PAYROLL SCHEDULES





The **Payroll Schedule** is located in the Gemini Employer Portal under the Reporting section or through the School Year Setup Dashboard.

MANDATORY

Employers are required to create a Payroll Schedule(s) prior to uploading the first Pay-Period Report into the Gemini Employer Portal at the beginning of each fiscal year.

PURPOSE

The Payroll Schedule identifies the Pay-Period Begin Date, End Date and Pay Date for each pay-period report. The Pay Dates on the Payroll Schedule should be the same dates employees are paid by the employer.





SCHOOL YEAR SETUP PROCESS

Beginning with the 2025-2026 fiscal year, the new School Year Set Up Dashboard will help the employer navigate through the setup process for the new fiscal year.

Employers can continue uploading 2024-2025 reports without completing the 2025-2026 School Year Setup.

VIEW THE SCHOOL YEAR SETUP TRAINING FOR ADDITIONAL INFORMATION

There are two (2) tables available on the **Payroll Schedule** screen: Payroll Schedule and Payroll Schedule History. Both tables display Fiscal Year, Payroll Frequency, First Pay Date, Job Categories and Employment Types.

Click Add Payroll Schedule to enter the upcoming school year's Payroll Schedule(s).

NOTE: The next Fiscal Year is available to be entered on June 1st.

	TRS	Code:			
🔄 Payro	ll Schedule				Add Payroll Schedula
Current or subs	sequent fiscal year payroll schedules	s including payroll begin, end and pay o	lates.		
Review co	mplete for fiscal year 2025-2026				
Actions	Fiscal Year ~	Payroll Frequency	First Pay Date	Job Categories	Employment Types
	2024-2025	Semi-Monthly	07/25/2024	Teacher	All
	2024-2025	Semi-Monthly	07/10/2024	Administrator	Full Time
🕙 Payro	ll Schedule History Pr	ior fiscal year(s) payroll schedules.			
Actions	Fiscal Year ~	Payroll Frequency	First Pay Date	Job Categories	Employment Types
	2023-2024	Semi-Monthly	07/10/2023	Administrator	Extra-Duty, Full Time
	2023-2024	Semi-Monthly	07/10/2023	Teacher	All

PAYROLL SCHEDULE

New for 2025-2026: If both Teacher and Administrator are selected on the General page on the School Year Setup Dashboard, separate Payroll Schedules must be added for each.

If both Teacher and Administrator are selected on the General page and a Payroll Schedule is missing for either, a fatal error will appear at the top of the screen. The Review complete checkbox is not allowed to be selected until both payroll schedules are completed.

Current or sub: Review co Please of Error:	Il Schedule sequent fiscal year payroll schedules omplete for fiscal year 2025-2026 correct the error(s) below. You must have at least one Payroll Sc	including payroll begin, end and pay da bedule saved for each Job Category ind	ites. licated on the General Information scu	reen for the upcoming fiscal year before	Add Payroll Schedule this can be marked Review Complete.
Actions	Fiscal Year ~	Payroll Frequency	First Pay Date	Job Categories	Employment Types
	2024-2025	Semi-Monthly	07/05/2024	Administrator	Extra-Duty, Full Time
	2024-2025	Semi-Monthly	07/05/2024	Teacher	Part-Time Non-Contractual (Hourly), Full Time, Extra-Duty, Substitute
• Payro	ll Schedule History Pri	or fiscal year(s) payroll schedules.			
Actions	Fiscal Year ~	Payroll Frequency	First Pay Date	Job Categories	Employment Types
	2023-2024	Semi-Monthly	07/05/2023	Teacher	All
	2023-2024	Semi-Monthly	07/05/2023	Administrator	Extra-Duty, Full Time

PAYROLL SCHEDULE

New for 2025-2026: When Add Payroll Schedule is selected, choosing one Job Category will automatically disable the other.

Select the Fiscal Year and choose a Job Category of Teacher or Administrator that the Payroll Schedule applies to.

Next select the type(s) of employees covered under the Job Category. You must make at least one selection from each section.

