or not for profit organization When it comes to compensation systems the not for profit sector is rife with complexities including legislative approval requirements and the board of directors direct involvement in compensation matters Addressing these and other unique obstacles Designing a Not For Profit Compensation System Defines various types of not for profit and public organizations Identifies current types of compensation structures Identifies organizational characteristics influencing the usefulness of each structure including the organization s budgeting and accounting processes and timetables Covers maintenance for all compensation structures and the interaction among organizational units Details the usefulness of each compensation structure including midpoint calculations rate adjustments variable pay and market surveys

**Collecting Compensation Data from Employers** National Research Council, Division of Behavioral and Social Sciences and Education, Committee on National Statistics, Panel on Measuring and Collecting Pay Information from U.S. Employers by Gender, Race, and National Origin, 2013-04-01 U S agencies with responsibilities for enforcing equal employment opportunity laws have long relied on detailed information that is obtained from employers on employment in job groups by gender and race ethnicity for identifying the possibility of discriminatory practices The U S Equal Employment Opportunity Commission EEOC the Office of Federal Contract Compliance programs of the U S Department of Labor and the Civil Rights Division of the U S Department of Justice have developed processes that use these employment data as well as other sources of information to target employers for further investigation and to perform statistical analysis that is used in enforcing the anti discrimination laws The limited data from employers do not include with a few exceptions the ongoing measurement of possible discrimination in compensation The proposed Paycheck Fairness Act of 2009 would have required EEOC to issue regulations mandating that employers provide the EEOC with information on pay by the race gender and national origin of employees The legislation was not enacted If the legislation had become law the EEOC would have been required to confront issues regarding currently available and potential data sources methodological requirements and appropriate statistical techniques for the measurement and collection of employer pay data The panel concludes that the collection of earnings data would be a significant undertaking for the EEOC and that there might be an increased reporting burden on some employers Currently there is no clearly articulated vision of how the data on wages

could be used in the conduct of the enforcement responsibilities of the relevant agencies Collecting Compensation Data from Employers gives recommendations for targeting employers for investigation regarding their compliance with antidiscrimination laws

**Comp-Information Technology-TB-10-R** Reeta Sahoo, Gagan Sahoo, Comp Information Technology TB 10 R

**The Complete Guide to Sales Force Incentive Compensation** Andris A. Zoltners, Prabhakant Sinha, Sally E. Lorimer, 2006

Designing an incentive plan to turn sales reps into sales superstars If you're like most sales leaders your incentive program is a constant challenge as you try to jumpstart sales energize a geographically dispersed and autonomous workforce and motivate salespeople to achieve ambitious revenue goals And sometimes it seems like you just don't know what works your products and markets are changing the incentive program that was so successful last year no longer produces the desired results or perhaps the generous incentive program you created has yielded a corps of highly paid salespeople who spend most of their time on existing clients and minimal time generating new business and threaten to walk away with your customer base if you scale back paychecks Incentive programs are seductively powerful but complicated instruments Without careful planning and implementation they can be too stingy to motivate too complex to understand too quick to reward mediocre results and too difficult to implement But a well designed and implemented incentive program is an essential tool for building a motivated highly effective sales force that delivers the results you need

**The Complete Guide to Sales Force Incentive Compensation** is a practical accessible detailed roadmap to building a compensation system that gets it right by creating motivating incentives that produce positive outcomes Packed with hundreds of real life examples of what works and what doesn't this important guide helps you Understand the value of building an incentive plan that is aligned with your company's goals and culture Avoid the common trap of overusing incentives to solve too many sales management problems Measure the effectiveness of your current incentive program employing easy to use tools and metrics for pinpointing its weak spots Design a compensation plan that attracts and retains successful salespeople including guidelines for determining the correct pay level the best salary incentive mix the proper performance measures and the right performance payout relationship Select an incentive compensation plan that works for your organization then test the plan before it is launched Set territory level goals that are fair and realistic and avoid overpaying the sales force because goals are too easy or demoralizing salespeople by having goals that are too difficult or not fairly assigned Create and manage sales contests SPIFFs Special Performance Incentive for Field Force and recognition programs that consistently deliver the intended results Manage a successful transition to a new compensation plan and build efficient administration systems to support your plan Every year corporations spend 200 billion compensating their sales forces with extremely mixed results Make sure every dollar you spend is helping to achieve your goal of creating an empowered effective sales force that drives your company's success Packed with ready to use formulas and assessment tools and a wealth of insights from frontline sales managers and executives **The Complete Guide to Sales Force Incentive Compensation** is your hands on easy to read playbook

for crucially important decisions      **Software for Compensation Professionals** Richard B. Frantzreb,1990      *The Properties Director's Toolkit* Sandra Strawn,Lisa Schlenker,2018-03-15 This book explains and provides templates for organizing and managing a prop shop from pre production organization to production processes budgeting and collaborations with other production areas It explores how to plan organize and maintain a prop shop for safe and efficient production work      *Directory of Software for Archives and Museums* David Bearman,1994      *English for Human Resources. L'anglais des ressources humaines. B2-C1* Guillaume Charbonnier,2020-09-01 Cet ouvrage d anglais sp cialis est destin aux tudians de licence ou de master Gestion des Ressources Humaines ainsi qu aux professionnels qui souhaitent am liorer leur vocabulaire et leurs comp tences en anglais des ressources humaines dans un contexte am ricano britannique Abordant des th matiques propres la vie de l entreprise comme le recrutement l int gration de nouveaux collaborateurs les conditions de travail dans l entreprise la communication d entreprise il comprend 30 chapitres th matiques proposant du vocabulaire des clairages culturels et linguistiques des phrases en contexte 8 gamifications ou pauses r capitulatives pour v rifier ses connaissances et sa capacit mettre en pratique ses savoirs Le plus 2 chapitres bonus consacr s la r daction de l abstract et la soutenance de ses travaux l oral      **The Internal Auditor** ,1986      *Financial Executive* ,2008      **The Builder's and Contractor's Yearbook** ,1987      *After Effects 5.5 Magic* Nathan Moody,Mark Christiansen,2002 The book s visuals and professional level tutorials are by some of the world s top motion graphics designers Each contributor applies his or her personal visual style to the book giving the reader an array of expert approaches to draw upon The book focuses on real world extended techniques rather than single feature how to s      **Comp HyperCard 2.0 Handbook** Danny Goodman,1990      *Benefits & Compensation Digest* ,2006      **Contingencies** ,1999      *Office of Risk Management, Department of Personnel and Administration, Evaluation Audit* Bickmore Risk Services and Consulting,2010      *Debugging Teams* Brian W. Fitzpatrick,Ben Collins-Sussman,2015-10-13 In the course of their 20 year engineering careers authors Brian Fitzpatrick and Ben Collins Sussman have picked up a treasure trove of wisdom and anecdotes about how successful teams work together Their conclusion Even among people who have spent decades learning the technical side of their jobs most haven t really focused on the human component Learning to collaborate is just as important to success If you invest in the soft skills of your job you can have a much greater impact for the same amount of effort The authors share their insights on how to lead a team effectively navigate an organization and build a healthy relationship with the users of your software This is valuable information from two respected software engineers whose popular series of talks including Working with Poisonous People has attracted hundreds of thousands of followers      **BNA's Workers' Compensation Report** ,1994      *Civil-Comp 89* B. H. V. Topping,1989 Contained in this publication in two volumes are all the papers except those relating to artificial intelligence presented at CIVIL COMP89 19 21 September 1989 London      **Annual Report of Expenditures and Statistical Summary** Michigan. Department of Civil Service,1995

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