401 Timekeeping

Accurately recording time worked is the responsibility of every nonexempt employee. Federal and state laws require IECP to keep an accurate record of time worked in order to calculate employee's pay and benefits.

Your timekeeping record should reflect the **exact number of authorized minutes** you worked each workday and where/with what child you worked during the pay period. **Overtime work must always be approved before it is performed**. If your time keeping records are not submitted, or not submitted properly, payroll may be delayed until the next pay period. Please recognize that the services that IECP provides are part Federally funded and being such altering, falsifying, tampering with time record, or recording time on another employee's time record is a Federal offense and may result in disciplinary action, up to and including termination of employment as well as possible criminal charges.

NPAWorks

IECP uses a web based tracking system for recording and reporting time. Employees are required to follow the NPAWorks instruction manual for documenting their authorized service time as completed. The Instruction Manual follows this policy. It is requested that IECP Employees document their time on a daily basis, but expected that all services will be documented in NPAWorks no later than 5 days following the date the services are provided. NPAWorks schedules and appointments will be locked to prevent editing after the respective pay period's lock date.

Welligent

For IECP staff who work in LAUSD, we are required to complete timekeeping and service records in the Welligent system. Employees are required to follow the Welligent Instruction manual for documenting their authorized service time as completed. The instruction manual follows this policy. It is requested that IECP Employees document their time on a daily basis, but expected that all services will be documented in Welligent no later than 5 days following the date the services are provided. Welligent schedules and appointments will be locked prevent editing after the respective pay period's lock date.

<u>Ultimately it is each IECP employee's responsibility to:</u>

- 1. Complete Daily Service Record, and/or Daily Welligent appointments, documenting the events and progress of each individual that is served by IECP.
- 2. It is requested that IECP employees lock your schedule after appointments have been entered for the week in NPAWorks.
- 3. After your last day of service to all IECP individuals for the month, but prior to the 10th of the month, you must "Submit" your labor time as completed in NPAWorks for all services outside of LAUSD. Once your time has been "locked" for the month, you will be locked from editing any time for that closed period. Be sure that your records are accurate prior to clicking the "Submit Time and Lock" button.
- 4. Print reports as required and as explained below by job title and services provided.

Any **signatures** that are required must be in **BLUE INK** on all documents. The Oxnard office must receive your original, completed and signed documents by the 10th day of the month for each preceding month. If not received by the 10th day of the month, your payroll may be delayed until the next pay period. This paperwork is considered a part of each employee's job responsibility. Failure to complete these documents accurately and precisely will be considered failure to complete one's job responsibilities. The importance of this cannot be stressed enough. If there are any questions, please contact the IECP Office immediately.

Regional Center Program Staff:

Play Facilitators, ABA Service Providers, and other Direct Service Providers

- 1. Provide Services as dictated by the schedule for the individuals you are working with.
- 2. Mark the services you provided as rendered and enter your service notes into both the "Activities" and "Results" fields.

- 3. Lock your schedule weekly and after your last session for the month, "Submit Time" and review "Service Logs" for correctness and completeness.
- 4. For each student that you work, print a Parent Verification Form as described in your Instruction manual and submit it to the Oxnard office no later than the 10th of the month.

Program Supervisors – All regional center programs (i.e. Social Play, ABA programs, etc)

- 1. Provide Services in accordance with the amount of time authorized for the individuals you are working with
- 2. Input your time into the NPAWorks schedule, mark the services you provided as rendered and enter your service notes into both the "Activities" and "Results" fields.
- 3. Carry your paper "Parent Verification Forms" and have them initialed each time you provide Supervision Services to a child under 18 years old.
- 4. At the end of month "Submit Time" in NPAWorks as described in your Instruction manual, print a "Time and Travel" Log, attach it to your paper Parent Verification Forms, and mail or deliver them so that they are received at the Oxnard office no later than the 10th of the month.

School District (OTHER THAN LAUSD) Staff:

Behavior Therapist Service Providers

- 1. Provide Services as dictated by the schedule for the child(ren) you are working with.
- 2. Mark the services you provided as rendered and enter your service notes into both the "Activities" and "Results" fields.
- 3. After your last session for the month, "Submit Time" and print "Service Logs" for each student that you work with as described in your Instruction manual. Have service logs initialed by the parent or responsible party and mail or deliver them so that they are received at the Oxnard office no later than the 10th of the month.

