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April 15, 2009

To Whom It May Concern:

Temple Independent School District went live with School Recruiter in February 2009 and we have enjoyed the multiple benefits that it has afforded us as a District.

Previously we had an in-house designed applicant software that would crash daily during the summer and accepted paper applications that then had to be scanned in to the internal system. We recognized after reviewing our applicant process that we needed a tool that could better utilize our staff and streamline our application process. School Recruiter and two other online application products were presented to a panel.

During the decision making process Nick from Netchemia was in constant contact with the District and even came to demo the product to our administrators. School Recruiter was the clear choice of the panel in comparison to the other products. Netchemia has created a product that can be used by any person despite their computer knowledge and the overall pricing was far lower than the two other products.

Implementation of School Recruiter went smoothly and we actually were ready to go live a week before the date we set. Netchemia provided a plan to help the process go smoothly and tailored it to tasks that could be accomplished by the whole HR team. Any questions that we asked throughout the process were promptly answered.

This seamless process has allowed us to focus more on attracting quality candidates and contacting them immediately once they have applied on our system. The Job Fair tool has also allowed us to gain a competitive advantage over other districts attending these fairs and helps you remember a recruit by allowing you to rate the applicant and put notes in about them to jog your memory. Through this tool, recruits put their basic information into the system and we can then e-mail a recruit immediately to tell them of our interest in them and encourage them to apply with Temple ISD.

This Spring we are hosting a Job Fair for the first time in many years with the help of the Career Day tool found in School Recruiter. The Career Day tool has been instrumental in helping us put on this job fair by taking the burden off our staff in registering applicants as the system allows them to go on our School Recruiter website to register and set up interviews with our principals attending the fair.

School Recruiter has enabled our administrators to set up interviews faster and hire quality applicants before they are hired by surrounding districts. Our principals are extremely pleased with the capabilities School Recruiter has given them to find the perfect candidate.

Netchemia has also been very responsive to our comments and recommendations of what would help us to further improve our application and recruiting process. With Netchemia you feel that they are there to support you and enhance their product with real time application, you can tell that this product was specifically designed for school districts and their need to attract quality applicants.

Sincerely,

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