



Managing HR at Charter Schools During these Challenging Times

THURSDAY, FEBRUARY 4TH, 2021

Presenters & Panelists

April Marsland
Senior Nonprofit Consultant, TriNet

James Stovall
Co-Founder & CEO, Little Bird HR

Steven Khuong
CEO, Curacubby



David Noah
Founding Principal,
Urban Assembly Charter
School for Computer
Science

Dr. Stanton Brown
Executive Director,
Northside Charter School

HR Pillars

PAYROLL SERVICES



- ✓ Payroll processing and management
- ✓ Online paystubs
- ✓ Federal, state, and local employment tax filing and remittance
- ✓ W-2 administration
- ✓ Wage garnishment
- ✓ Payroll reporting
- ✓ Direct deposit

BENEFIT OPTIONS



- ✓ Medical (PPO, HMO, HDHP)
- ✓ Dental
- ✓ Vision
- ✓ Flexible Spending Account (FSA) and Health Savings Account (HAS) administration
- ✓ Life/AD&D
- ✓ Short-term and long-term disability
- ✓ COBRA administration
- ✓ 401(k) setup and administration
- ✓ Payroll contributions
- ✓ Benefits enrollment and administrative access
- ✓ Employee Assistance Program (EAP)
- ✓ Employee discounts and perks
- ✓ Commuter benefits
- ✓ Pet insurance

RISK MITIGATION



- ✓ Workers' compensation
- ✓ Employment Practices Liability Insurance (EPLI)
- ✓ Compliance expertise for applicable federal/state employment laws
- ✓ Sexual harassment awareness training
- ✓ Unemployment insurance claim administration
- ✓ Workplace safety best practices
- ✓ Claims management
- ✓ Affordable Care Act compliance
- ✓ Employee handbook
- ✓ EEO-1 reporting
- ✓ Termination guidance
- ✓ Workplace employment posters
- ✓ Wage and hour guidance

TECHNOLOGY PLATFORM



- ✓ Employee and manager self-service platform
- ✓ Online on-boarding and benefits enrollment
- ✓ PTO tracking
- ✓ Database management and custom reporting
- ✓ Online training
- ✓ Performance management
- ✓ Expense management
- ✓ Applicant tracking
- ✓ Background screening
- ✓ Compensation benchmarks
- ✓ Total compensation statements
- ✓ HR reports (census, payroll, deductions, benefits, etc.)
- ✓ Visa tracking

HR EXPERTISE



- ✓ ACA compliance guidance
- ✓ Employee onboarding and orientation
- ✓ Benefits funding guidance and strategy
- ✓ Employee resource center
- ✓ HR compliance best practices review
- ✓ Human Capital Assessment
- ✓ Retention tracking
- ✓ Support hiring / terminating
- ✓ Assists with reporting and analytics
- ✓ Immigration services
- ✓ PTO policies and guidance
- ✓ Recruitment and interview training



► Four Options for Handling HR

Option for Handling HR - #1

You can do it yourself or delegate the job to current internal staff.

Advantages:

- ▶ The perception you have greater control
- ▶ The perception that this is the most inexpensive alternative

Disadvantages:

- ▶ Limited expertise
- ▶ Takes focus away from core responsibilities
- ▶ Difficult to scale
- ▶ Compliance risk



Option for Handling HR - #2

You can hire additional staff to run HR.

Advantages:

- ▶ Satisfies any desire for control
- ▶ May work well for a larger company

Disadvantages:

- ▶ Can be pricey
- ▶ Still takes attention away from the business leader's core responsibilities



