

**STAFF DEMO\_JOB**  
**.TXT\_CCYY?\_STF\_DEMO\_JOB\_CERT**  
**.CSV\_CCYY?\_STF\_DEMO\_JOB\_CERT**  
**.TXT\_CCYY?\_STF\_DEMO\_JOB\_CLASS**  
**.CSV\_CCYY?\_STF\_DEMO\_JOB\_CLASS**  
**REPORT EXPLANATION**

**Education Management Information System (EMIS)**



Revision Date October 20, 2008

**Prepared by**  
**Office of Information Policy and Management**

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## Revision History

The revisions to this document listed in the table below.

Revision Date	Owner/Source	Description of Change
August 15, 2006		Created from existing documentation, program, reports; valid for FY07 October (K) reporting period
January 22, 2007		Modified existing documentation to make valid for FY07 February (C) reporting period
May 10, 2007		Modified existing documentation to make valid for FY07 Yearend (N) reporting period
June 15, 2007	IPM/McKeand	Removed white spacing, updated index and table of contents, revised revision dates.
October 1, 2007	IPM/McKeand	Revised for FY08K
March 14, 2008	IMP/McKeand	Revised for FY08N
April 29, 2008	IPM, McKeand	Made corrections to the Explanation.
October 20, 2008	BKM	Revised for FY09 – revised Position Status options

## Report Overview

### *General Description and Significance*

The Staff Demo\_Job Report is a summary of staff demographic and job data reported to the Ohio Department of Education via the Education Management Information System (EMIS). Reports are produced at the *district* level for all districts that submit data via EMIS. This report will be described in detail in the following pages.

There are four separate reports that are produced in this process: a standard report for certification personnel, a comma-delimited file for certification personnel, a standard report for classified personnel, and a comma-delimited file for classified personnel.

It is important for districts to verify staff data, so ODE has an accurate picture of what is actually occurring in the district. These data will be used at ODE in various ways: as a data source on the Local Report Card; on reports to policymakers; and for funding decisions. A few specific examples of how districts can use this report are: to verify staff salaries; to confirm that staff positions and assignments are accurate; and to confirm that staff are assigned to the appropriate buildings.

### *Tips for Reading This Document*

- EMIS data elements are written in SMALL CAPITAL LETTERS.
- Report field names are written in BOLD SMALL CAPITAL LETTERS.



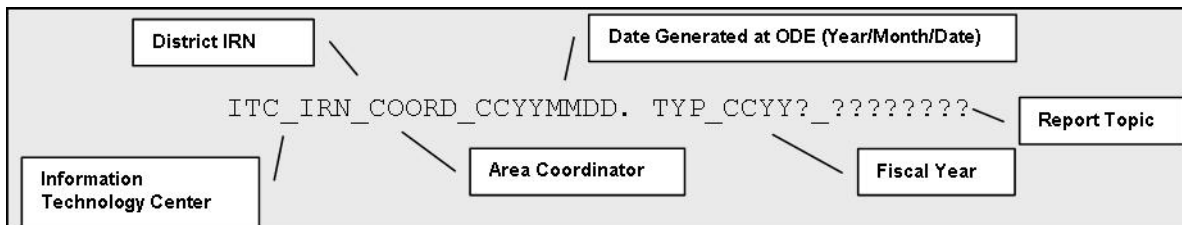
- Options (values) for each data element are indicated in *ITALICIZED CAPITAL LETTERS* and are enclosed in quotation marks.
- Record names are displayed in *italicized bold letters*.
- File names are displayed in **CAPITALIZED BOLD LETTERS**.
- CCYYYP denotes the century and year and processing period.

### Report Name and Timing

There are four reports that are generated from the same program and distributed at the same time.

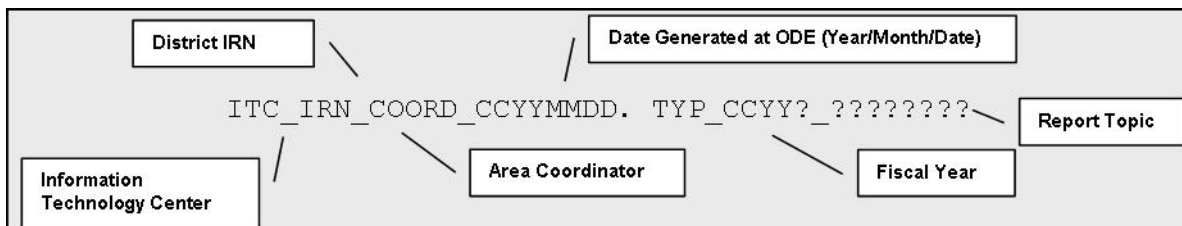
The file name for the certificated personnel standard report is:

**ITC\_IRN\_COORD\_CCYYMMDD.TXT\_CCYY?\_STF\_DEMO\_JOB\_CERT**; its components are described below. This report is produced during the October (K), February (C), and Yearend (N) reporting periods ('?') may be used to represent the appropriate reporting period when the report is produced for multiple periods).

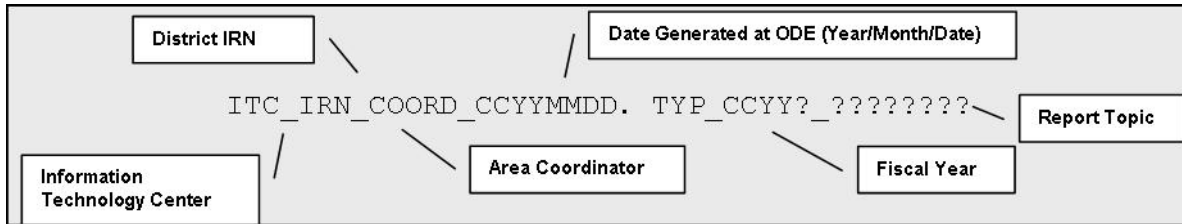


The file name for the comma-delimited certificated personnel report is:

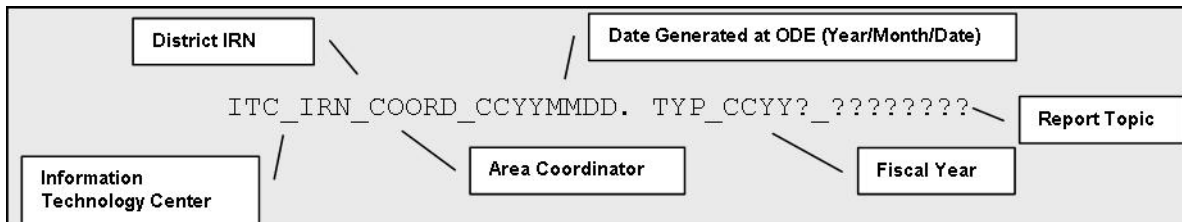
**ITC\_IRN\_COORD\_CCYYMMDD.CSV\_CCYY?\_STF\_DEMO\_JOB\_CERT**; its components are described below. This report is produced during the October (K), February (C), and Yearend (N) reporting periods ('?') may be used to represent the appropriate reporting period when the report is produced for multiple periods).



The file name for the classified personnel standard report is:  
**ITC\_IRN\_COORD\_CCYYMMDD.TXT\_CCYY?\_STF\_DEMO\_JOB\_CLASS**; its components are described below. This report is produced during the October (K), February (C), and Yearend (N) reporting periods (‘?’ may be used to represent the appropriate reporting period when the report is produced for multiple periods).



The file name for the classified personnel comma-delimited report is:  
**ITC\_IRN\_COORD\_CCYYMMDD.CSV\_CCYY?\_STF\_DEMO\_JOB\_CLASS**; its components are described below. This report is produced during the October (K), February (C), and Yearend (N) reporting periods (‘?’ may be used to represent the appropriate reporting period when the report is produced for multiple periods).



## ODE Processing

### *Process Description*

Each week during the processing cycle, a program generates reports for the district’s staff data as it has been received by ODE. Any district that submits data during that week should receive all four reports through its contracted ITC.

Although this program can be run with different options, the program is first run with  
 Type of Position = “All”  
 Type of Staff = “Certificated”  
 Sort order = “District, School, Position Code”

The second run of the program uses the options  
 Type of Position = “All”  
 Type of Staff = “Classified”  
 Sort order = “District, School, Position Code”



## Data Source

The *Staff Demographic* and *Staff Employment* records are the basis for this report. (Note: Only CTE teachers are reported during the February (C) reporting period). OEDS elements are also used to identify the recipient of the report and properly name the output files.

## Submitted Data Used in Report

The following either appear directly on the report or are used in the report generation.

