

ocps payroll calendar

ocps payroll calendar plays a critical role in ensuring timely and accurate payment for employees within the Orange County Public Schools system. This calendar outlines the specific pay periods, paycheck distribution dates, and deadlines for timesheet submissions, providing clarity and structure for both payroll administrators and staff. Understanding the OCPS payroll calendar is essential for budgeting, financial planning, and maintaining compliance with district policies. This article delves into the details of the OCPS payroll schedule, key dates to remember, and tips for navigating payroll processes effectively. Additionally, it covers how the payroll calendar supports different employee groups and the importance of adhering to submission deadlines. The comprehensive overview aims to assist employees and administrators in managing payroll activities smoothly throughout the year.

- Overview of the OCPS Payroll Calendar
- Important Payroll Dates and Deadlines
- Payroll Frequency and Pay Periods
- Employee Groups and Pay Schedules
- Submitting Timesheets and Payroll Documentation
- Accessing and Using Payroll Resources

Overview of the OCPS Payroll Calendar

The OCPS payroll calendar is a structured timetable that defines when employees receive their paychecks and when payroll-related actions must be completed. It is designed to align with the district's operational schedule and federal employment regulations, ensuring consistency and fairness in employee compensation. The calendar typically covers an entire fiscal year, detailing all pay periods, pay dates, and cutoff deadlines for payroll processing. This enables employees and payroll administrators to anticipate payment schedules and plan accordingly.

By following the OCPS payroll calendar, the district ensures that all payroll activities are coordinated efficiently, minimizing errors and delays. The calendar also accommodates variations in employment status, such as full-time, part-time, and substitute staff, providing a comprehensive framework that supports diverse payroll needs.

Important Payroll Dates and Deadlines

Key dates within the OCPS payroll calendar include the start and end of pay periods, timesheet submission deadlines, and official pay dates. These dates are critical for ensuring that employees are paid accurately and on time. Missing a deadline can result in delayed payments or administrative

complications, making it essential for all employees to be aware of and adhere to these timelines.

Pay Period Start and End Dates

Each pay period is clearly defined within the payroll calendar, usually spanning one or two weeks depending on the payroll frequency. These dates mark the timeframe during which employees' working hours are recorded and calculated for payroll purposes.

Timesheet Submission Deadlines

Employees and supervisors must submit and approve timesheets by specified cutoff dates to allow payroll staff adequate time to process payments. Late submissions can impact paycheck accuracy and timing, so adherence to these deadlines is crucial.

Paycheck Distribution Dates

The calendar specifies when payroll funds will be disbursed to employees, commonly through direct deposit or physical checks. These dates provide employees with a clear expectation for when funds will be available.

- Start and end of each pay period
- Timesheet submission and approval deadlines
- Scheduled paycheck distribution dates
- Holiday adjustments affecting payroll timelines
- Deadlines for payroll corrections or adjustments

Payroll Frequency and Pay Periods

The OCPS payroll calendar typically operates on a biweekly or semi-monthly basis, depending on the employee classification. This structure determines how often employees receive compensation and how pay periods are segmented throughout the year. Understanding the payroll frequency is essential for effective personal financial planning and for managing payroll administration tasks.

Biweekly Payroll

Biweekly payroll means employees are paid every two weeks, resulting in 26 pay periods per year. This schedule aligns with a consistent two-week work period and paycheck issuance, simplifying the tracking of hours and wages.

Semi-Monthly Payroll

Semi-monthly payroll divides the month into two pay periods, usually the 1st through the 15th and

the 16th through the end of the month, totaling 24 pay periods annually. This method is often used for salaried employees and aligns payment dates with the calendar month.

The payroll calendar specifies which employees fall under each payroll frequency and ensures the appropriate processing timelines are maintained for both.

Employee Groups and Pay Schedules

Different employee groups within OCPS may have distinct payroll schedules to accommodate their unique work arrangements and contract terms. Understanding these variations helps employees know when to expect payment and what payroll policies apply to them.

