

School Business Systems Modernization - Update

PERSONNEL ADMINISTRATORS OF NORTH CAROLINA (PANC)

OCTOBER 2, 2017

Quick Review

- What is School Business Systems Modernization?
- It is an effort funded by the General Assembly to modernize technology and business systems used to support the management of student information, finance and payroll information, human resources information, and capital and repairs and renovations planning information in the Public Schools of North Carolina.

Quick Review

- Business Systems Modernization will include:
 - LEA and charter school integrated payroll, HR, and finance systems;
 - DPI finance and business reporting systems;
 - Licensure and State level human capital management related systems;
 - Require comprehensive planning, design and implementation support;
 - Cost between \$150M and \$250M in one-time funding and take 6-8 years to implement.

Actions to Date

- State Board of Education collaborated with the Friday Institute to develop a plan to modernize school business systems used by the Department of Public Instruction and school districts across the state. Completed in May 2017. <http://bsm.fi.ncsu.edu/>
- S.L. 2017-57, Section 7.16 - Appropriates \$29M for the 2017-19 biennium and directs the State Superintendent to implement the School Business System Modernization Plan.

Actions to Date

- S.L. 2017-57, Section 7.16 also states the following:
- It is the intent of the General Assembly to fund a multiphase, multiyear project to:
 - (i) modernize State and local education financial, human capital, and school information systems,
 - (ii) provide for a common reporting system and analytics system,
 - (iii) integrate financial, payroll, human resources, and related human capital systems through the use of a new software as a service enterprise resource planning (ERP) solution, make enhancements to existing local systems, or both, and
 - (iv) link the State licensure system with the upgraded local systems.
- The State Superintendent of Public Instruction (State Superintendent) shall review and improve business processes in the Department of Public Instruction, as appropriate, and modernize State systems at the Department.

Actions to Date

- Friday Institute working with NCASBO subcommittee, HRMS/PANC, and DPI to develop an RFP for LEA enterprise resource planning (ERP) including HR, payroll, finance.
- DPI is in the process of staffing a Program Management office that will be integral to the successful procurement and implementation process.

Budget

- Includes support for:
 - Program management office
 - LEA ERP transition and implementation costs
 - Modern data integration and reporting services
 - Licensure business process review
 - HRMS and iSeries operating and hosting costs 2018 forward

Our Work

- Enterprise Resource Planning (ERP) Human Resource Requirements
 - The Friday Institute requested assistance with HR requirements in late 2016
 - PANC designated the HRMS Steering Committee as the team to provide leadership for informing this project of the LEA HR system functionality needs. This committee has provided guidance and direction in the development, enhancement, implementation, and support of HR functionality for North Carolina LEAs for over 20 years.
 - HRMS Steering Committee and the HRMS Team developed a Vision, Scope, and Requirements document during Q1 and Q2 of 2017.
 - This document was provided to PANC for feedback during July 2017.
 - The team finalized the document and provided it to State Superintendent Johnson during September 2017.

