

**KELLER**  
INDEPENDENT SCHOOL DISTRICT

**Customer Profile:**

Keller Independent School District, north east of Ft. Worth Texas, is a rapidly growing and inovative Texas school district. Keller ISD supports 4,000 full and part-time employees at 32 locations and serves over 25,000 students. Enrollment has doubled over the last 10 years with Keller ISD opening 12 new schools since 2000 with four more scheduled to open in fall of 2006. Enrollment is expected to double again in the next 10 years.

**The business issues:**

The challenge of rapid growth is difficult in many school districts, but when coupled with the particularities of Stipends, Substitute Teachers, Supplemental Pay, along with the entire regular payroll, just keeping up gets extremely complicated. Keller ISD was looking for a way to make the payroll processes more efficient and effective for both the payroll staff and the employees.

**The 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 Pentamation HR/Payroll system, make it expandable to grow beyond these initial goals with features such as employee self service, and choose a company with a reputation for quality support and customer service.

**The solution:**

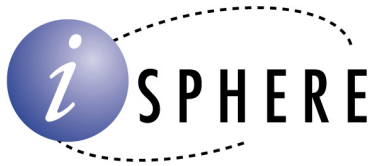
Keller ISD evaluated various technologies to improve the accuracy, efficiency, and accountability of Human Resource and Payroll information while attempting minimize District costs. One of Keller ISD’s available options was to upgrade their aging Kronos 400 series time capture devices with newer Kronos Biometric devices and software; but after extensive deliberation alternatively decided to leap to a next generation BioScreen™ Self Service Time and Attendance solution integrated by iSpheres consultants. This new solution combines biometric fingerprint authentication, touch screen, and computing technologies to process Time & Attendance information that is seamlessly integrated with Keller ISDs’ Pentamation HR and Payroll software. The BioScreen™ Self Service Terminal can also be expanded to provide optional Labor Management, Work Order Fulfillment, and HR Payroll functionality. “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.” Says Kent Morrison, Keller’s Chief Financial Officer. “Additionally, the touch screen biometric terminal can become the launch platform for future employee self-service applications.”

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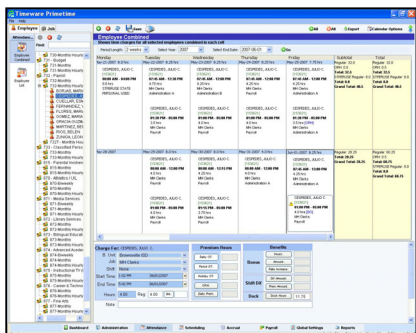
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### **Business and Technology Assessment**

iSphere consultants completed a business and technology assessment that included review of 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 with focus on the regular hourly staff as well as the substitute teaching staff in the district.

### **Human Resource and Payroll System Integration**

iSphere consultants then migrated the 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 is completely automated so all new hires and job changes flow seamlessly from HR directly into the Time and Attendance system. “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. The graphical display of everything makes it easy for my staff to view the charges and make edits. iSphere consultants support of our deployment has been attentive and professional” Says Linda Bennett, head of Keller ISD’s payroll department.

### **The Deployment:**

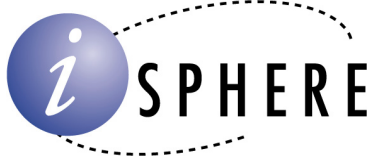
In the fall of 2005, funding to implement the system district wide had been approved by the Board of Education. iSphere Consultants embarked upon the task of deploying the BioScreen™ in all of the Districts facilities. This process began with surveying all of the locations and determining the most appropriate and secure place to locate the BioScreen. Each facility was to receive at least one BioScreen™ terminal. One was placed in the main office area near the teacher work rooms 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.

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### **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 has 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** – Keller ISD plans to provide HR payroll management and inquiry, work order fulfillment, labor management, portal and collaboration features.

### **iSphere: A Premier Provider of Technology Solutions**

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.

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