Full-Time Employees

Full-time staff typically follow a regular payroll schedule with consistent pay periods and distribution dates, benefiting from predictable payment cycles as outlined in the payroll calendar.

Part-Time and Substitute Employees

Part-time and substitute employees may have different payroll schedules or cutoff deadlines due to the variability in hours worked. The payroll calendar addresses these differences to ensure timely and accurate payment for all personnel.

Temporary and Contract Workers

Temporary and contract workers may be paid on alternate schedules or require additional documentation for payroll processing, which is also accounted for within the OCPS payroll calendar framework.

Submitting Timesheets and Payroll Documentation

Accurate and timely submission of timesheets and other payroll documentation is fundamental to the success of the OCPS payroll calendar system. Employees and supervisors must adhere to the deadlines and guidelines established to ensure proper payroll processing.

Timesheet Requirements

Timesheets must accurately reflect hours worked during the designated pay period and be approved by the appropriate supervisor. The payroll calendar specifies the final submission dates for these records.

Payroll Adjustments and Corrections

If errors or discrepancies are identified, employees should report them promptly so that corrections can be made before payroll processing deadlines. The calendar includes cutoff dates after which changes may not be reflected until the next pay period.

- Follow scheduled timesheet submission deadlines
- Ensure supervisor approval before cutoff dates
- Report payroll discrepancies immediately
- Provide necessary documentation for special payments
- Understand the impact of late submissions on paychecks

Accessing and Using Payroll Resources

OCPS provides various payroll resources to assist employees in understanding and utilizing the payroll calendar effectively. These resources include online portals, payroll support contacts, and detailed annual calendars distributed to all staff.

Online Payroll Portals

Employees can access their payroll information, timesheets, and pay stubs through secure online platforms, which reflect the schedules and deadlines outlined in the payroll calendar.

Payroll Support and Assistance

Dedicated payroll staff are available to answer questions, assist with issues, and provide guidance related to payroll schedules and procedures.

Annual Payroll Calendar Distribution

Each year, the OCPS payroll calendar is published and distributed to all employees, ensuring transparency and enabling everyone to plan around payroll dates effectively.

Frequently Asked Questions

What is the OCPS payroll calendar?

The OCPS payroll calendar is a schedule that outlines the pay periods and pay dates for Orange County Public Schools employees throughout the fiscal year.

Where can I find the OCPS payroll calendar?

The OCPS payroll calendar can be found on the official Orange County Public Schools website, typically under the Human Resources or Payroll section.

How often are OCPS employees paid according to the payroll calendar?

OCPS employees are generally paid on a bi-weekly or semi-monthly basis, as specified in the payroll calendar.

Does the OCPS payroll calendar include holidays and pay date adjustments?

Yes, the OCPS payroll calendar includes observed holidays and any adjustments to pay dates to ensure employees receive timely payments.

Can the OCPS payroll calendar change during the year?

While the OCPS payroll calendar is usually set before the fiscal year begins, occasional changes may occur due to unforeseen circumstances or administrative updates.

How does the OCPS payroll calendar affect direct deposit timing?

The payroll calendar determines the exact dates when funds are deposited into employee accounts, helping employees plan their finances accordingly.

Are substitute teachers included in the OCPS payroll calendar?

Yes, substitute teachers are typically included in the OCPS payroll calendar and receive payments according to designated pay periods.

Who should I contact if I have questions about the OCPS payroll calendar?

For questions about the OCPS payroll calendar, employees should contact the OCPS Payroll Department or Human Resources office for assistance.

Additional Resources

1. Mastering OCPS Payroll Calendar Management

This book provides a comprehensive guide to understanding and managing the OCPS payroll calendar. It covers the intricacies of payroll scheduling, important deadlines, and how to ensure timely payments. Readers will find practical tips for navigating payroll systems and avoiding common errors.

2. The OCPS Payroll Calendar Explained: A Practical Guide

Designed for HR professionals and payroll administrators, this guide breaks down the OCPS payroll calendar into easy-to-understand segments. It explains key dates, payroll cycles, and how to align

organizational processes with the calendar. The book also includes troubleshooting strategies and FAQs.