Program Supervisors and Assistant Program Supervisors

- 1. Provide Services in accordance with the amount of time authorized for the child(ren) you are working with.
- 2. Input your time into the NPAWorks schedule, mark the services you provided as rendered and enter your service notes into both the Activities and Results fields.
- 3. Carry your paper "IECP Time Log" and have it initialed each time you provide Supervision/Consultation Services to a child, school, or district.
- 4. At the end of month "Submit Time" in NPAWorks as described in your Instruction manual, print a "Time and Travel" Log, attach it to your paper "IECP Time Logs", and mail or deliver them so that they are received at the Oxnard office no later than the 10th of the month.

LAUSD Staff:

Behavior Therapist Service Providers (BII)

- 1. Provide Services as dictated by the schedule for the student(s) you are working with.
- 2. Document your time in the Welligent system within 5 days of providing the service by marking the appointment as completed and enter your service notes into both the "Activities" and "Results" fields.
- 3. After your last session of the month Print your Monthly Service Report/Log (MSR) from Welligent as directed in the instruction manual. Sign your MSR in BLUE INK (your MSR requires no additional signature other than your own) and mail or deliver your MSR so that it is received at the Oxnard office no later than the 10th of the month.

Program Supervisors (BID)

- 1. Provide Services in accordance with the amount of time authorized for the child(ren) you are working with
- 2. Input your time into Welligent, mark the services you provided as complete and enter your service notes into both the "Activities" and "Results" fields.
- 3. After your last session of the month: Print your Monthly Service Report/Log (MSR) from Welligent as directed in the instruction manual. Sign your MSR in BLUE INK (your MSR requires no additional signature other than your own) and mail or deliver your MSR so that it is received at the Oxnard office no later than the 10th of the month.

Any questions or concerns should immediately be directed to: IECP's Coordinator of Business Services (805) 985-4808 x 119

Or: BusinessServices@iecp.us

Computer Requirements

Recommended: Windows 7 or higher

Minimum: Internet Explorer 8

Recommended: Most current version

* Microsoft .NET Framework 4.0 or higher

For HELP Contact CodeMetro at:

877-796-9883

support@codemetro.com

NPAWorks is designed for a high speed internet connection and is not recommended for dial up.

Enter the NPAWorks platform through MICROSOFT INTERNET EXPLORER
(Not Mozilla, AOL Web Browser, or any other Browser)

If you are unable to access NPA through Internet Explorer contact the office

STEP 1 LOGGING IN TO NPAWORKS

The web address is: iecp.codemetro.com (no www.)

(This must be typed precisely)

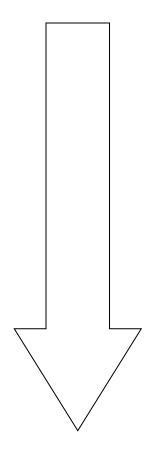
Once you arrive at this screen (for the first time) you will have one of the following options:

- 1. A button titled "RUN"
 - a. Upon Clicking this button your computer will "Gather the NPAWorks Requirements"
 - b. A window will pop up asking for your user name and password
 - i. User Name: FirstNameLastInitial (ex. charlesb for staff Charles Brown)
 - ii. Password: 123FirstInitialLastInitial (ex. 123cb)
- 2. The second option would appear if the computer you are using does not have Version 2.0 of the .Net Framework *
 - a. The webpage window will include a short paragraph that will instruct you that your computer does not meet the requirements to run NPAWorks, it will instruct you that the latest version of the .Net Framework will need to be installed. Click on the RUN button. Depending on your computer this should begin the download of the .Net framework. If the computer does not begin the download you may go to Microsoft's Website and download the framework manually. http://www.microsoft.com/en-us/download/details.aspx?id=17851
 - b. The download and installation may take anywhere from 2-15 minutes depending on your internet connection and computer. Once the framework is installed the computer may need to be restarted. Restart if required, and then proceed with option 1 above. You will only have to install the Framework once on your computer.

