# ELIMINATE YOUR TOUGHEST HR CHALLENGES

In the education sector, you face a unique set of challenges. Human resources shouldn't be one of them. Paycom's cloud-based, customizable HR and payroll technology can help you streamline operations, meet accreditation requirements, store and easily retrieve documents for audits and devote more resources toward achieving positive educational and organizational outcomes.

## CHALLENGE 1:  High Turnover

High teacher turnover negatively affects students' success in several ways. Finding a system that can help you minimize attrition is crucial to creating a culture focused on learning and building a team who can help students realize their full academic potential.

*With Paycom's all-in-one payroll and HR solution, you can find, hire and keep good teachers and foster an environment conducive to students' and teachers' success. Paycom's tools can help you:*

- create a database of résumés, searchable by degree, certification and license
- perform thorough background checks and E-Verify® with the click of a button
- provide employees with convenient, 24/7 access to their information
- provide growth and professional development opportunities with Paycom Learning

## CHALLENGE 2:  Complex Payroll

Contract employees, clergy, substitutes, unionized teachers, adjunct professors, student workers: Payroll in education can be complicated and time-consuming. But Paycom's customizable, comprehensive payroll and HR management solution can help you automate the payroll process, eliminate errors, avoid exposure to payroll tax liabilities and even keep track of teacher certifications, medical information and more.

*With Paycom, you can:*

- customize the system to automatically deduct 403(b) contributions, union dues and more
- ensure teachers' bonuses and stipends are calculated correctly
- track expenses and update payroll automatically with reimbursement information
- comply with payroll recordkeeping requirements

**1** OUT OF EVERY **10** **TEACHERS** WILL LEAVE THE **CLASSROOM** BY THE END OF THEIR **1ST** **YEAR**

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## CHALLENGE 3:  Rising Costs of Benefits

With nearly 22 percent of schools' overall budgets going toward employee benefits, streamlining your administration process is crucial to keeping costs down and meeting budget requirements.

*Paycom has the tools to help you:*

- get the best rates on benefits with our Census Report for brokers
- increase efficiency by automating the open enrollment process
- reduce errors that can lead to COBRA or HIPAA noncompliance
- securely store employees' benefits information

## INTUITIVE TECHNOLOGY BACKED BY DEDICATED CUSTOMER SERVICE

Paycom is all about solving your payroll and HR challenges. That's why you also get a dedicated specialist who knows your business and will be there to answer your questions every step of the way.

**EMPLOYEE BENEFIT SPENDING IN SCHOOLS HAS INCREASED BY MORE THAN 99%**

SINCE THE EARLY 2000s



- Talent Acquisition
- Time and Labor Management
- HR Management
- Talent Management
- Payroll

**Knock Out *All* of Your Toughest HR Challenges with One Easy-to-Use, Cloud-Based Solution**

To see what Paycom's human capital technology can do for your company, schedule a demo at **Paycom.com/Education**

*Sources:*
1. *National Center for Education Statistics: Public School Teacher Attrition and Mobility in the First Five Years*
2. *American Educational Research Journal: How Teacher Turnover Harms Student Achievement*
3. *Teacherpensions.org: Teacher Benefits Continue to Drain District Budgets*

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