

Enterprise Resource Planning and Timekeeping (ERPT) Project



The Why: Project Drivers

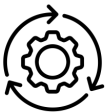


Munis and Kronos is used by the District to meet the Financial and HR needs. These systems have been in place for a combined 34 years (14 years for Munis and 20 years for Kronos). This landscape has presented the following opportunities:

- The need for an **integrated solution** that reduces manual interventions, custom programming, or one-off implementations;
- The need for **improved recruitment and employee onboarding functionality** to effectuate a fast, accurate and efficient hiring process.
- The need for '*speed to insight*' **via advanced ad hoc, user friendly, reporting capabilities** that are native to the solution.

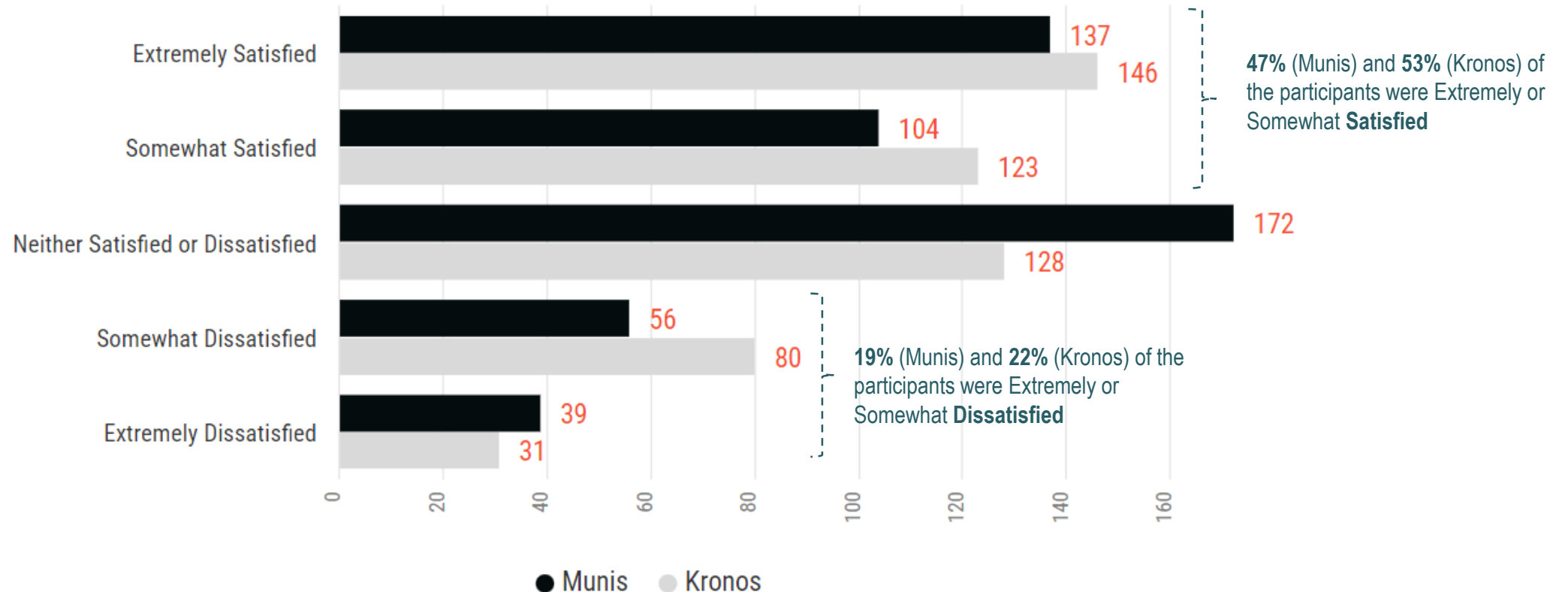


Munis has indicated that future versions of their software will require a transition from 'on-premise' to a 'hosted solution'. **The estimated cost is \$1,005,868 annually** (not including implementation).



