

Districts Automate Time and Attendance To Comply With Regulations

Recently, a group of Mississippi school district employees filed a lawsuit that requested the school pay unpaid overtime, plus damages, attorney's fees, and court costs. The workers cited the federally-mandated Fair Labor Standards Act (FLSA), which requires employers to keep accurate records of hours worked for nonexempt employees and pay them time and a half for hours worked beyond 40 hours in a workweek.

“Attendance Enterprise from InfoTronics provides school districts full compliance with the Fair Labor Standards Act.”

Learning a Lesson

The districts throughout the state learned first-hand that the FLSA is a complex law. For Grenada School District in northcentral Mississippi, proper compliance was achieved through Attendance Enterprise™ from InfoTronics Inc. www.infotronics.com.

InfoTronics Inc. develops cost-effective, easily deployed time and attendance systems. For over 25 years, 15,000 organizations have trusted InfoTronics to collect, calculate and analyze labor data for reduced labor cost and better decision making.

Attendance Enterprise from InfoTronics Inc.

Attendance Enterprise is an integrated time and attendance system that automates complex pay and benefit rules to ensure accuracy and regulatory compliance.

The system optimizes employee resources and reduces labor costs with features such as flexible pay rules, employee scheduling, labor budgeting, automated benefit accruals, attendance-based merit points, web access for employees and managers and extensive reporting.

The Road to FLSA Compliance

With Attendance Enterprise, the district easily tracks 800 exempt and non-exempt employees.

The system automatically determines types of pay are to be included in the regular rate. Regardless of pay frequency, Attendance Enterprise applies the FLSA correctly. Even with a semi-monthly or monthly pay frequency, the software will refer back to the last week of the prior period to determine whether FLSA overtime is due to an employee. Flexible user-defined formulas allow compliance with any regulations specific to Mississippi.

No More Buddy Punching

Employees start their shift by checking in at a hand reader. This biometric device from Recognition Systems Inc. eliminates “buddy punching. The system automatically polls 12 data collection devices throughout the day, with real-time data showing accumulated hours, overtime and regular rates, those employees performing multiple roles (bus driver and cafeteria duties, for example) that in the past were difficult to track manually.

At the end of each pay period, the employee hours are automatically downloaded into the district's payroll software.

The district office is confident that Attendance Enterprise provides full compliance with FLSA. They benefit from biometric data collection devices and automated processing of overtime, regular and multiple-role pay.

To Learn More

For a free white paper on FLSA and Education, call InfoTronics at 1-800-423-0418 or visit www.infotronics.com.



Employee Attendance Systems

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