

## CrossPointe human resources online

The CrossPointe Human Resources OnLine™ module provides the district with the ability to effectively manage its personnel needs, including payroll, positions, benefits, and tracking of career progression from applicant to retirement.

### position control

The scarcity of resources and educational demands of students are placing an increasing emphasis on the district's ability to establish and manage an effective staffing plan. Our Position Control system meets these needs by providing efficient facilities for the handling of internal staffing information.

### applicant tracking

Once the district's staffing plan is defined by the Position Control component, activity turns to recruitment and selection. The Applicant Tracking component of this module facilitates the process of gathering application data, evaluating application readiness, and making the applicant pool available to those with hiring responsibilities.

### benefits administration

Since an employee benefits program is usually complex and a large portion of the district budget is applied to benefits, it is imperative that management has the necessary information required to effectively control this program. The Benefits Administration component provides the tools for district management with respect to the employee benefits program.

### employee records

Employee records are critical to the district's operation. This component allows the district to manage employee information from the point of assignment of a hired applicant to maintaining personal information, job and salary history.

### payroll

Payroll administration is perhaps one of the most complex managerial activities performed by a school district. The key to the success of our Payroll component is comprehensive, flexible payroll processing. In addition to the traditional time-based compensation normally associated with payroll processing, our system is capable of handling items such as coaching supplements, extended school days, field trip payments, etc. which allows employees to have multiple jobs with different pay methods, work schedules, etc. The payroll system also has enhanced deduction-handling capabilities for processing legal garnishments, child support and tax levies. In addition to normal payday processing the Payroll component has complete facilities for handling all the district's on-demand processing needs (manual checks, voids, and miscellaneous adjustments).

### staff development

Continuing education is an integral part of an employee's growth. With instructional personnel, there may also be a requirement to maintain subject area endorsements or licenses. This component supports the tracking of all employees' activities both within and outside the district as they work to maintain and enhance their skills. Furthermore, it enables the district to monitor requirements and progress to ensure that its staff can continue to meet the needs of its students.

### budgeting

Projecting the cost of the district's staffing needs has become a necessity in today's budget conscious economy. The HR Budgeting system makes it possible to copy the current year's staff, salary, and position information into plan files so that the data may be analyzed and used as a basis for projection on the next year's budget. This process makes budget projection possible while the current year's data is still active.