3. Efficient Payroll Planning with OCPS Calendar Tools

This book focuses on leveraging OCPS payroll calendar tools to optimize payroll operations. It teaches readers how to plan payroll activities, manage employee schedules, and handle adjustments. Case studies illustrate best practices in maintaining accuracy and compliance.

4. OCPS Payroll Calendar and Compliance Handbook

A must-have resource for payroll professionals, this handbook details the legal and procedural requirements tied to the OCPS payroll calendar. It highlights regulatory compliance, audit preparation, and record-keeping essentials. Additionally, it offers advice on handling payroll disputes and corrections.

5. Streamlining Payroll Processes Using the OCPS Calendar

This title explores methods to streamline payroll processes by effectively utilizing the OCPS payroll calendar. It emphasizes automation, integration with payroll software, and timely communication with staff. The book aims to reduce errors and improve payroll efficiency.

6. Understanding OCPS Payroll Cycles and Calendar Dynamics

This book demystifies the payroll cycles within OCPS and how they interact with the annual calendar. It explains pay periods, cutoff dates, and how holidays and weekends affect payroll timing. Readers will gain insights into managing payroll fluctuations and ensuring consistency.

7. OCPS Payroll Calendar for New Payroll Administrators

Targeted at newcomers to payroll administration, this introductory guide covers the basics of the OCPS payroll calendar. It walks readers through setting up payroll schedules, understanding pay dates, and coordinating with finance departments. The friendly tone makes complex concepts accessible.

8. Advanced Strategies for OCPS Payroll Calendar Optimization

This advanced book delves into strategic planning and optimization techniques for the OCPS payroll calendar. It includes data analysis, forecasting payroll needs, and aligning payroll with organizational goals. Payroll managers will find tools for continuous improvement and efficiency gains.

9. OCPS Payroll Calendar: Troubleshooting and Best Practices

Focused on resolving common payroll calendar issues, this book offers practical troubleshooting advice for OCPS payroll administrators. It covers missed deadlines, payroll adjustments, and communication breakdowns. The best practices section helps maintain smooth payroll operations throughout the year.

[Ocps Payroll Calendar](#)

Understanding the OCPS Payroll Calendar: A Comprehensive Guide for Employees and Administrators

This ebook provides a detailed exploration of the Orange County Public Schools (OCPS) payroll calendar, covering its significance for both employees and the district's financial administration, addressing key aspects like pay dates, scheduling, and implications for budgeting and financial planning. It also offers practical tips for navigating the system effectively.

Ebook Title: Mastering the OCPS Payroll Calendar: A Guide for Employees and Administrators

Ebook Outline:

Introduction: What is the OCPS Payroll Calendar and why is it important?

Chapter 1: Understanding the OCPS Payroll Schedule: Pay periods, pay dates, and the calendar's structure.

Chapter 2: Accessing and Utilizing the OCPS Payroll Calendar: Online portals, mobile apps, and internal communication channels.

Chapter 3: Key Dates and Deadlines: Understanding important dates like pay day, direct deposit deadlines, and tax withholding adjustments.

Chapter 4: Payroll Discrepancies and Troubleshooting: Addressing common issues, resolving payment errors, and contacting relevant support.

Chapter 5: The Impact of the Payroll Calendar on Budgeting and Financial Planning: How the calendar informs budget allocation and financial forecasting.

Chapter 6: Changes and Updates to the OCPS Payroll Calendar: Staying informed about modifications and ensuring accuracy.

Chapter 7: Practical Tips for Effective Payroll Management: Strategies for optimizing payroll processes for both employees and administrators.

Conclusion: Recap of key points and future considerations regarding the OCPS payroll calendar.

Detailed Chapter Breakdown:

Introduction: This introductory section will define the OCPS payroll calendar, explaining its vital role in the smooth functioning of the school district. It will highlight its significance for employees (receiving timely payments) and administrators (budgeting, financial planning, and resource allocation). We will emphasize the need for clear understanding to avoid potential financial issues.