Payroll Schedule Information 1 of 2	Tell us to which fiscal yea	r this schedule will apply.
t's get started by gathering some initial information r this payroll schedule.	2025-2026	\checkmark
parate payroll schedules are required for Teachers A Administrators if you will be reporting for both.	To which Job Category w (Select one)	ill this payroll schedule apply? *
	Teacher	Administrator
	To which type(s) of emplo (Select all that apply)	oyees will this schedule apply? *
	Full Time	Part-Time Contractual
	Substitute	Part-Time Non-Contractual (Hourly)
	Extra-Duty not require contract in the second secon	liring

For the Job Category and Employment Types chosen, select the Payroll Frequency, Payment Lag and First Pay Date. NOTE: A separate Payroll Schedule should be created for a Job Category if the employment types have different Payroll Frequency and/or Payment Lag.

Choose the **Payroll Frequency** based on how often employees in the Job Category and Employment Type are paid. The following frequency options are available:

- **Monthly** Paid once a month (12 pay periods/year).
- Semi-monthly Paid twice a month, usually on the 15th and last day (24 pay periods/year).
- **Biweekly** Paid every two weeks (26 pay periods/year).
- Weekly Paid once every week (52 pay periods/year).

Add Payroll Schedule		X
Payroll Schedule Information 2 of 2 Fiscal Year: 2025-2026 Job Category: Teacher Employment Types: Full Time, Part-Time Contractual	How frequently will the applicable members b Payroll Frequency * Semi-Monthly Select One Monthly Bi-Weekly Weekly First Pay Date *	e paid? red period of work occurred? (i.e.
← Previous Prefill Schedule Manual	Entry	

PAYMENT LAG

Payment Lag refers to the number of days that are between the Pay-Period End Date and the Pay Date. The options are Current, a Positive or a Negative Lag. The Payment Lag chosen will determine the Pay Dates when using the Prefill Schedule option.

A **Current Lag** will have the same End Date and Pay Date.

A **Positive Lag** will add the day(s) selected to the End Date to determine the Pay Date.

A **Negative Lag** will subtract the day(s) selected from the End Date to determine the Pay Date.

Add Payroll Sci	hedule			×
Payroll Sche	edule Information 2	of 2	How frequently will the applicable members be paid? Payroll Frequency * Semi-Monthly	
Job Category: Te	acher	×		
Employment Typ	bes: Full Time, Part-Time Col	ntractual	When will they be paid compared to when covered period of work occurred? (i.e. anticipated vs. delayed.) Payment Lag Current Select One Current	
			1 Day	
← Previous	Prefill Schedule	Manual Entr	2 Days	
023	Semi-Monthly	07/07/20	02 3 Days Part-Time Contra	actual, Fi

FIRST PAY DATE

Choose the First Pay Date for the Job Category and employment type selected.

ADMINISTRATOR	Add Payroll Schedule		×
Payroll Schedule typically starts in July.	Payroll Schedule Information 2 of 2 Fiscal Year: 2025-2026	How frequently will the applicable members be paid? Payroll Frequency * Semi-Monthly	
TEACHER – F/P Contractual Payroll Schedule typically starts in August/September.	Job Category: Teacher Employment Types: Full Time, Part-Time Contractual	When will they be paid compared to when covered period of work occurred? (i.e. anticipated vs. delayed.) Payment Lag * V	
SUBSTITUTES/EXTRA DUTY/HOURLY May have a different Pay Date and/or Payment Lag.		Now, tell us the first pay date of the year. First Pay Date 08/29/2025	
	← Previous Prefill Schedule Manual	Entry	

After completing the required information, **Prefill Schedule** or **Manual Entry** can be used to generate the payroll schedule.

Once the Prefill Schedule or Manual Entry is chosen, a detailed payroll schedule will be created.

PREFILL SCHEDULE

The Payroll Schedule will be prefilled based on the previous information selected.

MANUAL ENTRY

A blank Payroll Schedule will be generated with the number of rows based on the Payroll Frequency selected. The Payroll Schedule will need to be manually entered.