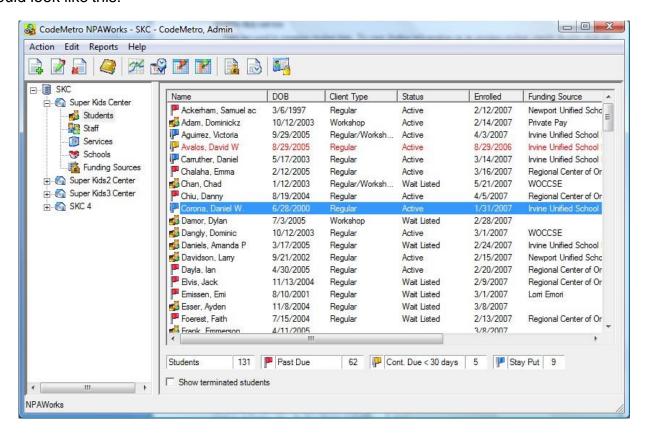
After using a specific computer to log in to NPAWorks the first time you will follow only #1 above each additional time you login.

- 3. Click "DayLite Mobile"
 - a. To use NPA from any browser or computer, even your mobile device
 - b. Use the NPA DayLite instructions found on the company website for your documenting needs and discontinue using the current instructions

Scroll Down



The front page of NPAWorks will list any students who you have assigned appointments for. It should look like this:



The first time you long into NPAWorks it is important to change your password.

To change your password click on the User Accounts Icon ...



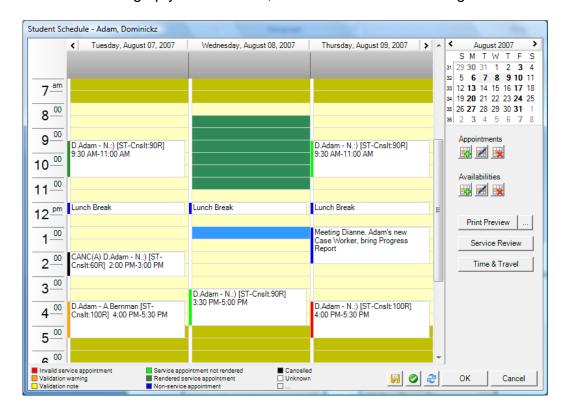
(**#11 above), fill in the fields for the password change. Be sure to record your new password you will need it each time you log in. If you forget your password you can contact npaworkssupport@iecp.us to have your password reset.

STEP 2 VIEW YOUR SCHEDULE

Click on the icon # 8 Below (Calendar with green thumb tack)



This will bring up your schedule, and should look something like this:



This sample schedule shows a variety of different types of appointments that are color coded with a legend at the bottom. Only appointments that have been scheduled for you will show and these should be colored light green. You can use the calendar at the top right corner of the schedule window to manipulate the view of the schedule. You can highlight and select by day, week or month. Feel free to play around with this function to find the view that best suits you as you are using NPAWorks.

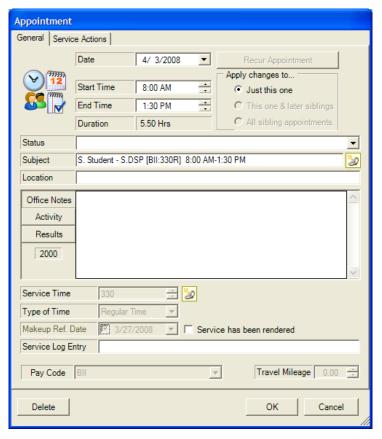
If at any time the appointment is shaded in Red, Orange or Yellow, this means there is a problem with that appointment. This problem could range from you're not having the appropriate credentials listed for the scheduled service, to the child not having a current contract. The scheduling coordinators from the office will do their best to ensure that this does not happen.

If an appointment is missing, incorrect or if you see any appointments with Red, Orange or Yellow, be sure to send an IMMEDIATE email to npaworkssupport@iecp.us and alert us to the problem.

STEP 3 DOCUMENTING YOUR TIME AS "RENDERED"

FOR DIRECT SUPPORT PROVIDERS (Supervisors see addendum)

Double click on the appointment you are documenting for, (it is best to double click on the color coded strip to the left of the appointment block). This will bring up the appointment window details, and should look something like this:



The start time and end time are scheduled according to the specific child you are working with. If the start and end time are accurate for what you completed leave them as is. If you were late, or left early you can change the times to reflect that.