Chapter 1: Understanding the OCPS Payroll Schedule: This chapter meticulously details the structure of the OCPS payroll schedule. It will clarify the number of pay periods per year, the typical pay dates, and any variations or exceptions that may occur throughout the year (e.g., holidays, school breaks). We will analyze the calendar's cyclical nature and explain how to predict future pay dates. Visual aids like a sample calendar will be included.

Chapter 2: Accessing and Utilizing the OCPS Payroll Calendar: This section provides a step-by-step guide on how employees and administrators can access and utilize the OCPS payroll calendar. It will describe different access methods - the official OCPS website, dedicated employee portals, mobile applications (if available), and any internal communication systems used to disseminate payroll

information. Screenshots and clear instructions will enhance usability.

Chapter 3: Key Dates and Deadlines: This crucial chapter outlines all significant dates associated with the payroll calendar. It will clearly define direct deposit deadlines, tax withholding adjustment deadlines, and other important dates related to payroll processing. The impact of missing deadlines will be explained, along with the procedures for making adjustments.

Chapter 4: Payroll Discrepancies and Troubleshooting: This chapter addresses common payroll issues. It will provide a structured approach to identifying and resolving discrepancies, including missing payments, incorrect amounts, or delays. Contact information for relevant support teams within OCPS will be provided, along with steps to document and escalate issues effectively.

Chapter 5: The Impact of the Payroll Calendar on Budgeting and Financial Planning: This chapter explores the crucial role the payroll calendar plays in the district's overall financial management. It will explain how the calendar informs budget allocation for salaries, benefits, and other payroll-related expenses. The importance of accurate payroll forecasting for long-term financial planning will be emphasized.

Chapter 6: Changes and Updates to the OCPS Payroll Calendar: This chapter addresses the dynamic nature of the payroll calendar. It emphasizes the importance of staying informed about any changes, updates, or revisions to the schedule. It will provide guidance on where to find official updates, ensuring that employees and administrators always have access to the most current and accurate information.

Chapter 7: Practical Tips for Effective Payroll Management: This chapter provides valuable, actionable advice for both employees and administrators. For employees, it offers tips on budgeting around pay dates, managing finances effectively, and understanding their pay stubs. For administrators, it will provide strategies for efficient payroll processing, minimizing errors, and streamlining communication.

Conclusion: This concluding section summarizes the key takeaways from the ebook, reinforcing the importance of understanding and effectively utilizing the OCPS payroll calendar. It will highlight the benefits of proactive management and suggest resources for further information.

Frequently Asked Questions (FAQs)

1. Where can I find the most up-to-date OCPS payroll calendar? The official OCPS website, employee portal, or internal communication channels are the most reliable sources.
2. What should I do if I notice a discrepancy in my paycheck? Report the issue immediately to the relevant OCPS payroll department using the contact information provided on your payslip or employee portal.
3. Are there penalties for missing direct deposit deadlines? Yes, typically missing deadlines may result in delays in receiving your payment.

4. How can I update my banking information for direct deposit? Instructions for updating banking details are usually found on the employee portal or through contacting the OCPS payroll department.
5. What if I am a new employee – how do I access the payroll calendar? New employees will typically receive information about the payroll calendar during their onboarding process.
6. How does the OCPS payroll calendar affect the school district's budget? The calendar is integral to budgeting for salary and benefit expenses.
7. What are the common reasons for payroll delays? Technical issues, incorrect information, and unforeseen circumstances can sometimes cause delays.
8. What resources are available for employees who need help understanding their pay stub? The OCPS payroll department offers support and resources to help employees understand their pay stubs.
9. Does OCPS offer any payroll-related training for its employees? Check with your HR department or supervisor to see if any payroll-related training is offered.