Element Name	Record Field #	File Name	Special Notes
EMPLOYEE ID	CI050	<i>Staff Demographic</i>	
EMPLOYEE NAME	CI060	<i>Staff Demographic</i>	
DATE OF BIRTH	CI070	<i>Staff Demographic</i>	
RACIAL/ETHNIC CATEGORY	CI080	<i>Staff Demographic</i>	
GENDER	CI090	<i>Staff Demographic</i>	
EDUCATION LEVEL	CI100	<i>Staff Demographic</i>	
SEMESTER HOURS	CI110	<i>Staff Demographic</i>	
ATTENDANCE DAYS	CI140	<i>Staff Demographic</i>	
ABSENCE DAYS-TOTAL	CI150	<i>Staff Demographic</i>	
ABSENCE DAYS—LONG TERM ILLNESS	CI155	<i>Staff Demographic</i>	
AUTHORIZED EXPERIENCE YEARS	CI200	<i>Staff Demographic</i>	
TOTAL EXPERIENCE YEARS	CI210	<i>Staff Demographic</i>	
ASSIGNMENT AREA	CK220	<i>Staff Employment</i>	
POSITION STATUS	CK070	<i>Staff Employment</i>	
POSITION START DATE	CK080	<i>Staff Employment</i>	
BUILDING IRN	CK090	<i>Staff Employment</i>	
POSITION FTE	CK100	<i>Staff Employment</i>	
POSITION FUND SOURCE	CK130	<i>Staff Employment</i>	
POSITION FUND SOURCE PERCENT	CK120	<i>Staff Employment</i>	
POSITION TYPE	CK140	<i>Staff Employment</i>	
TYPE OF APPOINTMENT	CK150	<i>Staff Employment</i>	
LENGTH OF WORKDAY	CK160	<i>Staff Employment</i>	
SCHEDULED WORKDAYS	CK170	<i>Staff Employment</i>	
PAY TYPE	CK180	<i>Staff Employment</i>	
PAY AMOUNT/RATE	CK190	<i>Staff Employment</i>	
EXTENDED SERVICE	CK210	<i>Staff Employment</i>	
POSITION SEPARATION REASON	CK230	<i>Staff Employment</i>	
CERTIFICATE/LICENSE APPLICATION	CK240	<i>Staff Employment</i>	
LOCAL CONTRACT CODE	CK250	<i>Staff Employment</i>	
GRADE LEVELS ASSIGNED-LOW	CK260	<i>Staff Employment</i>	
GRADE LEVELS	CK270	<i>Staff Employment</i>	



Element Name	Record Field #	File Name	Special Notes
ASSIGNED-HIGH			
DISTRICT NAME		<i>OEDS</i>	
BUILDING NAME		<i>OEDS</i>	
COUNTY		<i>OEDS</i>	
AREA COORDINATOR		<i>OEDS</i>	
ITC		<i>OEDS</i>	

### Derived Data Used in Report

The following elements appear on the CSV reports only, not on the standard reports.

Element Name	Record Field #	File Name	Value	CRITERIA
APPROVED UNITS		<i>Staff Job at ODE</i>		Value added to Staff Job file during intake of aggregated files, from approved units file
CREATED BY ODE FLAG		<i>Staff Job at ODE</i>	“N” if district submitted the record, “Y” if ODE created it	Value established during intake of aggregated files
CONTRACTOR FLAG		<i>Staff Job at ODE</i>	“N” initially, may = “Y” in contracted staff edit program	Value established during intake of aggregated files
SUBMITTED TO ODE DATE		<i>From program</i>	Processing date	From system date when files are processed

### Report Selection Criteria

- Staff with POSITION STATUS = “P” or “U” are not included in the report.
- For the certificated personnel report, TYPE OF APPOINTMENT must be “1”, “3”, “4”, or “5”.
- For the classified personnel report, TYPE OF APPOINTMENT must be “2”.

Annual salary is calculated for both certified and classified employees. Classified employees have TYPE OF APPOINTMENT = ‘2’ AND POSITION TYPE = ‘R’ (*Regular*). Certified employees have TYPE OF APPOINTMENT = “1”, “2”, “3”, “4,” OR “5”, and POSITION TYPE = ‘R’ (*Regular*), Salary ranges are checked against the state averages for last year. If the annual salary **is not** greater than or equal to the state average minimum for last year, AND/OR if the annual salary **is not** less than or equal to the state average maximum for last year, a flag appears. (Even though a flag appears, these data may not be wrong, but a flag for districts to double check the data.)