Add Payroll Schedule	
Payroll Schedule Information 2 of 2 Fiscal Year: 2025-2026	How frequently will the applicable members be paid? Payroll Frequency Semi-Monthly
Job Category: Teacher	
Employment Types: Full Time, Part-Time Contractual	When will they be paid compared to when covered period of work occurred? (i.e. anticipated vs. delayed.) Payment Lag Current Now, tell us the first pay date of the year. First Pay Date 08/29/2025
← Previous Prefill Schedule Manual I	Entry

PREFILL SCHEDULE

The **Schedule Detail** will display a list of prefilled pay-period dates in sequence order beginning with Pay-Period #1 of 12, 24, 26 or 52, based on the Payroll Frequency selected. Each pay-period row will display a Begin Date, End Date, and Pay Date. The first row displayed will reflect the first Pay Date and the Begin and End Date generated based on the Payment Lag previously selected.

All fields are still editable when using the Prefill Schedule option.

🖾 Add	Payroll Schedule	When complete click Save at to	op of screen to proceed.				Save	Cancel
Schedu	le Attributes							
Fiscal Year 2025-202	26	First Pay Date * 08/29/2025	Payment Lag * Current	Payroll Frequency * Semi-Monthly	Generation Ty Prefill Schee	pe * dule	Reset	
Payroll	Attributes							
Select Job	b Category: Select one	Teacher Administr	ator					
Select Em	ployment Type: Select	all that apply 🗹 Full Time	Part-Time Contractual Substi	tute 📃 Part-Time Non-Contractual (Hou	irly) 🗌 Extra-Dut	y not requiring lice	nsure only	
Schedu	Ile Detail Edit any row	w(s) if necessary. Identify Flex Plan	n pay dates. Add row(s) for Special Pay pay dat	ies.			🖉 Edit Row	s 🕂 Add Row
() E	dits are not submitted fo	or processing until verificati	on process is complete. Changes you h	ave made are indicated in green.				
# 1	Begin Date	End Date	Pay Date	Teacher Contract Days ()	Flex Pay	Special Pay	Memo	
1	08/15/2025	08/29/2025	08/29/2025					Ū
2	08/30/2025	09/14/2025	09/12/2025					

MANUAL ENTRY

The **Schedule Detail** table will display a blank list of pay periods beginning with Pay-Period #1 of 12, 24, 26 or 52, based on the Payroll Frequency selected. Each pay-period row will display a blank Begin Date, End Date, and Pay Date that will need to be manually entered.

🖾 Ada	d Payroll Schedule	When complete click Save at to	op of screen to proceed.					Save	Cancel
Schedu	ıle Attributes								
Fiscal Yea 2025-20	ar * 126	First Pay Date * 08/29/2025	Payment Lag Current	•	Payroll Frequency * Semi-Monthly	Generation T Manual En	ype * try	F	Reset
Payrol	Attributes								
Select Jo	ob Category: Select one 🔽	Teacher Administr	rator						
Select Er	mployment Type: Select all	that apply 🗹 Full Time	Part-Time Contractua	l 📃 Substitute	Part-Time Non-Contractual (Ho	urly) 🗌 Extra-Du	ity not requiring lic	ensure only	
Sched	ule Detail Edit any row(s)	if necessary. Identify Flex Pla	n pay dates. Add row(s) for Spo	ecial Pay pay dates.					🖉 Edit Rows 🛨 Add Row
<u>!</u> ।	Edits are not submitted for p	processing until verificati	on process is complete.	Changes you have ma	ade are indicated in green.				
#	Begin Date	End Date	Pay Date		Teacher Contract Days 🥡	Flex Pay	Special Pay	Memo	
1									Ū
2				ā					Ū

ADDING AND DELETING ROWS

ADD ROW

A new row added will appear blank and at the top of the Schedule Detail. When the new dates are entered and saved, it will automatically place the Pay Date in chronological order.

Payroll	Attributes											
Select Jo	b Category: Select one 🗹	Teacher Adminis	trator						\			
Select Employment Type: Select all that apply 🗹 Full Time 🕜 Part-Time Contractual 🗌 Substitute 📄 Part-Time Non-Contractual (Hourly) 📄 Extra-Duty not requiring licensure only												
Sched	Schedule Detail Edit any row(s) if necessary. Identify Flex Plan pay dates. Add row(s) for Special Pay pay dates.											
() E	dits are not submitted for pr	ocessing until verifica	tion process is complete. Cha	anges you have made are	indicated in green .							
# /	Begin Date	End Date	Pay Date	Теа	cher Contract Days (Flex Pay	Special Pay	Memo				
1												
2	08/15/2025	08/29/2025	08/29/2025							Ū		

RESET

If the dates that are prefilled are not the desired dates, the **Reset** feature may be used. Corrections can be made to any of the **Schedule Attributes** or **Payroll Attributes** and a new schedule will be generated with updated dates based on the new information.