Related Articles:

1. OCPS Employee Handbook: A comprehensive guide to policies, procedures, and benefits for OCPS employees.
2. Understanding Your OCPS Payslip: A detailed explanation of all the information contained on your pay stub.
3. OCPS Benefits Information: A guide to the various benefits packages available to OCPS employees.
4. OCPS Tax Withholding Guide: Understanding tax deductions and how to adjust your withholding.
5. OCPS Time and Attendance System: How to clock in/out and manage your time sheets accurately.
6. OCPS HR Contact Information: A list of contact details for various HR departments within OCPS.
7. OCPS Budget Transparency: Information on the OCPS budget and financial reporting.
8. OCPS Employee Resources: Links to helpful resources for OCPS employees, including payroll and benefits.
9. Navigating the OCPS Employee Portal: A step-by-step guide to using the OCPS online employee portal.

ocps payroll calendar: *The Leader in Me* Stephen R. Covey, 2012-12-11 Children in today's world are inundated with information about who to be, what to do and how to live. But what if there was a way to teach children how to manage priorities, focus on goals and be a positive influence on the world around them? The Leader in Me is that programme. It's based on a hugely successful initiative carried out at the A.B. Combs Elementary School in North Carolina. To hear the parents of A. B Combs talk about the school is to be amazed. In 1999, the school debuted a programme that taught The 7 Habits of Highly Effective People to a pilot group of students. The parents reported an incredible change in their children, who blossomed under the programme. By the end of the following year the average end-of-grade scores had leapt from 84 to 94. This book will launch the

message onto a much larger platform. Stephen R. Covey takes the 7 Habits, that have already changed the lives of millions of people, and shows how children can use them as they develop. Those habits -- be proactive, begin with the end in mind, put first things first, think win-win, seek to understand and then to be understood, synergize, and sharpen the saw -- are critical skills to learn at a young age and bring incredible results, proving that it's never too early to teach someone how to live well.

ocps payroll calendar: The Journey of Oliver K. Woodman Darcy Pattison, 2009-05-01 Have you seen Oliver K. Woodman? You'd know if you had--he's made of wood. And he's on a spectacular cross-country journey. Folks of all sorts guide Oliver along the way and report back in letters and postcards to his friend Uncle Ray. After all, there's a lot of road--and adventure!--between South Carolina and California. Oliver's been spotted truckin' in Texas, riding in a Utah parade, and scaring off bears in the California redwoods. Where will he show up next? Read the letters. Follow the map. And buckle up for a road trip you'll never forget!

ocps payroll calendar: *Clinical Case Studies for the Family Nurse Practitioner* Leslie Neal-Boylan, 2011-11-28 Clinical Case Studies for the Family Nurse Practitioner is a key resource for advanced practice nurses and graduate students seeking to test their skills in assessing, diagnosing, and managing cases in family and primary care. Composed of more than 70 cases ranging from common to unique, the book compiles years of experience from experts in the field. It is organized chronologically, presenting cases from neonatal to geriatric care in a standard approach built on the SOAP format. This includes differential diagnosis and a series of critical thinking questions ideal for self-assessment or classroom use.

ocps payroll calendar: **A No-Account Creole** Kate Chopin, 2020-12-08 A No-Account Creole is a classic tale set in the 1890s, capturing the essence of historical narratives. Chopin's storytelling prowess shines through, offering readers a glimpse into a bygone era. A compelling read that showcases the beauty of classic literature and the intricacies of human nature.

ocps payroll calendar: **The Gorilla Hunters** Robert Michael Ballantyne, 1884

ocps payroll calendar: Moving Target William Golding, 2013-05-02 An important and illuminating collection of essays and lectures by the winner of the 1983 Nobel Prize for Literature. William Golding writes about places as diverse as Wiltshire, where he lived for over half a century, Dutch waterways, Delphi, Egypt ancient and modern, and planet Earth herself. Other essays discuss books and ideas, and provide a fascinating background to the appreciate Golding's own writing and imagination. Includes Golding's Nobel Speech. 'Golding come through this collection as reserved and wary, but delightful . . . His writing is a joy.' Sunday Times

ocps payroll calendar: **Lesson Plan and Record Book** Teacher Created Resources, 2002-02 Weekly lesson plan pages for six different subjects. Records for each of four 10-week quarters can be read on facing pages. Plus helpful tips for substitute teachers. 8-1/2 x 11. Spiral-bound.