### Report Samples, .TXT files

Both standard format reports have the same structure.



The report is organized by building (*BUILDING IRN*). Within a building, staff are organized by position (*POSITION CODE*). Within each position, employees are organized by State ID (*EMPLOYEE ID*). The length of report will depend on the number of buildings/positions/staff within a district.

### ***Header Information***

The first area of the header describes information about the report generation. The upper left section names the program from which the report was generated and the data source. The middle information identifies the producer of the report and the report title. The upper right section states the date on which the report was generated, the page number, and the reporting period to which the report belongs (a “?” may be used to represent a reporting period when the report is applicable to more than one reporting period).

The second area of the header pertains to the recipient of the report. It identifies the district for which the report was produced, its IRN and COUNTY, the ITC and AREA COORDINATOR of the district.

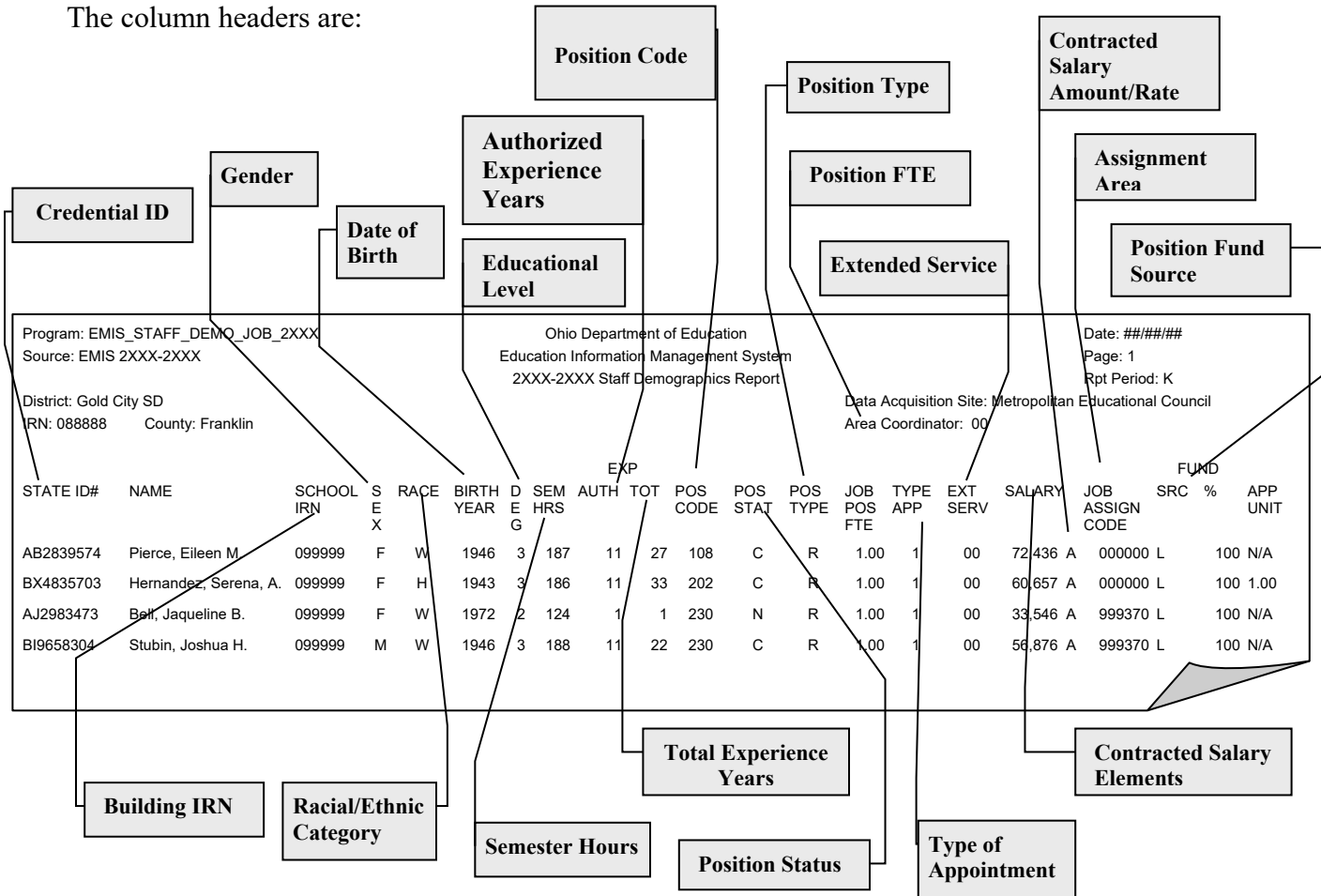
That is followed by column headers indicating the data described on each detail line.