If the schedule is incorrect contact npaworkssupport@iecp.us ASAP so that we can correct it for you.

The next field to enter is for "Office Notes": This is an optional field. And can be used to enter break times, notes only meant for the IECP office or your supervisor, etc.

Next click on the "**Activity**" tab; here you will list in a few brief sentences the activities that were completed at the session. These sentences should be objective notes in relation to specific goals for the child. (Examples Below)

Click the "Results" tab and enter the results of the activities that were completed for that day. (Examples Below)

Your Result should apply to the Activity you have listed.

If you have questions for what might be appropriate in these fields please speak with your supervisor.

Some samples are below:

EXAMPLES FOR SCHOOL CHILDREN Activities-EXAMPLES

Worked on staying on task during 30 minute math lesson

Worked on raising hand to answer questions instead of calling out

Worked on socialization with age appropriate peers during 30 min recess

Results-EXAMPLES

Was able to stay on task 20 mins out of 30 min lesson with 2-3 prompts

Raised his hand instead of calling out 3 out of 5 attempts

Socialized with 3 peers for 1 minute each with verbal prompts

EXAMPLES FOR REGIONAL CENTER CHILDREN Activities-EXAMPLES

Worked on accepting invites from peers to play

Worked on rejoining an activity after stopping activities for breaks

Worked on joining new social activity

Results-EXAMPLES

Accepted three out of six invitations

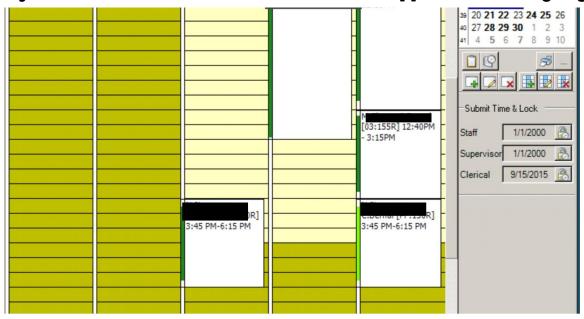
Child joined 2 out of 2 games after needed breaks with 3-4 prompts\

Child did not participate in new activity of freeze tag

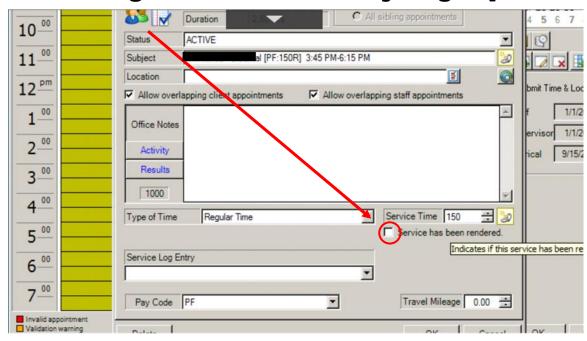
DON'T FORGET

After you have filled in the activity and results the last thing to do is to check the box that states "Service has been rendered"

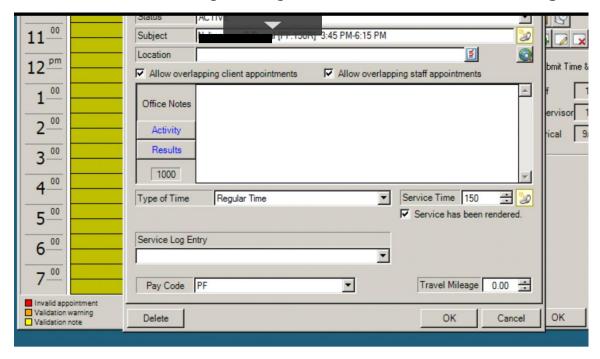
How your schedule can look. Notice how one appointment is light green



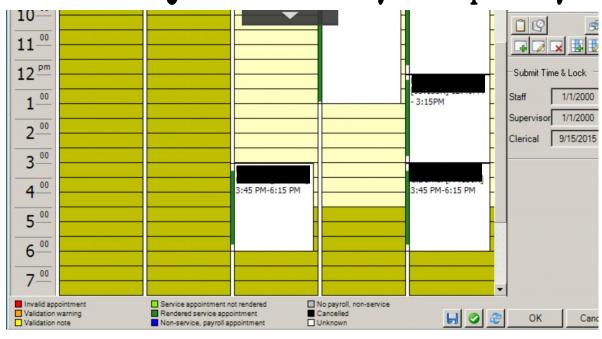
Clicking this box ensures you get paid



Click this box everytime you document when using NPA

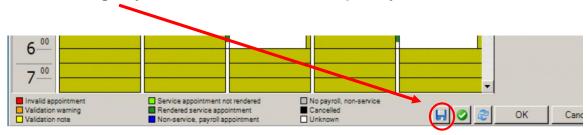


Notice how it's dark green. This ensusres you'll be paid for your time.