ocps payroll calendar: **The Science of Reading** Margaret J. Snowling, Charles Hulme, 2008-04-15 The Science of Reading: A Handbook brings together state-of-the-art reviews of reading research from leading names in the field, to create a highly authoritative, multidisciplinary overview of contemporary knowledge about reading and related skills. Provides comprehensive coverage of the subject, including theoretical approaches, reading processes, stage models of reading, cross-linguistic studies of reading, reading difficulties, the biology of reading, and reading instruction Divided into seven sections: Word Recognition Processes in Reading; Learning to Read and Spell; Reading Comprehension; Reading in Different Languages; Disorders of Reading and Spelling; Biological Bases of Reading; Teaching Reading Edited by well-respected senior figures in the field

ocps payroll calendar: **Introduction to Gifted Education** Julia Link Roberts, Tracy Ford Inman, Jennifer H. Robins, 2022-06-30 Now in its Second Edition, Introduction to Gifted Education presents a well-researched yet accessible introduction to gifted education, focusing on equity and supporting diverse learners. Inclusive in nature, this essential text is filled with varied perspectives and approaches to the critical topics and issues affecting gifted education. Chapters cover topics

such as gifted education standards, social-emotional needs, cognitive development, diverse learners, identification, programming options, creativity, professional development, and curriculum. The book provides a comprehensive look at each topic, including an overview of big ideas, its history, and a thorough discussion to help those new to the field gain a better understanding of gifted students and strategies to address their needs. Filled with rich resources to engage readers in their own learning, *Introduction to Gifted Education, Second Edition* is the definitive textbook for courses introducing teachers to gifted education.

ocps payroll calendar: Ask a Manager Alison Green, 2018-05-01 From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience."—Library Journal (starred review) "I am a huge fan of Alison Green's Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor."—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* "Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way."—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

ocps payroll calendar: Advancing Reading Achievement David W. Collins, 2002

ocps payroll calendar: Counselor's Connection, 1999

ocps payroll calendar: Hormonal Contraception and Post-menopausal Hormonal Therapy IARC Working Group on the Evaluation of Carcinogenic Risks to Humans, 1999 Evaluates evidence for an increased risk of cancer in women using combined oral contraceptives, progestogen-only hormonal contraceptives, post-menopausal estrogen therapy, and post-menopausal estrogen-progestogen therapy. Although the carcinogenicity of these preparations has been extensively investigated, the book stresses the many complex methodological issues that must be considered when interpreting findings and weighing results. Evidence of an association between use of these preparations and positive effects on health, including a reduced risk of some cancers, is also critically assessed. The first and most extensive monograph evaluates evidence of an association between the use of combined oral contraceptives and cancer at nine sites. Concerning breast cancer, the evaluation concludes that, even if the association is causal, the excess risk for breast cancer associated with patterns of use that are typical today is very small. Studies of predominantly high-dose preparations found an increased risk of hepatocellular carcinoma in the absence of hepatitis viruses. Citing these findings, the evaluation concludes that there is sufficient evidence in humans for the carcinogenicity of combined oral contraceptives. The evaluation also found sufficient evidence for the carcinogenicity of some, but not all, combined preparations in animals. Combined oral contraceptives were classified as carcinogenic to humans. The evaluation also cites conclusive evidence that these agents have a protective effect against cancers of the ovary and endometrium. Progestogen-only contraceptives are evaluated in the second monograph, which considers the