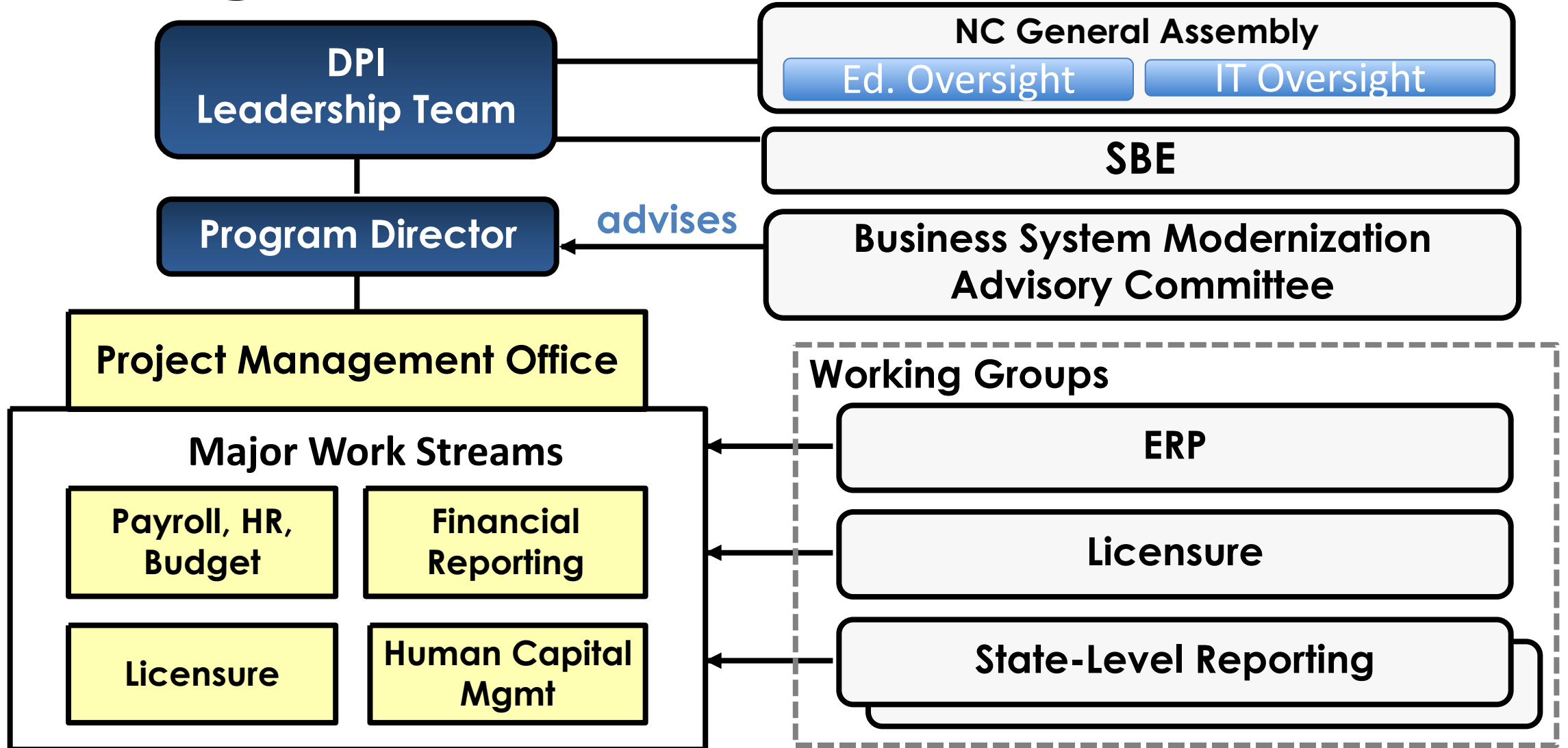
Our Work - Continued

- These requirements have been used to construct the ERP Request for Proposal (RFP)
 - Friday Institute and HRMS Team have leveraged requirements to develop HR Module specifications.
 - Specifications have undergone multiple reviews.
 - A draft of the ERP RFP is imminent.
 - The RFP will undergo several additional reviews.
 - The RFP will be posted when the reviews and required approvals are complete.