NOTE: Once the payroll schedule is reset, all corrections will be lost.

TEACHER CONTRACT DAYS

New for 2025-2026: A column was added on both teachers and administrator payroll schedules.

In the Teacher Contract Days column, provide the days a teacher could work in between the Begin and End Date of that Pay Date. This is based on the teacher's regular school term calendar. Do not include summer school or licensed extra duty outside of the regular school term calendar.

Scheo	lule Detail Editar	ıy row(s) if ne	ecessary. Identify Flex I	Plan pay dates. Add i	row(s) for Special Pay pa	ay dates. 📏					Edit Rows	+ Add Row
#	Begin Date		End Date		Pay Date		Teacher Contract Days ()	Flex Pay	Special Pay	Memo		
1	08/15/2025		08/29/2025		08/29/2025							Ū
2	08/30/2025		09/14/2025	Informat	ion							

Max number of Base Salary (BS) contract days a teacher could work each pay period based on the regular school term calendar. Include paid emergency days and/or paid holidays. Do not include summer school and/or licensed extra duty days worked outside the school calendar.

×

TEACHER CONTRACT DAYS

Based on the school calendar, enter the number of workdays within the specified date range. An error will be displayed if the number of days entered exceeds the actual number of weekdays (Monday through Friday) between the Begin and End Date.

For the first Pay Date, ensure the **Begin Date** is the first day of the regular school term calendar, whether it is prefilled or entered manually. This will help the employer's payroll software capture the correct number of paid days and ensures the **Teacher Contract Days** total is accurate.

ADMIN CONTRACT DAYS

For an Administrator payroll schedule, enter the number of workdays between the Begin and End Dates for each Pay Date. This should be based on the administrator with the highest number of contract days.

Sche	dule Detail	Edit any row(s) if n	ecessary. Identify Flex Plar	n pay dates. Ado	d row(s) for Special Pay p	oay dates.					Edit Rows	+ Add Row
()	Edits are not sub	omitted for proc	cessing until verificati	on process is	complete. Changes	syou have ma	ade are indicated in green.					
# Begin Date End Date Pay Date Admin Contract Days i 🗌 Flex Pay Special Pay Memo												
1	07/01/2025		07/15/2025		07/15/2025							Ū
2	07/16/2025	Informa	ation									
		07/16/2025 Information Max number of Base Salary (BS) contract days the administrator(s) with the highest number of contract days at the employer could work each pay period. Include paid emergency days and/or paid holidays. Do not include summer school and/or licensed extra duty days worked outside the administrators' calendar.										

CONTRACT DAYS

After entering all days for each Pay Date, the column will automatically calculate the total. Ensure this total matches the correct calendar based on the Job Category—**Teacher** or **Administrator**.

20	05/30/2026	06/14/2026	06/12/2026		3
20					
21	06/15/2026	06/29/2026	06/29/2026		0
22	06/30/2026	07/14/2026	07/14/2026		0
23	07/15/2026	07/29/2026	07/29/2026		0
24	07/30/2026	08/14/2026	08/14/2026	ę	0
Total	s				180

FLEX PAY CHECKBOX

If a Pay Date is used to process a Flexible Benefit Plan salary option, update the pay period by checking the **Flex Pay** box. Salary options for employees opting out of insurance can be paid in various ways—each pay period, once a month, or as a lump sum. Make sure to select all relevant dates where this payment applies.

A TRS flexible benefit plan is a choice between insurance or taking a salary option, if opting out of insurance, that qualifies as creditable earnings (e.g. cash, a tax-sheltered annuity under the Internal Revenue Code [IRC], Section 403(b), or a qualified tax-deferred compensation plan under IRC, Section 457(b).