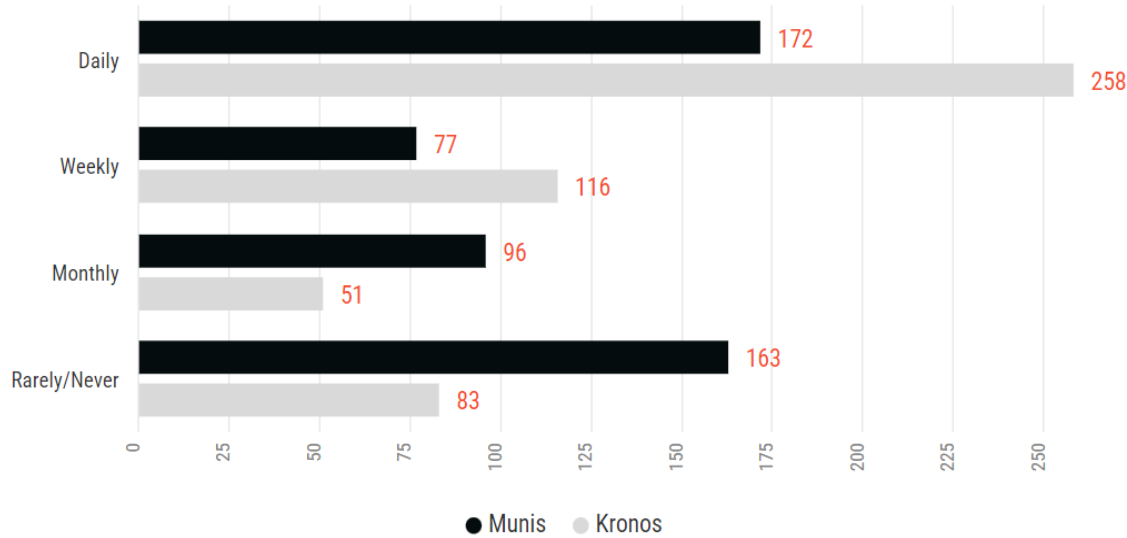
Kronos has issued an End of Life (EOL) notice for the version that the District utilizes. The **estimated cost to upgrade to UKG Ready Cloud is \$561,756 annually** (not including implementation).

The Why: Munis and Kronos End User Satisfaction*



*Based on 508 employees that completed the anonymous end user survey

Survey Participants Utilization:



Challenging System Navigation

Not User Friendly

Manual Processes

Not Integrated

Lack of Training and Support

Data Integrity Issues

Poor Reporting Capabilities

Technical Issues

Transforming insight into action



Business and Finance in collaboration with Talent Management, and Technology launched a project to identify a fully integrated cloud-based ERP and Timekeeping solution:

- Issued a Request for Information (RFI) to gather market details on the available solutions (***January 2023***)
- Issued a Request for Proposal (RFP) to seek the services of a skilled and experienced Project Management Consultant to oversee the evaluation, selection, procurement and implementation of an integrated ERP and Timekeeping solution. (***June 2023***)

Selected Project Management Consultant

The District retained **Plante Moran Management Consultants** to **oversee the evaluation, selection, procurement, and implementation** of an integrated ERP and Timekeeping solution.

Plante Moran has implemented K-12 ERP and Timekeeping projects across 83 districts serving 1,250,000 students.