Option for Handling HR - #3

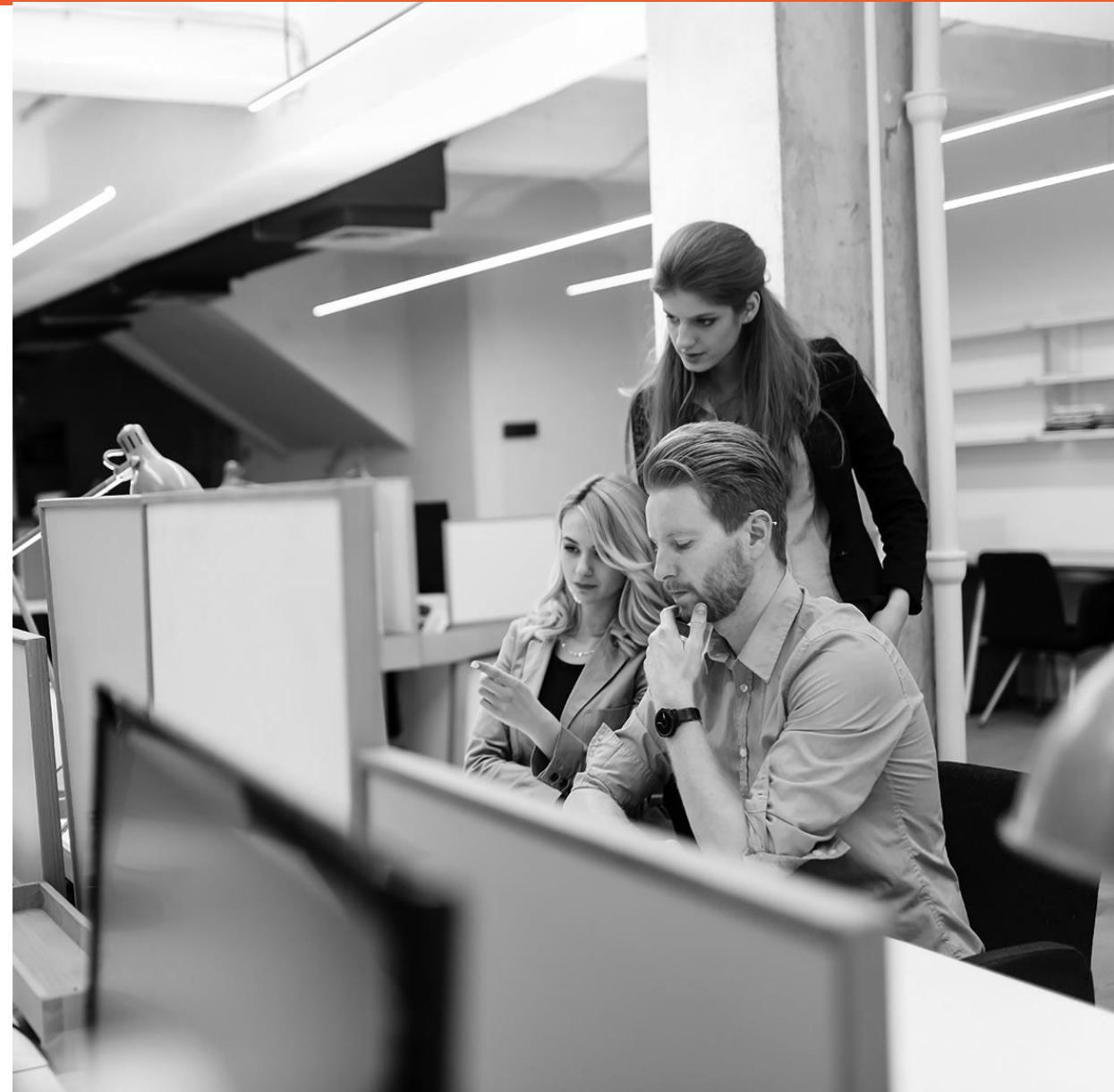
You can outsource to multiple vendors: one vendor for payroll, another for benefits and so on.

Advantages:

- ▶ Addresses some growth needs
- ▶ Helps in managing risk
- ▶ Allows to choose features based on need

Disadvantages:

- ▶ Still creates additional work
- ▶ Can be pricey
- ▶ May not be the best option for a small business



Option for Handling HR - #4

You can use a PEO as a single vendor solution under a co-employer relationship.