### Detail Information

The column headers are:



### Calculations

Salary calculations are as follows:

If PAY TYPE = 'A', hourly salary is calculated using the following formula:

$$\text{HOURLY SALARY} = (\text{PAY RATE} / \text{SCHEDULED WORK DAYS}) / \text{LENGTH OF WORK DAY}$$

If PAY TYPE = 'H', annual salary is calculated using the following formula:

$$\text{ANNUAL SALARY} = \text{PAY RATE} * \text{LENGTH OF WORK DAY (in hours)} * \text{SCHEDULE WORK DAYS}$$

### Multiple Records

One person may have multiple positions. One position may have multiple fund source codes.



### Multiple Positions

These columns include staff demographics. Each person will have only one demographic record, so there will be one line under these columns, per staff person.

Data in these columns describe the position. One Staff Employment record is reported for each position for which a staff person is employed by the reporting district. There will be one line under these columns, for each position.

STATE ID#	NAME	SCHOOL IRN	S E X	RACE	BIRTH YEAR	D E G	SEM HRS	EXP		POS CODE	POS STAT	POS TYPE	JOB POS FTE	TYPE APP	EXT SERV	SALARY	JOB ASSIGN CODE	FUND		APP UNIT
								AUTH	TOT									SRC	%	
AJ2983473	Bell, Jaqueline B.	099999	F	W	1972	2	124	2	3	230	N	R	0.50	1	00	18,546	A 999370	L	100	N/A
										230	C	R	0.50	1	00	20,876	A 999380	L	100	N/A

This teacher has two positions.

### Multiple Funding Sources

A position may have multiple fund sources. Though the FTE for a position may be 1.0 or less, all positions are funded a total of 100%.

STATE ID#	NAME	SCHOOL IRN	S E X	RACE	BIRTH YEAR	D E G	SEM HRS	EXP		POS CODE	POS STAT	POS TYPE	JOB POS FTE	TYPE APP	EXT SERV	SALARY	JOB ASSIGN CODE	FUND		APP UNIT
								AUTH	TOT									SRC	%	
AJ2983473	Smith, Jody B.	099999	F	W	1970	2	124	4	4	204	N	R	1.00	1	00	39,546	A 999140	L	50	N/A
																	999140	G	50	N/A

This teacher has an Assignment Area, each with a different funding source.



**Sample, Certificated Staff**

Program: EMIS\_STAFF\_DEMO\_JOB\_2009?  
 Source: EMIS 2008-2009

Ohio Department of Education  
 Office of Data Services  
 Education Management Information System  
 Staff Data submitted to ODE as of 06/27/2009  
 2008-2009 Certified/Licensed Staff Demographics Report

Date: 06/28/2009  
 Page: 1  
 Rpt Period: ?

District: Favorite Local SD  
 IRN: 010101 County: Morrow

Information Technology Center: TRECA  
 Area Coordinator: 00

Building: Favorite High School  
 IRN: 010101

State ID#	NAME	GENDER	RACE	BIRTH		YEARS	POS	JOB				TYPE	EXT	SALARY	JOB			APP
				YEAR	D			POS	POS	POS	POS				ASSIGN	FUND	%	
OS0123456	ROSS, BETSY .	F	W	1964	2	191	04	101	C	R	1.00	1	00	32,585	000000	L	100	N/A
OH1234567	ADAMS, ABIGAL	F	W	1968	3	244	09	116	C	R	1.00	1	40	43,357	000000	L	100	N/A
AU2345678	REVERE, PAUL	M	W	1957	3	254	00	230	N	S	1.00	1	00	38.85	999370	L	100	N/A
OH3456789	HALE, NATHAN	M	W	1976	3	172	00	230	N	S	1.00	1	00	38.85	999370	L	100	N/A
OH4567890	JEFFERSON, THOMAS	M	W	1977	2	150	00	230	N	S	1.00	1	00	37.00	999370	L	100	N/A
OH5678901	WASHINGTON, MARTHA	F	W	1971	2	135	00	230	N	S	1.00	1	00	38.85	999370	L	100	N/A
OH6789012	ADAMS, SAMUEL	M	W	1968	2	124	00	230	N	S	1.00	1	00	38.85	999370	L	100	N/A
OS7890123	WASHINGTON, GEORGE	M	W	1953	2	155	00	230	N	S	1.00	1	00	38.85	999370	L	100	N/A
UD8901234	FRANKLIN, BENJAMIN	M	W	1968	2	130	00	230	N	S	1.00	1	00	50.00	999370	L	100	N/A
UF9012345	HAMILTON, ALEXANDER	M	W	1958	3	195	00	230	N	S	1.00	1	00	38.85	999370	L	100	N/A