Step 4 Saving your work

After entering activity, results and marking service rendered, hit "OK" to return to your schedule window. If you are done for the day, hit ok again to save your work. If you have more work to do, be sure to hit the save button (Floppy disk icon) and then continue working. If you do NOT hit save at this point your work could be lost.



After you are done with your daily documenting press "OK" That's it! Be sure to lock your schedule each week as your finish your time and complete the end of the month instructions in Step 5.

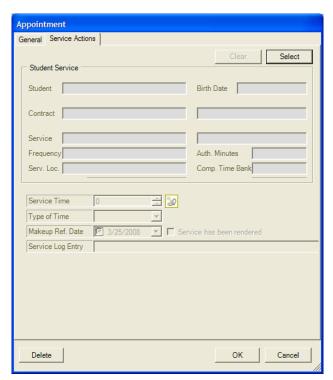
Additional Info for Supervisors

As your schedule varies, IECP will not be scheduling appointments for you, though your instructions are similar, the difference will be that you need to input your own appointments. In order to do this you will need to take the following steps **PRIOR** to moving to step #3 above

_ D X Staff Schedule - Sinklier, Elizabeth S M T W T F S 44 27 28 29 30 31 1 2 11/18/2013 11/20/2013 11/22/2013 11/19/2013 11/21/2013 45 3 4 5 6 7 8 9 8^{-am} 46 10 11 12 13 14 15 16 47 17 18 19 20 21 22 23 9 00 48 24 25 26 27 28 29 30 49 1 2 3 4 5 6 7 10 -00 5 ... 11-00 Submit Time & Lock 12^{pm} 9/30/2013 1-00 Supervisor 1/1/2000 (B) Clerical 1/1/2000 (2.8) 2_00 3_00 4_00 5_00 6_00 7-00 8 00 No payroll, non-service
 Cancelled
 Unknown OK Cancel

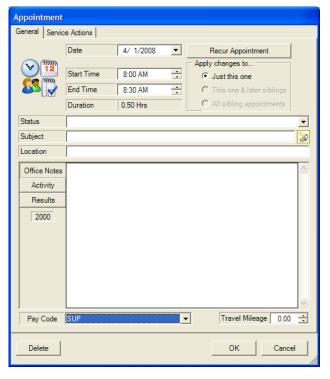
IN Step 2: Your Employee screen will look like:

It will remain blank until you add appointments, you can schedule ahead of time. From here you can either double click on the day and time block in which you would like to schedule or you can click the Green Plus sign under Appointments at the right side of the window. This will "Add a new appointment".



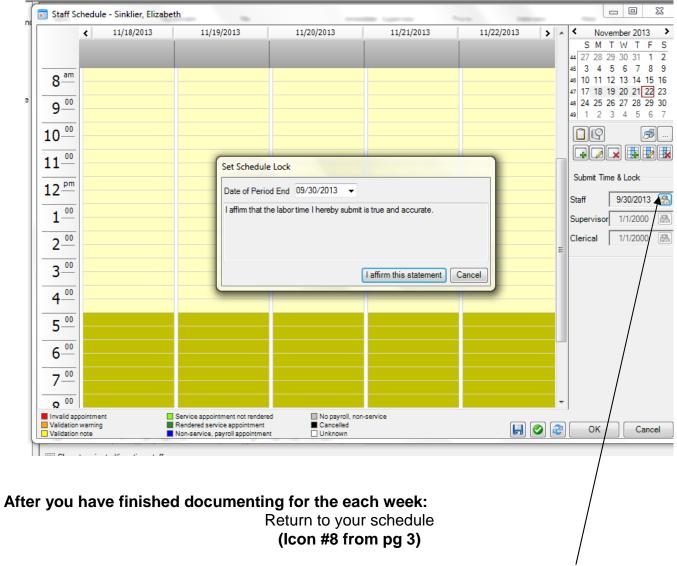
Click on the service Actions tab, from this tab, click on the "Select" button. This will bring up the names of the children whom you are authorized to provide service for. Select the appropriate contract for the child you are documenting for. If there is more than one contract available for a particular child, take careful note to select the correct one, and if you have **any** questions or are unsure, contact npaworkssupport@iecp.us.