Payro	Payroll Attributes											
Select .	Select Job Category: Select one 🗹 Teacher 🗌 Administrator											
Select I	Select Employment Type: Select all that apply 🗹 Full Time 📝 Part-Time Contractual 📄 Substitute 📄 Part-Time Non-Contractual (Hourly) 📄 Extra-Duty not requiring licensure only											
Sche	Schedule Detail Edit any row(s) if necessary. Identify Flex Plan pay dates. Add row(s) for Special Pay pay dates.											
#	Begin Date	End Date	Pay Date	Teacher Contract Days (Flex Pay	Special Pay	Memo					
0	07/01/2025	07/15/2025	07/30/2025	0			Summer School					
1	08/10/2025	08/29/2025	08/29/2025	12				Ū				

SPECIAL PAY CHECKBOX

Special Pay rows may be created with unique Begin, End, and/or Pay Dates, different from the standard pay periods.

For example, a common use would be for a summer school payment. This payment may fall outside of the normal payroll schedule for teachers that start in August/September. The added pay-period row will need to be updated with the **Special Pay** checkbox.

Payrol	Payroll Attributes												
Select J	Select Job Category: Select one 🗹 Teacher 🗌 Administrator												
Select E	Select Employment Type: Select all that apply 🗹 Full Time 🗹 Part-Time Contractual 🗌 Substitute 📄 Part-Time Non-Contractual (Hourly) 📄 Extra-Duty not requiring licensure only												
Schedule Detail Edit any row(s) if necessary. Identify Flex Plan pay dates. Add row(s) for Special Pay pay dates.													
#	Begin Date	End Date	Pay Date	Teacher Contract Days (Flex Special Pay Pay	Memo							
0	07/01/2025	07/15/2025	07/30/2025	0		Summer School	Ū						
1	08/10/2025	08/29/2025	08/29/2025	12			Ū						

MEMO FIELD

An optional **Memo** field is available on every Schedule Detail row. The Memo field is intended for employer use only and TRS will not use the comments entered by the employer.

Employers often use the optional Memo field to describe payments—for example, identifying a payment as summer school.

Sche	Schedule Detail Edit any row(s) if necessary. Identify Flex Plan pay dates. Add row(s) for Special Pay pay dates.											
#	Begin Date		End Date		Pay Date		Teacher Contract Days (j)	Flex Pay	Special Pay	Memo	/	
0	07/01/2025		07/15/2025	۵	07/30/2025		0			Summer School	Ū	
1	08/10/2025		08/29/2025		08/29/2025		12				Ū	
2	08/30/2025		09/14/2025		09/12/2025		9				Ū	

SAVE

To Save the Payroll Schedule, all errors will need to be resolved.

If a payroll schedule has an error when attempting to save, an explanation of the error will appear at the top of the **Schedule Detail** in red and will also identify which row has the error.

Edit Payroll Schedule When complete click Save at top of screen to proceed.												
Schedule	Schedule Attributes											
Fiscal Year * 2025-2026		First Pay Date * 08/29/2025	Payment Lag * Current		Payroll Frequency * Semi-Monthly	Generation Typ	pe *	Reset				
Payroll Attributes												
Select Job C	Select Job Category: Select one 🗹 Teacher 🗌 Administrator											
Select Empl	oyment Type: Select all	that apply 🗹 Full Time	Part-Time Contractua	Substitute	Part-Time Non-Contractual (Hou	irly) 🗌 Extra-i	Duty not requi	iring licensure only				
Schedule	e Detail Edit any row(s) if necessary. Identify Flex Pla	n pay dates. Add row(s) for Sp	ecial Pay pay dates.				Edit Rows	🕂 Add Ro			
Please Error:	correct the error(s) below. Begin Date must be after Enc	l Date of previous row (Row 2).										
#	Begin Date	End Date	Pay Da	te	Teacher Contract Days (i)	Flex	Special	Memo				
			_			Рау	Рау					
1	08/10/2025	08/29/2025	08/29	9/2025	12							
\mathbf{h}												
2 🕛	08/29/2025	09/14/2025	09/12	2/2025	9							

REVIEW COMPLETE

Once the payroll schedule is entered and edits resolved, the new payroll schedule will appear at top. After all payroll schedules have been entered for the applicable Job Categories, the "Review complete for fiscal year 2025-2026" checkbox can be selected.