When checking the errors under the Salary/Rate field, please note the following:  
 @ - denotes a missing VALUE for the Length of Work Day field  
 # - denotes a missing VALUE for the Days Scheduled field  
 \* - denotes an error/tolerance check for the Salary/Rate field  
 ! - denotes a Contractor  
 & - denotes an ODE created Contracted Staff demo/job record



Program: EMIS\_STAFF\_DEMO\_JOB\_2009?  
Source: EMIS 2008-2009

Ohio Department of Education  
Office of Data Services  
Education Management Information System  
Staff Data submitted to ODE as of 06/27/2009  
2008-2009 Certified/Licensed Staff Demographics Report

Date: 06/28/2009  
Page: 2  
Rpt Period: ?

District: Favorite Local SD  
IRN: 010101 County: Morrow

Information Technology Center: TRECA  
Area Coordinator: 00

Unduplicated District Head Count Total by Position Code For Favorite Local SD (010101)

Official/Administrative

101 Admin. Assistant	1
116 Community School Administrator	1
Professional - Educational	
230 Regular Teaching	8



**Sample, Classified Staff**

Program: EMIS\_STAFF\_DEMO\_JOB\_2009?  
 Source: EMIS 2008-2009

Ohio Department of Education  
 Office of Data Services  
 Education Management Information System  
 Staff Data submitted to ODE as of 06/27/2009  
 2008-2009 Classified Staff Demographics Report

Date: 06/28/2009  
 Page: 2  
 Rpt Period: ?

District: VeryBest JVSD  
 IRN: 050505 County: Columbiana  
 Building: VeryBest Vocational School  
 IRN: 141414

Information Technology Center: ACCESS  
 Area Coordinator: 07

State ID#	NAME	GENDER	RACE	BIRTH YEAR	D E SEM G HRS	YEARS AUTH	POS CODE	POS STAT	POS TYPE	POS FTE	TYPE APP	EXT SERV	SALARY	JOB ASSIGN CODE	FUND SRC	%	APP UNT
YU1234567	MADISON, JAMES	M	W	1948	2 132	00	113	C	R	1.00	2	00	16.21	000000	L	100	N/A
													33,716	(annual)			
OH2345678	ADAMS, JOHN	M	W	1959	0 000	00	499	C	R	1.00	2	00	43,472	000000	L	100	N/A
													20.90	(hourly)			
OH3456789	LAYFETTE, MARQUIS D.	M	W	1959	1 000	00	501	C	R	1.00	2	00	16.21	000000	L	100	N/A
													33,716	(annual)			
OH4567890	DAWES, WILLIAM	M	W	1961	2 132	00	501	C	R	1.00	2	00	16.21	000000	L	100	N/A
													33,716	(annual)			
OH5678901	LYTTON, BULWER .	M	W	1954	1 000	00	502	C	R	1.00	2	00	12.79	000000	L	100	N/A
													26,603	(annual)			
ZC6789012	OTIS, JAMES	M	W	1950	2 132	00	502	C	R	1.00	2	00	16.21	000000	L	100	N/A
													33,716	(annual)			

When checking the errors under the Salary/Rate field, please note the following:

- @ - denotes a missing VALUE for the Length of Work Day field
- # - denotes a missing VALUE for the Days Scheduled field
- \* - denotes an error/tolerance check for the Salary/Rate field
- ! - denotes a Contractor
- & - denotes an ODE created Contracted Staff demo/job record



Program: EMIS\_STAFF\_DEMO\_JOB\_2009?  
Source: EMIS 2008-2009

Ohio Department of Education  
Office of Data Services  
Education Management Information System  
Staff Data submitted to ODE as of 06/27/2009  
2008-2009 Classified Staff Demographics Report

Date: 06/28/2009  
Page: 4  
Rpt Period: ?