Once you have selected the appropriate contract/student click on the General tab of the appointment window.



On this screen you can change the date, and start and end times for your appointment. Be sure to select the appropriate pay code. At this point you will continue with STEP #3 above

STEP 5 AT THE END OF EACH WEEK AND END OF THE MONTH



On the right of the screen is a Submit Time and Lock section with an option for "Staff" and a date. – Click on the icon next to this date.

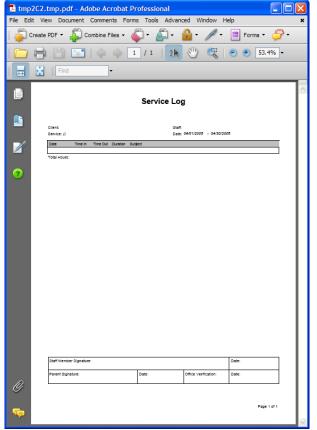
You will be asked to select the date and "affirm this statement", once back to the main schedule screen, Click "OK" to save your work.

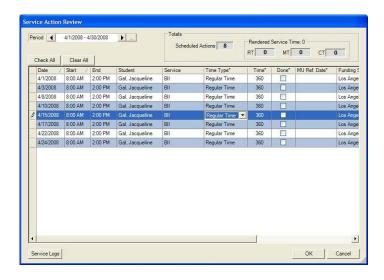
Complete these same steps at the end of the month to lock and submit your payroll time.

After successfully submitting your time click on "Service Review"

This will bring up a window of all of your scheduled appointments for the month:

In the bottom left corner of that window, there is a button called "Service Logs" – Click on it





This will bring up your Service Logs for the month.

You can print or review the service logs for accuracy and completeness from this screen.

FOR SCHOOL DISTRICT CASES:

These are the sheets you will print for the month and get signed at the school where the services were provided.

FOR REGIONAL CENTER CASES:

IF THE INDIVIDUAL WHOM YOU PROVIDE SERVICES TO IS UNDER 18 YEARS OLD, YOU ARE REQUIRED TO SUBMIT A PARENT VERFICATION FORM* EACHMONTH.

IF THE INDIVIDUAL WHOM YOU PROVIDE SERVICES TO IS OVER 18 NO ADDITIONAL PAPERWORK IS REQUIRED

*** SEE "GENERATING THE PARENTAL VERFICIATION FORM" ATTACHMENT ***

**** If you are an IECP employee, who works in LAUSD be sure to read the LAUSD/Welligent instruction manual as there are different requirements for you. ****

IMPORTANT FOR ALL STAFF:

If you are working in NPAWORKS and things don't seem right, or it does not behave the way these instructions state, call CodeMetro at 1 - 877 - 796 – 9883 or email to support@codemetro.com.

If there is a problem with your schedule, be sure to send an npaworkssupport@iecp.us immediately!

It is EXTREMELY IMPORTANT that you do not wait until the last minute to contact IECP or CodeMetro. The last week of each month and the first week of each month are very busy times in the office. If you wait until the last minute to let us know there is a problem, we may not have a chance to resolve it prior to payroll which means your paycheck could be delayed.

Completing your time in NPAWorks is a part of your job duties.

Step 1: Generating the Parent Verification Form (PVF)

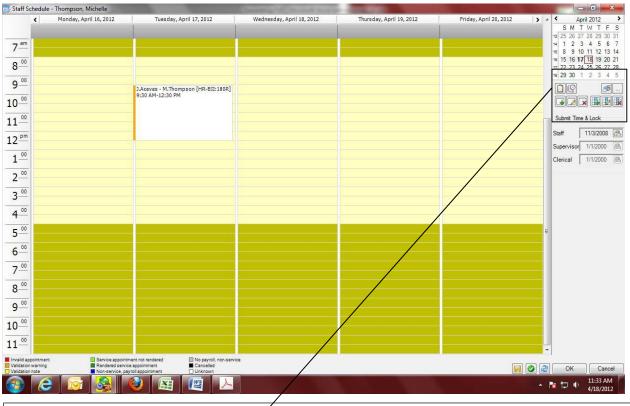
From the Main NPAWORKS Screen: Once your time is entered and Locked for the month.

