
BOARD AGENDA ITEM

Information/Discussion _____

Future Action _____

Action x _____

Item: UKG Kronos Systems, Kronos Software

Submitted by: Dennis Baine

Date: August 6, 2026

Recommended by: Kevin Philipps

Board Meeting Date: August 17, 2026

RECOMMENDATION:

It is recommended that the Kent ISD Board approve the renewal purchase of the UKG Kronos Timekeeping Software for the period of July 1, 2026, through June 30, 2027, at a total cost not to exceed \$62,000.

BACKGROUND:

Kent ISD currently uses the UKG Kronos Timekeeping System as the organization-wide platform for recording employee time and attendance. The system is used across all departments and employee groups to support time entry, time-off requests, and approval workflows.

Kronos is integrated into established payroll and administrative processes, making continued access essential to the timely and accurate processing of employee payroll. Replacing the system would require a significant investment of staff time and resources for system selection, implementation, configuration, data conversion, testing, training, and change management. Transitioning to a different platform could also introduce operational and payroll risks during implementation.

Renewing the current software will provide continuity for employees, supervisors, payroll staff, and administrators while avoiding the disruption and additional costs associated with an immediate system replacement.

The monthly cost is based on \$2.95 per employee and \$0.60 per manager/timesheet approver. The renewal will cover the period of July 1, 2026, through June 30, 2027, at a total cost not to exceed \$62,000.