District: VeryBest JVSD  
IRN: 050505 County: Columbiana

Information Technology Center: ACCESS  
Area Coordinator: 07

Unduplicated District Head Count Total by Position Code For VeryBest JVSD (050505)

Official/Administrative	
113 Coordinator	1
Technical	
499 Other Technical	1
Office/Clerical	
501 Bookkeeping	2
502 Clerical	5
505 Teaching Aide	2
Service Work/Laborer	
902 Custodian	6
904 Food Service	2



## Report Samples, .CSV files

There are two comma-delimited files that provide the same data as the .TXT files but allow the file to be imported into Excel or another PC application.

### *CSV File Format, General Information*

This Comma Separated Value (CSV) format file contains a record for each staff member a district submitted during the reporting week.

In basic terms, the CSV file will contain the data element values separated by a comma to denote the end of one data element value and the start of a new one. For example, if you were to take the district IRN, its name, and county and convert it into a CSV file it would look like this:

**012345, My District, Franklin**

When imported into Excel, this string of comma separated values would be split into corresponding columns:

District IRN	District Name	County Name
012345	My District	Franklin

*TIP: When importing data from a CSV file containing a numerical value that starts with a zero, like an IRN, it is important to import that type of data element as text and not a number in Excel. If imported as a numerical value, the first zero will be removed.*

### *Header Information*

The following is the header as it appears in the original CSV file. Note: the comma between each element name allows the data to be opened in Excel as a comma-delimited file without any additional formatting on the user's part.

The header record for the CSV file contains:

<b>FIELD NAME</b>
<b>BLDG-IRN</b>
<b>BLDG-NAME</b>
<b>STATE-ID</b>
<b>STAFF-NAME</b>
<b>GENDER</b>
<b>RACE</b>
<b>BIRTH-YEAR</b>
<b>DEG</b>
<b>SEM-HOURS</b>



<b>YEARS-AUTH-EXP</b>
<b>POS-CODE</b>
<b>POS-STAT</b>
<b>JOB-POS-TYPE</b>
<b>POS-FTE</b>
<b>TYPE-APP</b>
<b>SALARY</b>
<b>JOB-ASSIGN-CODE</b>
<b>FUND-SRC</b>
<b>FUND-%</b>
<b>APP-UNIT</b>
<b>CREATED-BY-ODE-FLAG</b>
<b>CONTRACTOR-FLAG</b>
<b>STAFF-DATA-SUBMITTED-TO-ODE-AS-OF</b>

### ***Detail Information***

Each detail line in the CSV file contains data pertaining to a staff member whose records were submitted by the district. Quotes around the element protect from an inadvertent comma creating an additional field. All elements are created as string (text) elements.

<b>FIELD NAME</b>
BUILDING IRN
BUILDING NAME
EMPLOYEE ID
EMPLOYEE NAME
GENDER
RACIAL/ETHNIC CATEGORY
BIRTH CC
BIRTH YY
EDUCATION LEVEL
SEMESTER HOURS
AUTHORIZED EXPERIENCE
POSITION CODE
POSITION STATUS
POSITION TYPE
POSITION FTE





TYPE OF APPOINTMENT
PAY AMOUNT
ASSIGNMENT AREA
POSITION FUND SOURCE
POSITION FUND SOURCE PERCENT
<a href="#">APPROVED UNITS</a>
<a href="#">CREATED BY ODE FLAG</a>
<a href="#">CONTRACTOR FLAG</a>
<a href="#">DATE SUBMITTED TO ODE</a>



## Sample, CSV File

Note: both CSV files look the same internally. Be sure you note the last part of the file name extension since it is the easiest way to determine what file is open.

Note: a space line was added between each record for readability. It does not appear in the file itself.

