
CASE STUDY

Time and Attendance Solution

Keller Independent School District
Keller, TX

Customer Profile: Keller Independent School District is a rapidly growing and innovative school district located north east of Fort Worth, Texas. It has an annual operating budget of \$202.6 Million dollars and more than 3,400 employees serving the children of Keller and portions of Colleyville, Fort Worth, Haltom City, Hurst, North Richland Hills, Southlake, Watauga and Westlake.

Key demographic information includes:

- Keller ISD has 39 schools, 26 of which are campuses built since 2000.
- About 33,000 students are enrolled for the 2012-2013 school year, which is expected to rise to 40,000 in the next 10 years.



“The solution has added security and flexibility to our time and attendance business processes by closely integrating with our HR/Payroll system and providing the tools to inspect transactions.”

Linda Bennett, FMR Director of Payroll / Keller



CHALLENGE: The challenge of rapid growth is difficult for any school district, but when coupled with the particularities of Stipends, Substitute Teachers, Supplemental Pay, along with the day to day challenges encountered when running and managing regular payroll, can make Time and Attendance a daunting process. Keller ISD was searching for a way to make their payroll processes more efficient and effective for both their payroll staff and employees.

VISION: Invest in a solution that would make payroll more accurate by using biometric authentication, ease access through the use of touch screen technology, interface directly into the District's Pentamation HR/Payroll system, make it expandable for growth beyond these initial goals with features such as employee self service, and to choose a company with a reputation for quality support and customer centric service.



SOLUTION: Keller ISD evaluated various technologies to improve the accuracy, efficiency, and accountability of Human Resource and Payroll information while attempting to minimize District costs. One of the options available to Keller ISD was to upgrade their aging Kronos 400 series time capture devices with newer Kronos Biometric devices and software; but after extensive deliberation the District decided to leap to a next generation BioScreen™ Self Service Time and Attendance solution integrated by iSphere's consultants.



This new solution combines the following technologies to process Time and Attendance information:

- Biometric fingerprint authentication
- Touch screen, and
- Computing technologies

These technologies were seamlessly integrated with Keller ISD's Pentamation and Payroll software. The BioScreen™ Self Service Terminal can also be expanded to provide optional Labor Management, Work Order Fulfillment, and HR Payroll functionality.

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“With iSphere consultants attentive customer service and robust, reliable system, Keller ISD can more easily and efficiently manage the complexities of pay situations and job codes that a growing district must maintain, while minimizing the staff dedicated to running the district. Additionally, the touch screen biometric terminal can become the launch platform for future employee self-service applications.”

Kent Morrison, FMR CFO, Keller ISD

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BUSINESS AND TECHNOLOGY ASSESSMENT: iSphere consultants completed a business and technology assessment that included a review of Keller ISD's business processes, procedures, applications, and infrastructure supporting the capture of existing Time and Attendance information. This review resulted in the identification of the necessary components for the setup of the new Time and Attendance system, focusing on regular hourly staff, as well as the District's substitute teaching staff.



DEPLOYMENT: In the fall of 2005, funding to implement the system district-wide was approved by the Keller ISD Board of Education. iSphere consultants embarked upon the task of deploying the BioScreen™ in all of the District's facilities. This process began with surveying all of the locations and determining the most appropriate and secure place to locate the BioScreen™. Each facility was to receive at least one BioScreen™ terminal. One terminal was placed in the main office area near the teacher work room, and in larger facilities additional units were placed in strategic areas of common use.



Once the site surveys were complete, electrical and network wiring crews were deployed to bring power and networking connections to the surveyed locations.

Following the rolling schedule, iSphere consultants went to each facility to install the BioScreen™ terminals. After installation, Keller ISD staff embarked on a centralized enrollment process to enroll and train the staff members on the Biometric system. Through the use of the Touch Screen Interface, users were easily enrolled in only a few minutes and they began using the system right away.

HUMAN RESOURCE AND PAYROLL SYSTEM INTEGRATION:



iSphere consultants then migrated Keller ISD Human Resource information into the TimeWare PrimeTime™ data repository providing Time and Attendance approval processing and enhanced administrative control over the legacy Kronos solution. Using PrimeTime's dynamic payroll system data-mapping utility, iSphere consultants completed the integration of the PrimeTime™ data repository with the existing Pentamation system in less than three months. The flow was completely automated, so all new hires and job changes could flow seamlessly from HR directly into the Time and Attendance system. "The solution has added security and flexibility to our time and attendance business process by closely integrating with our HR/Payroll system and providing the tools to inspect transactions. The graphical display of everything makes it easy for my staff to view the changes and make edits. iSphere consultants support of our deployment has been attentive and professional," said Linda Bennet, FMR Director of Payroll, Keller Independent School District.

**Write your injuries in dust, your
benefits in marble.**

Benjamin Franklin



Biometric Self Service Terminal Solution Benefits

The engagement provided Keller ISD the following benefits:

Payroll Expense Reduction – Enhanced control over time rounding has resulted in a significant per payroll expense reduction.

Maintenance Expense Reduction – The annual maintenance cost for the Keller ISD BioScreen™ terminals, BioScreen™ software, and the PrimeTime application will be half of the Kronos annual maintenance fees.

Administrative Control – Keller ISD Information Technology and Payroll staff gained additional administrative control, rounding, punch, security, and business rule automation features that did not exist in the Kronos system.

Touch Screen Display Interface – The BioScreen™ includes a simple to use touch screen interface that allows users to quickly and easily perform time and attendance even for complex multiple assignments.

Flexibility – The solution can be integrated with existing systems, as well as the ability to add payroll management and inquiry, work order fulfillment, labor management, portal and collaboration features.

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