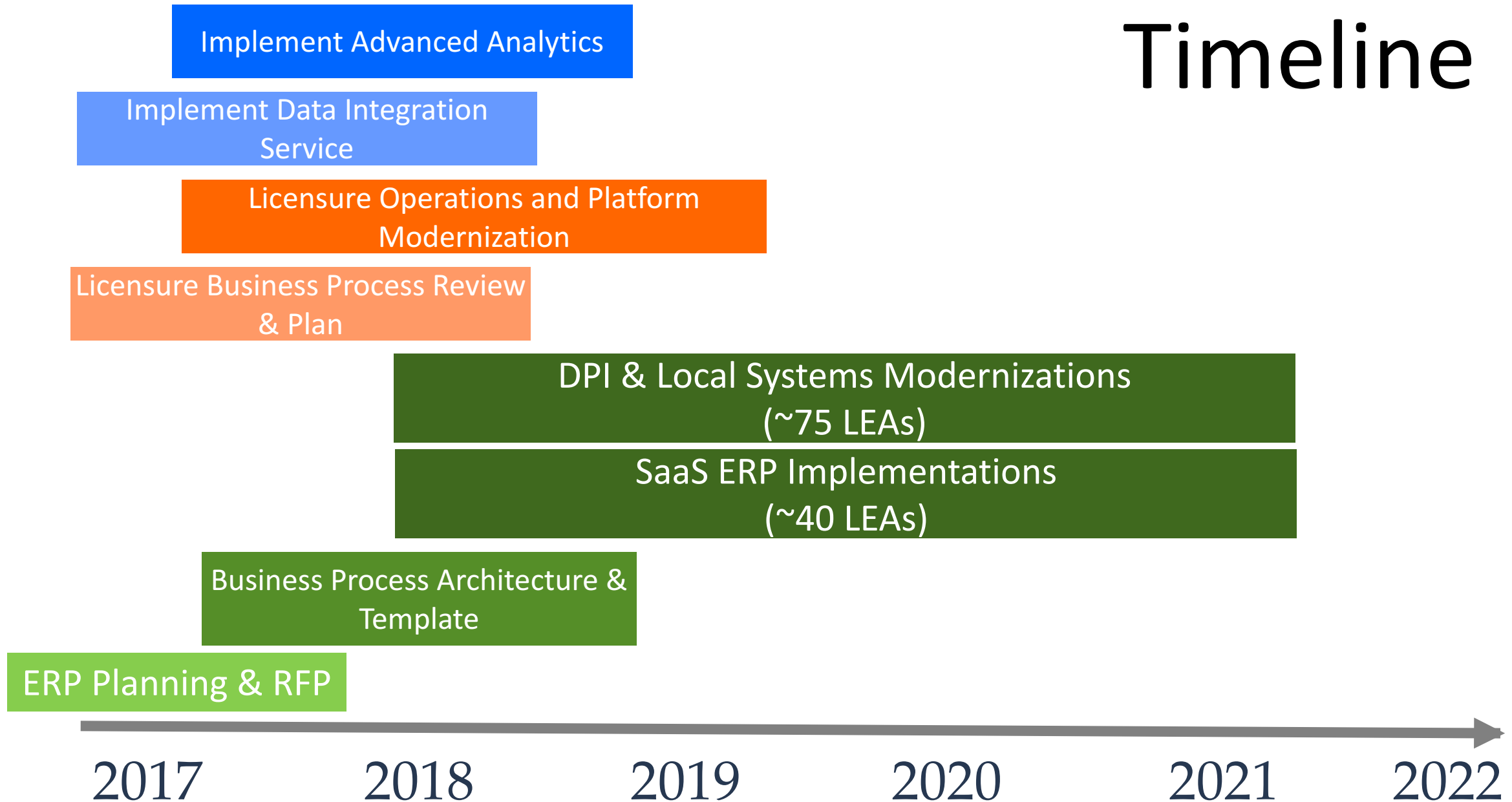
Next Steps

- The HRMS committee and HRMS team are fully committed to support the RFP and selection process.
- We will continue to have a very active role in the modernization project, which includes:
 - Final review of the HR section of the RFP,
 - Providing input regarding how the business systems should integrate,
 - Involvement in the review and selection of the vendor(s), and
 - Working closely with the project management office to assist with implementation strategies.

Organization and Collaboration



Timeline



Questions

Applicant Tracking and Onboarding - Update

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Applicant Tracking and Onboarding

GOOD NEWS!!!!

- The Applicant Tracking System is functioning as it should be.
We are able to successfully recruit and hire quality candidates.

Why Onboarding?

- There is no additional cost associated with the software
- End-user friendly for both the new hire and HR and Finance
- Can be customized to meet **YOUR** needs
- New hire documents can be shared with other departments without spending time printing forms
- New hires can upload additional information as needed

Why Onboarding?

- Decreased time spent by new employees filling out hard copies
- Data uploads into finance software occur more quickly & UIDs are generated more efficiently
- Information about SHP & supplemental benefits can be included
- It's legible

Bottom Line...

- You receive better information from new hires!
- Responses are received faster & are more complete!
- You spend less time following-up & tracking down missing new hire documents!

<http://www.kaltura.com/tiny/ghjsh>

