

Making Payroll and HR Easier — for Educational Institutions



APS believes that educational institutions should have powerful, user-friendly payroll and HR technology designed to meet their unique needs. We understand the importance of managing payroll and HR for a diverse workforce in a centralized database. It's easier for educational institutions to automate their workflows with software that allows them to manage full-time, part-time, and stipend pay for faculty, staff, admin, and student workers.

These institutions must also track and allocate wages to funds for grant reporting purposes. On top of that is the need to manage complex PTO plans, stipends, and adjunct pay situations to ensure accurate paychecks.

Because educational institutions are pillars of learning, they must proactively address risks to maintain credibility. Therefore, many academic institutions recognize they can save time and minimize risk exposure by streamlining their payroll and HR processes. APS provides this capability with technology built in-house and our unique support structure.



Customer service is outstanding. Any questions, whether through email or telephone, are answered immediately and the representatives are always professional and ready to assist.

Cheri B.
Montessori Academy of Spartanburg



Common Challenges in the Education Institution Industry

Education institutions face increasing pressure to produce future talent and remain relevant to the industries they serve, so it can be challenging to streamline payroll and HR processes. Furthermore, the education industry recognizes that pioneering knowledge means providing top-quality learning from the best in academia.

However, this goal is achievable when educational institutions manage their payroll and HR processes in an efficient, unified solution. The APS platform offers a centralized workforce management tool to help education institutions with many common challenges:

- ▶ Issues around managing student workers who are paid by grant or work-study program
- ▶ Complex scheduling and PTO plans
- ▶ Difficulty integrating with accounting packages and time tracking systems
- ▶ Challenges in tracking and allocating wages for grant reporting
- ▶ Inability to manage multiple rates of pay for a wide range of positions
- ▶ Using multiple systems to manage salaries and benefits packages for tenured employees

APS has a track record of helping daycares, schools, colleges, and universities automate their payroll and HR practices with configurable, easy-to-use technology. We understand that educational institutions typically have an HR department of one to three people. APS leverages our partnerships with schools to identify ways our technology can solve these common challenges, so they can better manage campuses and make the most of their resources.



I love the customer service and how soon I get replies to any issues. If you are looking for an amazing payroll company, go with APS.

Melissa W.
Oakmont
Education, LLC



Why Educational Institutions Partner with APS

Our platform is built to make payroll and HR tasks more manageable for the education industry. Our goal is to provide efficient, usable, and adoptable technology and a unique client experience to ensure long-term satisfaction.

Educational institutions partner with APS because we offer solutions to meet their challenges:

- ✓ Management of employees paid by grants or work study programs
- ✓ The ability to track and allocate labor to grants and projects for accurate reporting
- ✓ The tracking and management of complex PTO plans and day-to-day schedules for various employees
- ✓ The flexibility to manage multiple pay rates and pay various types of workers accurately
- ✓ Imports, exports, and integrations with accounting and time tracking systems to streamline processes
- ✓ The ability to show staff their total aggregate compensation in one system, including pensions for tenured employees



APS technology is well suited to the changing needs of educational institutions based on feedback from our clients. As a result, **77%** of APS education clients utilize our full system.

Additional Services for Educational Institutions

Grow your institution with us. Partnering with a vendor that offers additional services that integrate seamlessly with payroll and HR software gives educational institutions a competitive advantage. Manage all your data in one ecosystem to focus more on meeting the needs of students, teaching staff, and administrators.

Many of our educational institutions leverage APS as part of their HR stack to ensure they use the right mix of applications for their organizations. This approach allows them to expand as they grow and utilize our additional services, like background screening and tax credit management.

- + **Verified First:** Hire the best faculty for your academic institution with background screenings, Form I-9, and E-Verify tools that integrate with APS Hire for a streamlined process.
- + **Immediate:** Provide an earned wage access option for earned but not yet paid wages, which is a competitive edge when recruiting applicants.
- + **Sage Intacct:** Our native integration with Sage Intacct's accounting software aligns your payroll and finance data.

- + **Fintwist:** Offer a paycard option for employees who do not have traditional bank accounts to get paid accurately and on time.
- + **HIREtech:** Receive assistance with tax credit management (WOTC) to ensure your institution receives all eligible tax credits.
- + **CypherWorx:** Leverage an IACET-accredited learning content management system (LCMS) with mobile-friendly content for students, faculty, and staff to increase completion rates and reduce costs.



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APS was the right decision for Ouachita Christian School. I have been very impressed with the customer service. I know I can pick up the phone, and someone will answer. If my question is not urgent, I can email them, and they will respond promptly.

Beth W.
Ouachita Christian School



Education Payroll and HR Software Integrations

Because we have a significant client base in the industry, APS has developed imports, exports, and integrations with existing business applications to ensure that payroll and HR data is easily transferred to other systems, including time tracking, accounting, and other education software systems.

If you don't see the system you currently use listed here, please ask us about it.



APS helps educational institutions adapt and thrive by increasing visibility into the information needed for better decision-making. With a single-system design, your critical data lives in a centralized source for more automated workforce management. Our education clients appreciate our customer-centric approach and efficient technology so they can manage tax compliance, complex payroll and calculations, and HR processes across campuses and locations.



About APS



APS has a mission: to make payroll and HR easier. We design our unified solution to simplify workforce management tasks for mid-market organizations. We provide our clients and partners with personalized service and support to accomplish their goals. Streamline payroll processing, automate HR workflows, and elevate the employee lifecycle with a single-system platform. We are APS, your workforce partner.

Mid-sized businesses choose APS as their workforce partner because of our focus on the customer experience. As a result, we continually maintain 98% customer retention and satisfaction rates. For more information on APS and how we can help make payroll and HR easier for your mid-market business, visit www.apspayroll.com.

Disclaimer

All information, suggestions, and descriptions of the law included in this guide are intended as informative summaries, and do not constitute legal advice to any current, past, or prospective client of the author or customer or prospective customer of Automatic Payroll Systems, Inc. on any particular issue. Any action taken or contemplated in connection with any benefits tracking or employer legislative requirements issue should be discussed in advance with legal counsel of your choosing.

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