Advantages:

- ▶ Flexible, scalable
- ▶ Access to “big-company” infrastructure, benefits and experience
- ▶ Access to HR expertise
- ▶ Sharing of liability

Disadvantages:

- ▶ School Leaders fear loss of control
- ▶ Confusion as to how it works



Technology Platform: Simple Access to HR Data



Benefits Enrollment



New Hire Onboarding



Expense Management



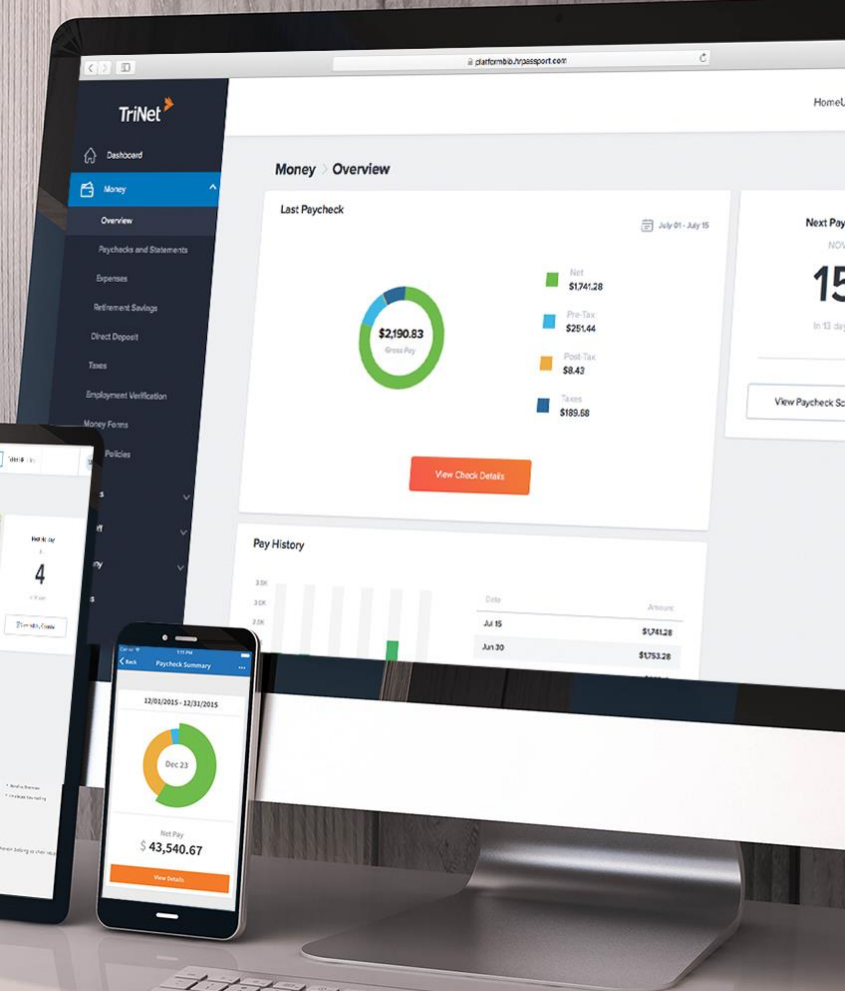
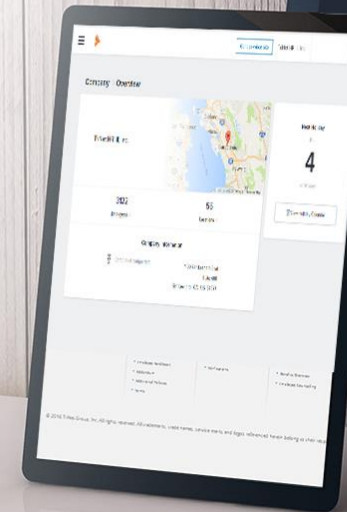
Applicant Tracking



