

Focusing on the Entire Employee Life Cycle

INDUSTRY INSIGHT

Personnel expenditures comprise upwards of 80-85 percent of a school district's annual budget, meaning every personnel decision is an important one. From recruiting and hiring the right teachers, to contract management and retirement, the world of employee management can be full of paperwork and complex reporting. However, savvy districts are cutting through the clutter by implementing software solutions designed to help them manage employee life cycles from a centralized database.

By focusing on the entire employee life cycle and integrating departments, districts can more easily handle the tasks associated with hiring and personnel decisions while also accessing more accurate data for better budgeting and reporting.

Hiring and Personnel Decisions

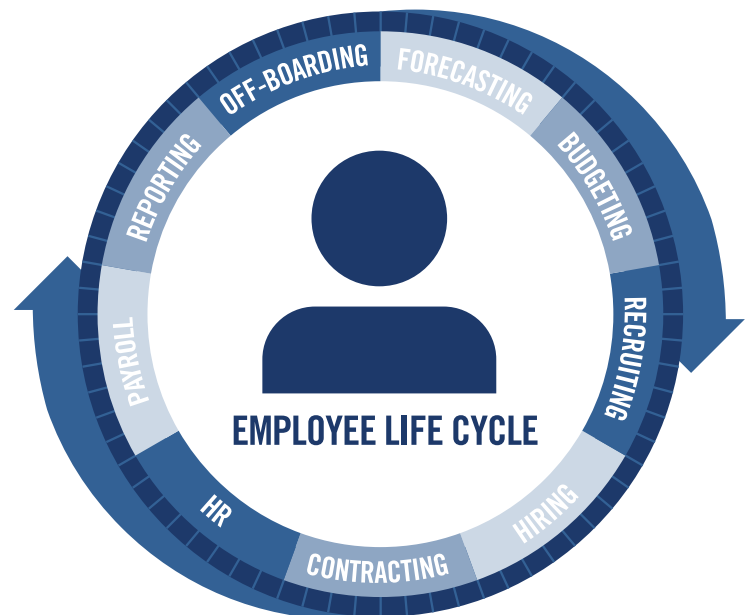
Renewing contracts and filling open positions can be complex procedures, especially when paper is the relied-upon method of information sharing. Districts have to rely heavily on people and paper-based systems for approvals and handoffs of information between HR, site-based administrators and payroll staff, while the volume of personnel changes makes it almost impossible to manually communicate all updates across departments.

Districts are overcoming these challenges by implementing software solutions designed specifically with position control in mind for the entire employee life cycle. These solutions empower districts by accomplishing a variety of tasks. In addition to eliminating paper and streamlining communications, these solutions link key pieces of information together from HR, payroll and chart of accounts to forge a path for accurate reporting of vacancies and position budget information, so departments can focus on their respective duties.

Tasks like hiring the right employees and renewing contracts to keep your current ones happy are easier when you can look at a complete snapshot of real-time information instead of having to piece together information from different departments.

Budgeting and Reporting

Compiling accurate budgets and reports can be a challenge when school districts are handcuffed by isolated databases of important information. When each department maintains its own silo of data, employees can't access real-time information to form a current or historical picture of a district's positions and staff.



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Budgeting and Reporting - Continued

By implementing software that focuses on the entire employee life cycle, districts can link departments together within a centralized database to make these tasks much easier. Take payroll and human resources, for instance. By integrating these departments' databases, school business personnel are able to identify the number of positions allocated to each cost center for planning, budget preparation and expenditure control. Integrated departments allow districts to take a step back and get a "big picture" view of their finances, while providing access to real-time information and the ability to drill down to as much detail as they need.

The bottom line: school districts that leverage their software for personnel management are more accountable to their taxpayers and exert a greater control over personnel expenditures. Accurate reporting keeps all departments in the loop when decisions for adding or reducing staff are made.

Holistic View

When districts focus on the entire employee life cycle, the end result is a more integrated, holistic view of the entire personnel management process. Districts are able to identify the number of positions allocated to each cost center for planning, budget preparation and expenditure control, while built-in workflow tools manage critical approvals and communication for position changes across departments.

Most importantly, school districts' efforts to manage employee life cycles more accurately and efficiently allow them to properly meet staffing needs. They give their teachers the tools they need to succeed while allowing them to focus on what's most important: making a difference in the lives of their students.

These are just a few examples of recent industry trends that are affecting districts, but there are countless more! If you'd like more information on how to help your district operate more efficiently, feel free to contact us at info@tylertech.com or visit us at www.tylertech.com/schools.