



Human Resources Management for ECNO School Districts

BENEFITS

FOCUSED ON THE NEEDS OF ONTARIO SCHOOL BOARDS

IPPS.net was developed by and for Ontario School Districts and is owned by ECNO.

IPPS.net is the most comprehensive HR-Payroll System available for Ontario School Districts today, designed to meet and exceed the unique and often complex requirements of K-12 organizations right out of the box.

IPPS.net is currently used to manage and pay over 85,000 Ontario School Board employees.

SEAMLESS INTEGRATION

Seamless integration between all IPPS.net modules means a single point of contact for all employee transactions and easy integration with Finance and Budgeting systems as well as with standard office and desktop applications.

SAVE YOUR BOARD MONEY

IPPS.net fees are tiered to the size of the Board. With a focus on Education-specific functionality, IPPS.net automates critical business processes to save time and money, allowing your staff to focus on employee service.

EMPOWER YOUR EMPLOYEES

Empower employees by delivering comprehensive HR services through the IPPS.net Self Service Portal.

IPPS.net is...

IPPS.net is an integrated Human Resources Management and Payroll System specifically designed to address the unique challenges faced by Ontario School Districts. IPPS.net makes it easy to deliver value added HR and Payroll services to even the most complex education workforces. IPPS.net is composed of three primary components,

1. **Human Resources Information Sub-System** The IPPS.net HRIS provides a comprehensive capability to manage all aspects of the employment life cycle, with features that support the most complex aspects of education workforces. IPPS.net Clients gain an unsurpassed ability to grow and manage their personnel services, all while ensuring compliance with governing collective agreements.
2. **Payroll Sub-System.** The IPPS.net Payroll provides Boards with the ability to deliver timely, rock solid payrolls every time. Payroll features include the ability to manage multiple collective agreements, unlimited pay calendars, salaried, hourly, and daily paid employees, auto retro pay, position-controlled pay and benefits administration, multiple jobs and locations per employee,
3. **Employee Self Service Portal.** A major strategic focus for IPPS.net is the implementation of an Employee Self Service model designed to provide employees with anywhere, anytime access to information and specific HR services directly via the World Wide WEB. These employee services include the ability to view and maintain specific employee data; on-line pay remittance stubs; on-line access to vacation and sick bank balances; remote entry of employee absences, vacations and time sheets; remote entry of Criminal Offence Declarations

Other components include the Contract Negotiation Module, Employee Appraisal Module and a number of internal and external data interfaces.

THE IPPS.net DIFFERENTIATOR

What makes the IPPS.net Solution Unique?

- Owned by ECNO and its member Boards.
- Designed, built and maintained exclusively for Ontario School Districts
- Full integration of all modules
- Maximum user data control
- Multi-level access security
- Audit Trail of Changes (all transactions are date, time-stamped)
- Date sensitive transactions allow for posting of past and future transactions
- Automatic retroactive pay calculation
- Multiple group, single payroll set up
- Flexibility for complex pay and deduction calculations
- Multiple pay frequencies, unlimited pay calendars
- Context sensitive help capability
- Full payroll history, any number of years
- Employee Self Service Web Access

TECHNOLOGY

IPPS.net is a contemporary software application, built exclusively on Microsoft technologies, and is fully compliant with Microsoft's architecture standards for distributed multi-tier and WEB software applications.

- Microsoft .NET (dot net) framework
- Microsoft Sharepoint Services
- Microsoft SQL-server RDBMS

Manage Employee Relationship Workflows "End to End"

From hire to retire, IPPS.net provides a proven capability to manage all aspects of an employee's tenure with the education organization.

Manage Complex Employment Scenarios

From the challenges of employees spanning multiple work groups or holding concurrent jobs, IPPS.net provides clients a single point of contact with their workforce and the ability to manage employee relationships successfully.

Harmonized Tax and Benefit Deductions

IPPS.net supports employees multiple job categories by offering harmonized tax and benefit deductions. Employees receive a single T4, thereby reducing confusion at tax time.

Auditable

All transactions are date and time stamped, all database changes are recorded. IPPS.net logs and tracks all interactions/transactions in real-time. This allows for complete audit capability as well as privacy compliance.

Support Negotiations for Collective Agreements

Leverage the capabilities of IPPS.net to support decision making during collective negotiations. IPPS.net is able to deliver on the fly 'what if' analysis to accurately determine the impact of contract offers and integrate these figures into broader budgeting efforts. Real-time, accurate projections based on 'live' data allows negotiators to be confident in their negotiation outcomes.

Robust Reporting Capabilities

Tight integration between HRIS functions and payroll means that IPPS.net provides its clients an improved ability for data driven decision making through its expansive list of standard reports and the ability to easily generate custom reports.

Back Office Process Management

Leverage IPPS.net functionality to track all aspects of employee development, including training courses, staff qualifications and performance appraisals. By tracking this information centrally, employers gain the ability to evaluate development over the long term.

System Interfaces

IPPS.net integrates with the Boards Financial System to authenticate GL accounts and to generate detailed and summary cost distribution to the GL. The System also provides a number of automated interfaces with specific external agencies including the Board's Financial Institution (direct deposit), HRDC, Canada Revenue, Bank of Canada, OMERS, Teachers Pension Plan, Ontario Ministry of Education (OnSIS), and the Ontario College of Teachers.

Proven Track Record in Education

A modern application, built on contemporary technology, that has inherited the functionality and stability of the IPPS Software that was used by Ontario School Boards for more than 15 years.

Configurable and Scalable

School District implementations ranging from 300 -10,000 employees