Click on the icon # 6 below. (Calendar with green thumb tack)

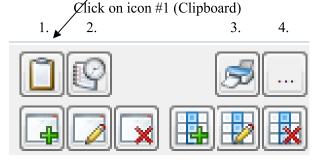
1. 2. 3. 4. 5. 6. 7. 8. 9. 10.

11.

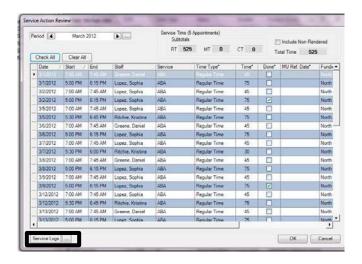
This will bring up your schedule and should look something like this:



Step 2: Open Scheduled Services



This will bring up your "Service Action Review" Screen



Step 3: Setting up Parameters

On the bottom right of the screen click icon # 2 (Three dots)



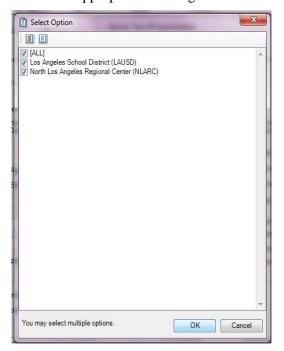
Choose: **Source Parameters** "Style: Parent Verification of Service" **Service Description Source**: Service Log Styles & Options Choose "Service Name" Style: Daily Service Log generic list of services that have been, or will be, provided. There will be one report for each combination of Client, Staff, funding **Service Location Source:** and sen Choose: Show Client's ID with funding soun "Appointment Location" *(see Helpful Hints)* Style: Parental Verification of Service **Credential Source:** Provides a list of services that have been, or will be, provided and in the official format of the California Department of Developmental Servi Choose: create separate reports as the Daily Service Log does, but in addition you can opt for separation by Service Code and Vendor ID. "Other" and type one of the following: Service Description Source Credential Source Service Location Source "High School"; "BA Degree"; "MA Primary Credentials Appointment Subject Service authorization Degree" All Employee Credenti Other Service Log Appointment location "BCABA"; or "BCBA" Other Other BA Degree As it applies to you Format for DDS behavi Funding Source(s) ALL Include funding source name Service(s) Separate by service code Include zero service time appointments Separate by vendor id Mutual Options Include non-rendered appointments ▼ Include cancellations per appointment status type's RDA reporting option OK Cancel

Style: Daily Service Log		
Provides a generic list of services that have been, or will and service.	II be, provided. There will be one report for e	each combination of Client, Staff, funding source,
☐ Include make-up reference dates ☐ Sh	ow Client's ID with funding source (UCI)	
Style: Parental Verification of Service		
Provides a list of services that have been, or will be, procreate separate reports as the Daily Service Log does,		
Service Description Source	Service Location Source	Credential Source
Service Name	Service authorization	Primary Credentials
Other Service Log	Appointment location	All Employee Credentials
	Other	Other BA Degree
Funding Source(s) ALL		Format for DDS behavioral services
Service(s) ALL		Include funding source name
Include/zero service time appointments		Separate by service code
include/zero service time appointments		Separate by vendor id
tual Options		
Include non-rendered appointments		\
☑ Include cancellations per appointment status type's	RDA reporting option	\
		OK Cance

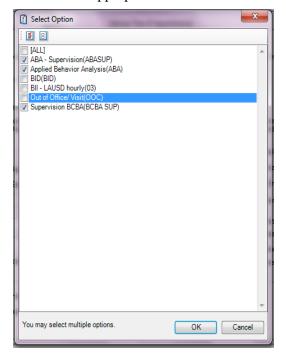
Next you need to specify which Regional Centers and Services you would like to print by editing the "Funding source" and "Services" tabs. To do this Click on the "Checklist Icon"