Bldg-IRN,Bldg-Name,State-ID,Staff-Name,Gender,Race,Birth-Year,Deg,Sem-Hours,Years-Auth-Exp,Pos-Code,Pos-Stat,Job-Pos-Type,Pos-FTE,Type-App,Salary,Job-Assign-Code,Fund-SRC,Fund-%,App-Unit,Created-By-ODE-Flag,Contractor-Flag,Staff-Data-submitted-to-ODE-as-of

```
050505,"Excellence JVSD",ZC3101020,"MACARTHUR, JAMES",M,W,1938,0,000,00
,902,C,R,1.00,2,12.77,000000,L,100,N/A,"N","N",20080627

141414,"Excellence Vocational School",YU1006476,"EISENHOWER, MAMIE",F,W,1948,2,132,00
,113,C,R,1.00,2,16.21,000000,L,100,N/A,"N","N",20080627

141414,"Excellence Vocational School",OH1253459,"ROMMEL, IRWIN",M,W,1959,0,000,00
,499,C,R,1.00,2,43472.00,000000,L,100,N/A,"N","N",20080627

141414,"Excellence Vocational School",OH1025203,"BRAUN, EVA",F,W,1959,1,000,00
,501,C,R,1.00,2,16.21,000000,L,100,N/A,"N","N",20080627

141414,"Excellence Vocational School",OH1192152,"CHURCHILL, WINSTON",M,W,1961,2,132,00
,501,C,R,1.00,2,16.21,000000,L,100,N/A,"N","N",20080627

141414,"Excellence Vocational School",OH1186532,"DEGAULLE, CHARLES",M,W,1954,1,000,00
,502,C,R,1.00,2,12.79,000000,L,100,N/A,"N","N",20080627

141414,"Excellence Vocational School",ZC3101004,"HITLER, ADOLF",M,W,1950,2,132,00
,502,C,R,1.00,2,16.21,000000,L,100,N/A,"N","N",20080627

141414,"Excellence Vocational School",ZC3101007,"MUSSOLINI, BENITO",M,W,1947,0,000,00
,502,C,R,1.00,2,12.79,000000,L,100,N/A,"N","N",20080627

141414,"Excellence Vocational School",ZC3101010,"PATTON, GEORGE",M,W,1958,0,000,00
,502,C,R,1.00,2,32624.00,000000,L,100,N/A,"N","N",20080627

141414,"Excellence Vocational School",ZC3101013,"EISENHOWER, DWIGHT D.",M,W,1948,0,000,00
,502,C,R,1.00,2,12.79,000000,L,100,N/A,"N","N",20080627
```



## Error Detection and Correction

If there are discrepancies between what is on the report, and what is actually occurring in your district, there could be a coding error. The following checklists are for the district for which the report is generated. Things to check include:

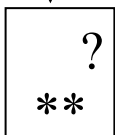
- ☑ Check to see if data elements all use valid options (included on checks listed under “ODE Processing” section of this document).
- ☑ Is the salary amount listed reflect what each employee is being paid?
- ☑ If an employee has multiple positions, does the *POSITION FTE* for that employee exceed 1?
- ☑ Has the appropriate *JOB ASSIGNMENT CODE* been used?
- ☑ Have the administrators responsible for making decisions about human and/or financial resources confirm that the appropriate *POSITION FUND SOURCES* are used AND that the *POSITION FUND SOURCES* are allocated appropriately.

## Common Errors

If certain data are missing from particular elements used to calculate hourly or annual salary, a flag will appear under the salary field. The type of flag will indicate the type of error. There are three types of symbols that may appear next to and under the salary field.

### Symbol

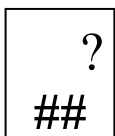
### Explanation



- If the annual salary **is not** greater than or equal to the state average minimum for last year, **AND/OR**
- If the annual salary **is not** less than or equal to the state average maximum for last year, **a question mark (?) appears next to the data in the salary column and asterisks appear beneath the same data element.**  
Even though a flag appears, these data may not be wrong, but the data element in question is flagged to alert districts to verify the accuracy of the value.

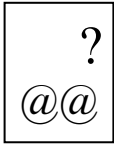
### Example:

SALARY	JOB ASSIGN CODE	FUND SRC %
39,546? A	000000	L 50
*****		



- If a value is missing from the *SCHEDULED WORK DAYS* field, **a question mark “?” appears next to the data in the salary column and # symbols appear in a line beneath the same data element.**

SALARY	JOB ASSIGN CODE	FUND SRC %
39,546? H	000000	L 50
#####		



- If a value is missing from the *LENGTH OF WORK DAY* field, a question mark “?” appears next to the data in the salary column and @ signs appear in a line beneath the same data element. **NOTE: IF there are multiple errors, the symbol for the last error checked will appear.**

SALARY	JOB ASSIGN CODE	FUND SRC %
39,546?	A 000000	L 50
@@@@@		

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