association with cancer at six sites. The evaluation found no evidence of an increased risk for breast cancer. Although the evaluation found sufficient evidence in animals for the carcinogenicity of medroxyprogesterone acetate, evidence for the carcinogenicity of progestogen-only contraceptives in humans was judged inadequate. Progestogen-only contraceptives were classified as possibly carcinogenic to humans. The third monograph, on post-menopausal estrogen therapy, considers evidence of an association with cancer at eight sites. Findings from a large number of epidemiological studies indicate a small increase in the risk of breast cancer in women who have used these preparations for five years or more. Studies consistently show an association between use of post-menopausal estrogen therapy and an increased risk for endometrial cancer. Data on the association with other cancers were either inconclusive or suggested no effect on risk. The evaluation concludes that post-menopausal estrogen therapy is carcinogenic to humans. The final monograph evaluates the association between the use of post-menopausal estrogen-progestogen therapy and cancer at four sites. The evaluation of limited data on breast cancer found an increased relative risk observed with long-term use. Data were judged insufficient to assess the effects of past use and of different progestogen compounds, doses, and treatment schedules. For endometrial cancer, the evaluation found an increase in risk relative to non-users when the progestogen was added to the cycle for 10 days or fewer. Post-menopausal estrogen-progestogen therapy was classified as possibly carcinogenic to humans. Concerning post-menopausal therapy in general, the book notes that evidence of carcinogenic risks must be placed in perspective of potential benefits. The prevention of osteoporotic fractures is cited as the best-established benefit. Evidence also suggests that estrogen prevents heart disease and may prevent memory loss and dementia.

ocps payroll calendar: The Dixie Limited M. Thomas Inge, 2016-06-07 Flannery O'Connor once noted, "The presence alone of Faulkner in our midst makes a great difference in what the writer can and cannot permit himself to do. Nobody wants his mule and wagon stalled on the same track the Dixie Limited is roaring down." Her railroading metaphor wittily captures much of the respect and unease Faulkner's example brought the worldwide community of authors. Few other writers have exerted as profound an influence on literature as Faulkner. Prominent literary scholar M. Thomas Inge documents the scope of his influence in the twentieth century through the words of those writers themselves. This collection of essays offers a survey attempting to capture exactly what Faulkner meant to his literary peers and colleagues both in the United States and abroad. Inge has combed essays, articles, reviews, letters, and comments written by over forty novelists, poets, and playwrights about Faulkner's fiction and the power of his literary accomplishment. Many major American writers sound off here, as well as important figures from France, England, Japan, and South America. Some speak about his technical virtuosity and how this expertise has directly influenced them, and others express the difficulties of trying to escape his example. A few even criticize him for what they see as artistic failures. The variety of responses demonstrate, in any case, that Faulkner created an unavoidable power in his own time and remains a permanent force in literature.

ocps payroll calendar: *Family Planning* , 2007 United States Agency for International Development, Bureau for Global Health, Office of Population and Reproductive Health.

ocps payroll calendar: The Budget in Brief , 1964

ocps payroll calendar: President of Poplar Lane Margaret Mincks, 2019-02-12 The Poplar Kids are taking over their middle school in this uproariously funny sequel to Payback on Poplar Lane, which NYT bestselling author Chris Grabenstein called the funniest book I've read in years. Clover O'Reilly is super psyched to run for class president. As the second oldest of five sisters, she struggles to be heard in her ginormous family. But when you are president of the seventh grade, everyone has listen to you! Comedy magician Mike the Unusual feels confident onstage. Offstage, life can be tricky. It's okay that his classmates don't understand him, but it bugs him when his dad suggests he needs more friends. Is he willing to give up his passion to win friends . . . and votes? Clover and Mike compete to rule their school in this sequel to Payback on Poplar Lane that's filled with scheming advisers, political gaffes, missteps that lead to big laughs... and campaign sabotage!

