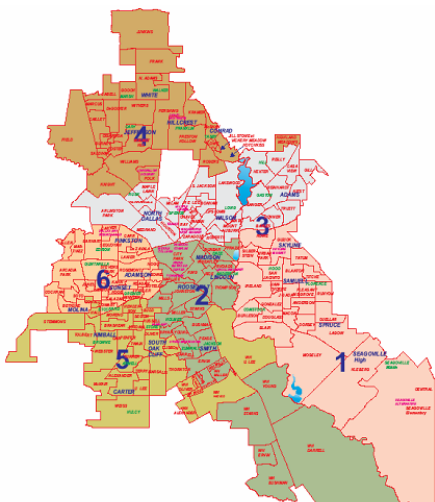


Dallas Independent School District



Customer Profile:

The Dallas Independent School District is a large urban District serving Kindergarten through 12th grade. DISD is the 12th largest school district in the nation. It has an annual operating budget of \$1.856 Billion dollars and 20,077 staff members serving the children of the greater Dallas area.

Key demographic information includes:

- The district serves a 351-square-mile area and 11 municipalities.
- There are 225 schools and dozens of other administrative facilities.
- About 161,000 students are enrolled for the 2006-2007 school year.

The business issues:

Like most school districts, payroll was always a challenge at DISD. The particularities of Stipends, Substitute Teachers, Supplemental Pay, along with the entire regular payroll is complicated. With 20,000 employees DISD was spending large amounts of time processing payroll. Having just gone through converting it's systems over to Oracle® and using Oracle Time and Labor DISD was looking for an easier way to make payroll more accurate and efficient on both the time keepers and time approvers in the district.

The vision:

Create a solution that would make payroll more accurate by using biometric authentication, make it easy for people to use with touch screen technology, make it interface directly into the new Oracle Time and Labor system, and make it expandable to grow beyond these initial goals.

The solution:

iSphere consultants created a unique solution that met all of the criteria of the vision. Using a small self-contained terminal called the BioScreen™ from Timeware Inc, we created a touch screen Time and Attendance interface that allowed employees to sign in and out for their daily attendance. This Time and Attendance module processes time and attendance and updates Payroll system information. Using a combination of Biometric fingerprint sensing technologies and existing Human Resources information, district employees can clock-in, clock-out, without administrative assistance. This time information is available in "real time" such that reports have been written that show who has clocked in and at what time and location anywhere in the District. The BioScreen™ device and Time and Attendance module securely integrates with human resource data, based on the following steps:

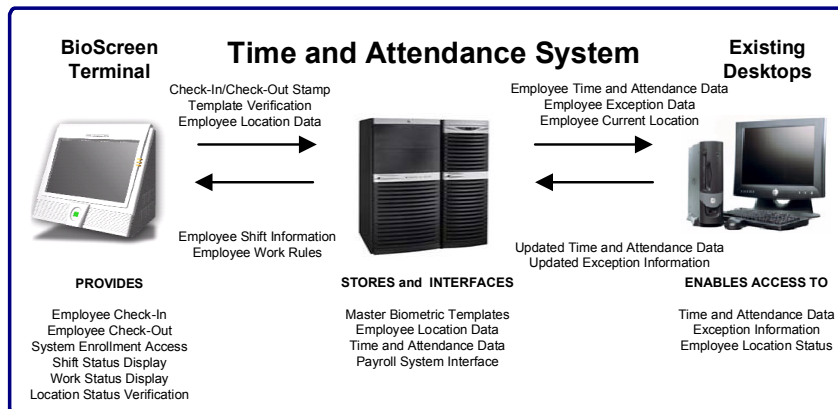
- The employee enters their employee ID into the Biometric Self Service Terminal.



Case Study



- The terminal then activates the Biometric reader which senses the fingerprint and it retrieves the biometric data.
- The Terminal then compares the sensed biometric data to the user's biometric profile stored locally. Mathematical algorithms are then used to extract data from the image by mapping the distinguishing characteristics of the fingerprint such as ridge ends, loops, splits, upper and lower cores, etc. If the user's biometric profile is not present locally, the software requests the information from the centralized system allowing employees to use the devices at any district location.
- The system then verifies the user's identity based on the comparison of the biometric data and validates that the user is an authorized employee as well as validating all pertinent information such as Exempt status, shifts and location information.



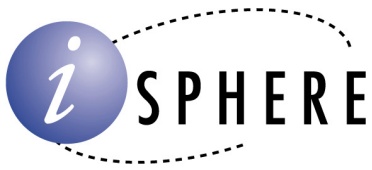
The Pilot period:

DISD's response to the proof of concept was outstanding. iSphere consultants were asked to Pilot the system in three of the schools and several administrative buildings including the main administration building. In spring of 2003 we began deploying the BioScreen™ at the facilities, enrolling the users, and soliciting feedback. The pilot went extremely well and there were numerous media spots about the system in both print and television.

The Deployment:

In the fall of 2004, funding to take the system district wide had been secured. iSphere consultants embarked upon the large task of deploying the BioScreen™ in all of the Districts facilities. This process began with surveying all of the locations and determining the most appropriate, and reasonable secure place to locate the BioScreen™.





**Dallas
Independent
School
District**



Each DISD facility was to receive at least two BioScreen™ terminals. One would be placed in the food service and custodial area, and another would be placed in the main office area. Once the site surveys were complete, electrical and network wiring crews were deployed to bring power and networking connections to the surveyed locations.