When a fiscal year ends, that year will be moved to **Payroll Schedule History.**

Current or sub	Add Payroll Schedule Current or subsequent fiscal year payroll schedules including payroll begin, end and pay dates.										
Review co	Review complete for fiscal year 2025-2026										
Actions	Fiscal Year 🗸	Payroll Frequency	First Pay Date	Job Categories	Employment Types						
	2025-2026	Semi-Monthly	07/30/2025	Teacher	Full Time, Part-Time Contractual						
	2024-2025	Semi-Monthly	07/25/2024	Teacher	All						
	2024-2025	Semi-Monthly	07/10/2024	Administrator	Full Time						
ာ Payro	Payroll Schedule History Prior fiscal year(s) payroll schedules.										
Actions	Fiscal Year 🗸	Payroll Frequency	First Pay Date	Job Categories	Employment Types						
	2023-2024	Semi-Monthly	07/10/2023	Administrator	Extra-Duty, Full Time						

PAYROLL SCHEDULE

When payroll schedules have been successfully added, the employer has three options in the Actions dropdown:

- View Enables view-only access. Employers can view Associated Reports linked to the payroll schedule once pay-period reports have been uploaded.
- Edit Allows changes to information in the active Payroll Schedule.
- **Delete** The Payroll Schedule cannot be deleted if there are any Associated Reports.

🖾 Pay	Payroll Schedule Current or subsequent fiscal year payroll schedules including payroll begin, end and pay dates.										
Review	Review complete for fiscal year 2025-2026										
Action	s Fiscal Yea	ar ~	Payroll Frequency	First Pay Date	Job Categories	Employment Types					
•	2025-202	6	Semi-Monthly	07/30/2025	Teacher	Full Time, Part-Time Contractual					
•	View	5	Semi-Monthly	07/25/2024	Teacher	All					
	Edit	5	Semi-Monthly	07/10/2024	Administrator	Full Time					
f 🔟	Delete	ule History Priorfisca	l vear(s) navroll schedules								

VIEW

In **View** mode, the Schedule Detail will display any **Associated Reports** that are in progress or have been posted to that detail row with the same **Begin Date**, **End Date**, and **Pay Date**.

Hovering over the Associated Reports will display the meaning of the information provided.

Report ID - Type of report(DB or DC) - Authorization Date of report - # of Members on Report ID with detail row dates

Schee	Schedule Detail Edit any row(s) if necessary. Identify Flex Plan pay dates. Add row(s) for Special Pay pay dates.										
#	Begin Date	End Date	Pay Date	DB Due Date	Flex Pay	Special Pay	Associated Reports	Memo			
1	07/01/2024	07/13/2024	07/25/2024	08/10/2024			035 - DB - 08/12/2024 - 97	Summer School, BTW View More			
2	07/14/2024	07/27/2024	08/09/2024	09/10/2024			(RPT ID - Type - Auth Date - # of Mbrs on Rpt)	Summer School, BTW View More			

VIEW

The **<u>Report ID</u>** link displayed can be used to go directly to the corresponding report.

Once a Pay Date has an Associated Report, the line nor the schedule can be deleted.

NOTE: Multiple Report IDs will be displayed if any report had a member that matches that detail row.

Scheo	Schedule Detail Edit any row(s) if necessary. Identify Flex Plan pay dates. Add row(s) for Special Pay pay dates.										
#	Begin Date	End Date	Pav Date	DB Due Date	Flex Pav	Special Pav	Associated Reports	Memo			
1	07/01/2024	07/13/2024	07/25/2024	08/10/2024		,	035 - DB - 08/12/2024 - 97	Summer School BTW View More			
2	07/14/2024	07/27/2024	08/09/2024	09/10/2024			928 - DB - 08/29/2024 - 87 452 - DB - 09/26/2024 - 1	Summer School, BTW View More			
			,,	/			004 - DC - 08/16/2024 - 4				
3	07/28/2024	08/10/2024	08/23/2024	09/10/2024			452 - DB - 08/29/2024 - 184 452 - DB - 09/26/2024 - 1 975 - DC - 08/26/2024 - 7	Summer School, BTW View More			

Contact Information

Employer Services

Employer Reporting (888) 678-3675 Option 1 <u>employers@trsil.org</u>

Accounting Department

Remittances or the Employer Bill (888) 678-3675 Option 2 <u>accounting@trsil.org</u>

TRS Supplemental Savings Plan (SSP)

(888) 678-3675 Option 3 <u>SSP@trsil.org</u>