ocps payroll calendar: *Claudette's Miraculous Motown Adventure* Claudette Robinson, A. K. Morris, 2019-09-02 As an original member of The Miracles, the first act to sign with Berry Gordy's Tamla/Motown Records, Claudette Robinson was also the iconic label's very first female artist. In 1960, The Miracles' Shop Around became Tamla/Motown's first million-seller, prompting Mr. Gordy to bestow a special official title on Claudette: The First Lady of Motown. Born Claudette Annette Rogers in New Orleans, Louisiana, she was bright and adventurous. At a very young age she embraced her grandmother's Christian values and service to her church when she sang in the choir. Claudette's family relocated to Detroit, Michigan where she excelled academically with honors and graduated from Commerce High School at the young age of 15. At age 16, she attended Wayne State University through her sophomore year of college, before joining the United States Marine Corps Reserves, where she was a member of the Rifle Team with accomplished sharpshooter status. Claudette always had a love for music, and in her free time, she sang with several female groups and performed in local talent shows in the Detroit area. While her brother Emerson Sonny Rogers was away serving in the Army, his Matadors groupmate was William Smokey Robinson. Claudette was a member of their sister group, the Matadorettes. As fate would have it, they met Motown founder Berry Gordy in 1957. A friendship and partnership was created that has thrived for more than 60 years. Claudette and her groupmates William Smokey Robinson, Warren Pete Moore, Ronald Ronnie White, and Robert Bobby Rogers became The Miracles. Their first Tamla single, Got A Job, was released on February 19, 1958. During The Miracles' six-decade career, the group has sold more than 60 million records to date. Four Miracles hits -- The Tracks of My Tears, Ooo Baby Baby, Shop Around, and You've Really Got a Hold on Me-- have been selected by the National Recording Preservation Board for the United States Library of Congress' National Recording Registry, which honors and preserves culturally, historically and aesthetically significant American recordings. These same four Miracles songs have also been inducted into the GRAMMY(R) Hall of Fame, honoring recordings of lasting qualitative or historical significance. In 2019, commemorating Motown's 60th Anniversary celebration, Claudette will debut her first children's book entitled: CLAUDETTE'S MIRACULOUS MOTOWN ADVENTURE. The story is a wonderful journey of her adventures as a little girl in the magical kingdom of Motown. Claudette's goal is to inspire and educate children of their music history of the past, so that it will be retained and passed on to future generations. Claudette has enjoyed the wonders of motherhood as a mother of two, (Berry and Tamla), and grandmother of three, (Lyric, Thomas, and Alexis).

ocps payroll calendar: *The Registered Nurse Population* , 1988

ocps payroll calendar: *The Case Against Standardized Testing* Alfie Kohn, 2000 Kohn's central message is that standardized tests are not a force of nature but a force of politics--and political decisions can be questioned, challenged, and ultimately reversed.

ocps payroll calendar: *Payback on Poplar Lane* Margaret Mincks, 2018 ABC's Shark Tank meets The Terrible Two in this new series when a pair of sixth-grade entrepreneurs compete to become the top mogul on their block.

ocps payroll calendar: *CLEP Official Study Guide 2021* College Board, 2020-08-04

ocps payroll calendar: *Black, Brown & Beautiful* Lauryn Jones, 2021-05-20 Black, Brown & Beautiful reminds girls and women of all ages that their body, hair, size, shape & melanin are fabulous! Powerful affirmations are sprinkled on each coloring page meant to reinforce positive self esteem. Come and color with me!

ocps payroll calendar: *Data Analysis for Continuous School Improvement* Victoria L. Bernhardt, 2017-09-19 Data Analysis for Continuous School Improvement provides a new definition of school improvement, away from a singular focus on compliance, toward a true commitment to excellence. This book is a call to action. It is about inspiring schools and school districts to commit to continuous school improvement by providing a framework that will result in improving teaching for every teacher and learning for every student through the comprehensive use of data. A culmination of over 30 years of doing the hard work in schools and districts both nationally and internationally, Data Analysis for Continuous School Improvement shares new, evidence-based learnings about how

to analyze, report, communicate, and use multiple measures of data. The updated edition provides a wealth of tools, protocols, timelines, examples, and strategies that will help schools and districts become genuine learning organizations.

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is vital for our Nation, how military spacepower is employed, who military space forces are, and what military space forces value. In short, this capstone document is the foundation of our professional body of knowledge as we forge an independent military Service committed to space operations. Like all doctrine, the SCP remains subject to the policies and strategies that govern its employment. Military spacepower has deterrent and coercive capacities - it provides independent options for National and Joint leadership but achieves its greatest potential when integrated with other forms of military power. As we grow spacepower theory and doctrine, we must do so in a way that fosters greater integration with the Air Force, Army, Navy, Marine Corps, and Coast Guard. It is only by achieving true integration and interdependence that we can hope to unlock spacepower's full potential.

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