Analytics & Reporting



Performance Management

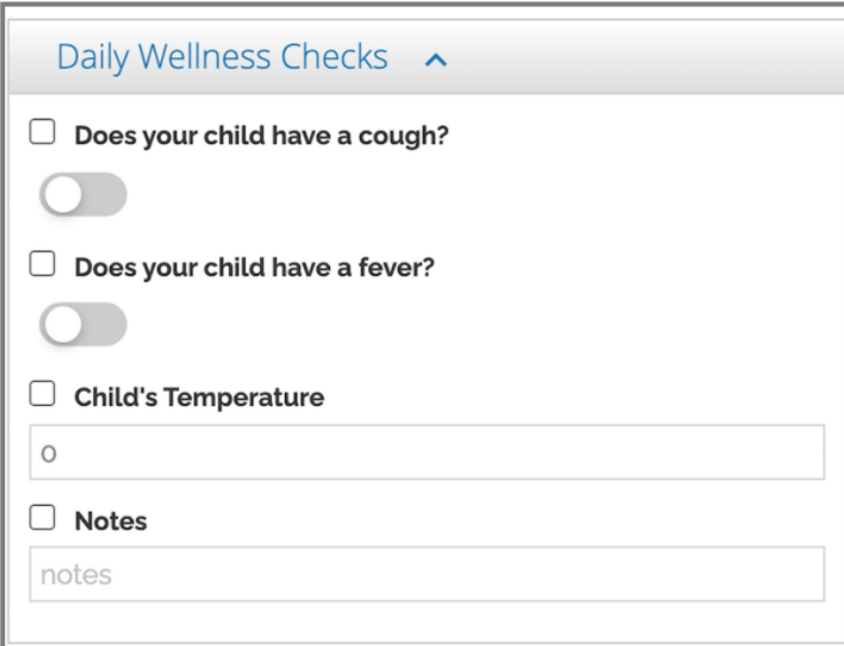


Curacubby Compliance Technology

Track Student & Staff

- Symptoms
- Attestation

- ↓ Mandates
 - ↪ Federal, State, County, Local Government
- ↓ Reporting
 - ↪ Manual vs. automated
- ↓ Time
 - ↪ Cost of human labor
 - ↪ Cost of errors

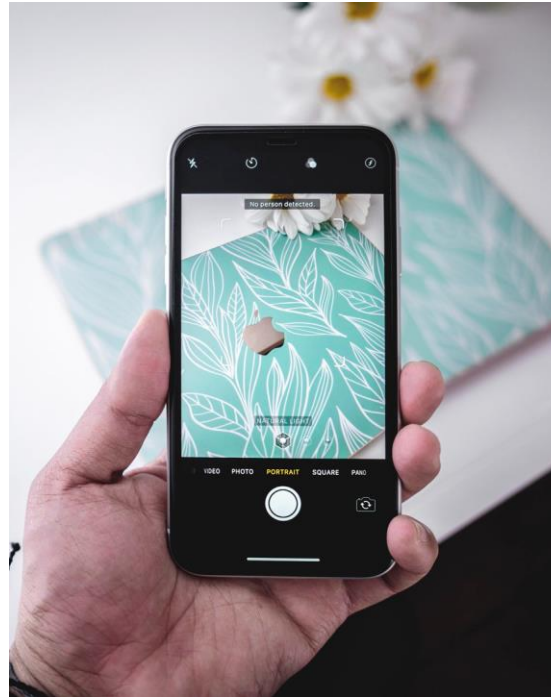


The screenshot displays a digital form titled "Daily Wellness Checks" with a dropdown arrow. It contains four sections, each with a checkbox and a corresponding input field:

- ☐ Does your child have a cough? (Followed by a toggle switch)
- ☐ Does your child have a fever? (Followed by a toggle switch)
- ☐ Child's Temperature (Followed by a text input field containing the number "0")
- ☐ Notes (Followed by a text input field containing the word "notes")

Curacubby Communications Technology

- ↓ Incident Reporting
 - ↩ Real-time Evidence
- ↓ Rich content
 - ↩ More details
- ↓ Fast Delivery
 - ↩ Between school & families



Stream Media

- Videos
- Photos
- Text
SMS

Contact Us

April Marsland

Nonprofit Consultant - TriNet

April.Marsland@trinet.com

Ardelle Stoute

Nonprofit Consultant - TriNet

Ardelle.Stoute@trinet.com

Peter Zinn

Director - TriNet

Peter.Zinn@trinet.com