DEPTH

 **3,500+**
staff

 **40 hours**
CPE per year

 **250+**
technology, data
analytics, risk, change
management, &
cybersecurity consultants

K-12 INDUSTRY EXPERTISE

 **60+**
years serving
K-12 clients

 Active K-12 software
**vendor liaison
program**

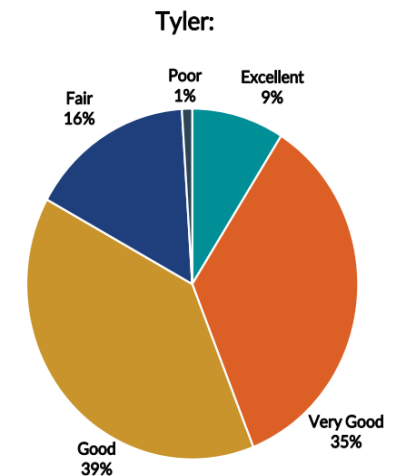
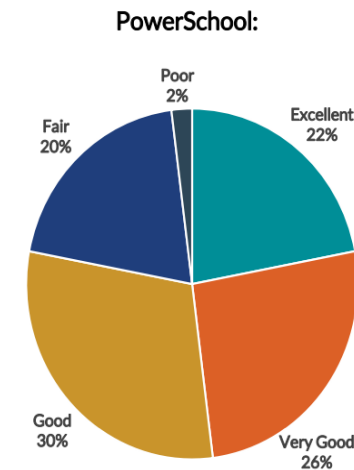
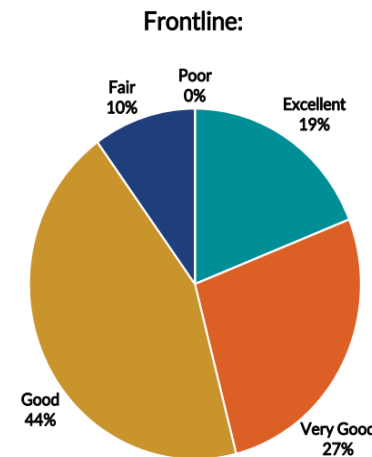
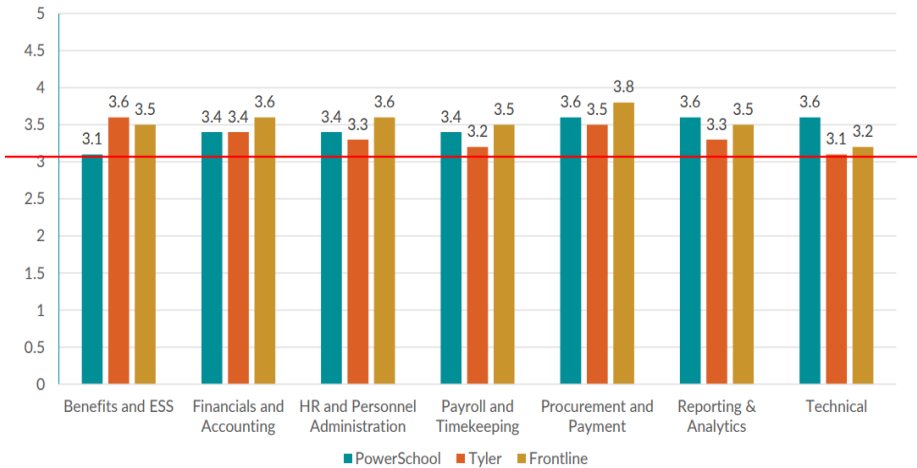
 **250+**
clients

 Numerous
K-12
associations

Solution Selection

- A RFP for an integrated ERP and Timekeeping system was published on 12/22/2023. The District received proposals from 7 Vendors.
- The District conducted 6 days of onsite demos for the short list vendors: Tyler Technologies, PowerSchool Group LLC and Frontline Technologies. Demo attendees rated these solutions as outlined below:

Average Ratings by Functional Area



Software Selection



The **ERPT selection committee** rated the Vendor solutions as outlined below (*out of 200 points*). The committee included individuals from the following departments: Business and Finance, Learning and Leading, Operations, Talent Management and Technology.

Vendor Name	Score	Rank
Frontline Technologies Group LLC	137.64	1
PowerSchool Group LLC	127.36	2
Tyler Tech FWISD	124.73	3

The District selected **Frontline Technologies'** proposal for a new ERP and Timekeeping solution based on this rating. This selection was approved by the Board of Trustees on May 28th.

ERPT Project Team

Executive Sponsors: *Remove project impediments and champion the work in three key areas: Vision, Communication and Coalition building*

Carmen Arrieta-Candelaria	Chief Financial Officer	Business and Finance
Woodrow Bailey	Chief Talent Officer	Talent Management
Ramesh Krishnamurthy	Chief Information Officer	Technology

Plante Moran

- Jersey Layman
- Melissa Miller, *Project Manager*
- Dan Queck
- Mike Riffel
- Marvin Sauer
- Adam Satterwhite

FWISD

- Leaders and SMEs from the following departments:
 - Benefits, Budget, Business Intelligence
 - Compensation, Financial Services, Learning and Leading
 - Operations, Payroll, Procurement Services
 - Talent Management, Technology
- Tandi Smith, *Project Manager*

Software Vendor: Frontline Technologies



**Frontline ERP is
scheduled to ‘Go
Live’ on
July 1, 2025**