This will bring up the following screens:

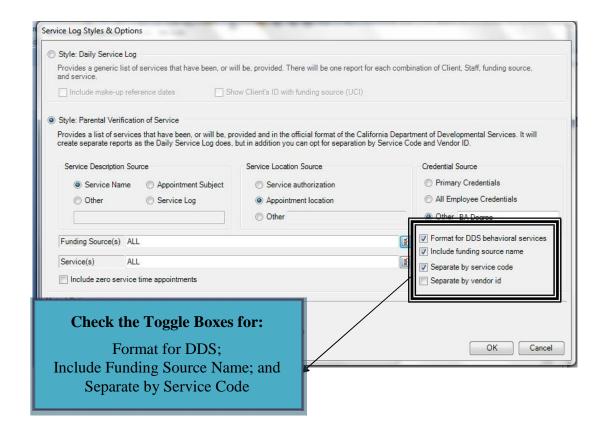
Select the appropriate Funding sources



Select the appropriate Service Codes

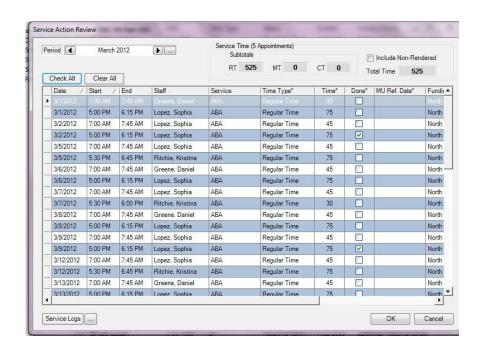


Once you click "OK", you will return the main screen.



Click "OK"

Step 4: Generate Parent Verification Form

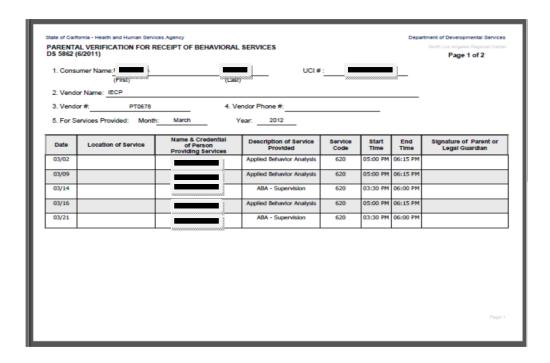


Click icon #1 (Service Logs)

1. 2.

You have now produced the Parent Verification Form.

You may save, and/or print from this window.



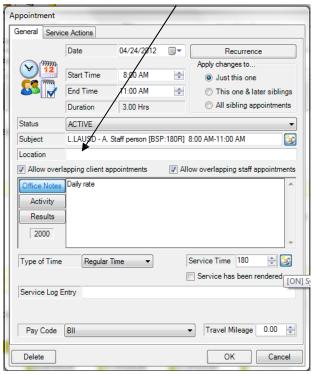
You are required to Print this form, obtain a BLUE INK parent signature for each of the appointments, AND a BLUE INK parent signature on last page certifying the correctness and completeness of the form.

This original form is due in the Oxnard office by the $10^{\rm th}$ of the month.

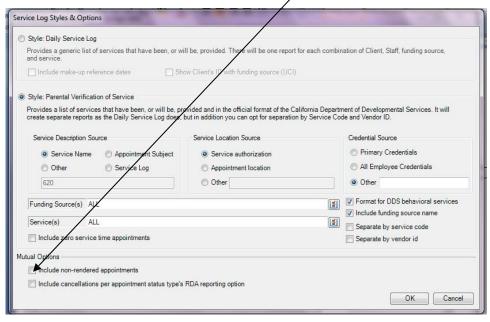
HELPFUL HINTS

If you provide services somewhere other than the home (an afterschool program or other community activity for example) you will need to modify that from the appointment screen.

When you are marking your time as rendered, enter/modify the address where you are providing services into the "Location" field.



To **INCLUDE** the Last Appointment of the Month, prior to completing that appointment (so you can get your logs signed in a timely manner), check the box for "include non-rendered appointments"



Keep in mind this will include ALL appointments that have not been rendered so make sure your schedule/time is accurate prior to this step.