Following a rolling schedule, iSphere consultants went to each facility to install the BioScreen™ terminals. At installation, key people from each facility were identified who would enroll and train the staff members in 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.

Over the course of seven months, the system was installed in all of the DISD facilities. During this time, DISD setup a Biometric steering committee that met each week to review the status of the deployment and to plan for each group of employees that was coming up and live in production on the Biometric system. This committee was also instrumental in identifying new modules that should be enabled in the Biometric system.

Enhancements Since the initial deployment:

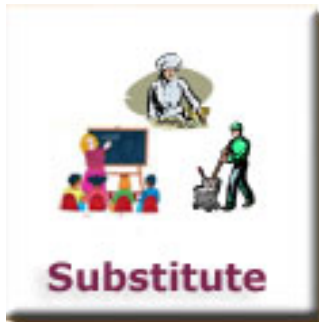
Supplemental Pay Module – One of the most time consuming things for a school district to do is to reconcile its Supplemental Pay. This Supplemental Pay can come in many ways such as a before or after school program, tutors, activity sponsors, and numerous others. Each of these activities must be tracked and the employees compensated for their time at a specific rate per hour worked. Often this supplemental pay comes out of different budget codes than the employees' regular pay thus requiring reconciliation between accounts. All of this time entry had been handled by the campus timekeepers using manual processes and written timesheets that were keyed into the system for the employee to get paid. iSphere consultants created a specific module to automate this entire process using the BioScreen™. Through the use of activity codes, campuses across the district could setup unique codes that contained all of the budget codes and time approval routing for each activity they needed. These activity codes could be given to an employee for their class of activity. A “Supplemental Pay” button was added to the BioScreen™ so that after an employee signed out of their regular time & attendance transaction, they could sign in through “Supplemental Pay” and enter their activity code. Upon sign out, that supplemental transaction would then be written to their time card with the charging instructions automatically



CASE STUDY



Human Resource and Payroll Inquiry – Some of the most common questions employees ask their supervisors and their administrative assistants are about their hours worked and vacation information. Additionally, many called are received by the payroll department for problems with employees pay checks. The BioScreen™ Self Service Terminal was just the right thing to help alleviate some of these issues. The HR Inquiry module puts all of that information directly at the employees’ fingertips. An employee presses the “HR Inquiry” button; the BioScreen™ will then ask them to enter their employee number and then biometrically authenticate them to the Terminal. It then runs a query on the Payroll system retrieving their information such as paid time off, and their timecards. Because of the Biometric technology, you are assured that is it only the employee accessing the information.

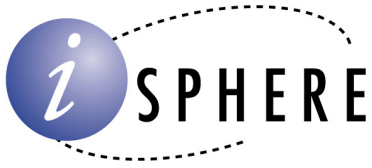


Substitutes – Substitutes present a unique challenge for the District. There are three distinct populations of substitutes within the district; Substitute Teachers, Substitute Food Service workers, and Substitute Custodians. Each population has different operating parameters and financial reconciliations associated with them.

Substitute Teachers – The complexity behind how substitute teachers are paid is generally underestimated. When a teacher is out and a substitute teacher fills in, a complex financial transaction begins. A myriad of items must be accounted for including; who is out, where do they work, when will they be out, how long will they be out, who is going to fill in, and what is the job number. These items are typically handled by a substitute call in system which DISD wrote to coincide with the BioScreen. A custom BioScreen module was then written to access all of this information on the call in system to validate that a substitute teacher is at the right place at the right time and it will automatically create the pay entry using the unique school cost center for them as well as the critical link of marking the teacher absent! This system is so unique and innovative that it won Oracle Corporations “*Innovator of the Year*” award in 2005!

Food Service Substitutes – This itinerant population is much less demanding in its requirements. Each of the 8 “Areas” (a group of about 30 schools) are serviced by a pool of people who substitute when a worker is out. They are called to work at a particular school on a daily basis. Their pay assignment is also created by the BioScreen and is attached to an “Area” cost center.

Substitute Custodians – This population is very straight forward in its processes. A Substitute Custodian is called to work at a particular school. The BioScreen creates their financial transaction according to the unique school cost center for them as well.



Password Resets – Being such a large organization, something as simple as resetting someone’s password can take up a large amount of resources. The DISD Technical Assistance Center took over 5,000 calls a year just to reset a person’s password. A custom module for the BioScreen was written that used the same biometric profile for a user to link to the Oracle system and trigger a password reset using information from an employee’s HR record. The module then follows up with an e-mail to the user reminding them of their new password and serves as a confirmation of the activity. The success of this module has resulted in the Technical Assistance center no longer accepting requests for password resets.

Return on Investment – in summer 2006, research was conducted by iSphere’s consultants and Dallas ISD staff in preparation for a speech at Oracle’s Openworld conference in San Francisco. The effort was to try to quantify the Return on Investment that the District receives for using the system. Using a combination of internally developed metrics and industry metrics the team determined that the District was saving \$4.8 million dollars, more than double the system cost including all of the enhancements.

Overall ROI

Adding it up...

General Time and Attendance ROI	\$ 3,361,707
Supplemental Pay ROI	\$ 493,383
Password Resets ROI	\$ 225,600
Substitute Integration ROI	\$ 155,354
HR information ROI	\$ 636,952
Total	\$ 4,872,996



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As Corporate and Government Solution strategists and architects, iSphere provides innovative products and professional services to help public and private sector clients achieve their goals and transform their technology driven business models.