IBM **Applications Software Technology**

# K–12 industry solutions: Human capital management (HCM)

## Simplify processes, maximize resources and reduce costs

### Benefits

- Aligns business and people strategies.
- Automates and effectively manages state reporting for HR.
- Manages and tracks employee licensing, pensions, certifications and training.
- Implements dashboards to provide information at the appropriate level.
- Increases accuracy of payroll with complex rules.
- Improves operational excellence with a single solution.

### Solutions

- **Contract pay:** Addresses the complexities of contract employee pay based on annual contracts with varied time frames.
- **Substitute and retiree pay:** Provides a framework for paying substitute teachers and retirees.
- **Automated FLSA rate calculations:** Determines if, per the Fair Labor Standards Act, a position is eligible for overtime pay or blended rates when an employee works on multiple assignments.

### K–12 clients

- Montgomery County Public Schools
- Aurora Public Schools
- Baltimore City Public Schools
- Charles County Public Schools
- Baltimore County Public Schools
- Charlotte-Mecklenburg Schools
- Adams 12 Five Star Schools

School districts are continuously challenged to ensure both educational and financial performance.

By implementing world-class Oracle software, your administrative teams can increase efficiencies and reduce total cost of ownership so you can spend more resources providing world-class instruction to your students.

IBM Applications Software Technology has prebuilt integrations to many common K–12 technologies.

In addition, we bring a wealth of experience and tools specific to the K–12 industry. This reduces project risk and accelerates the timeline so that you can quickly get back to supporting your district's mission: educating students.

To learn more about IBM Applications Software Technology HCM tools, contact your IBM representative or IBM Business Partner, or visit ibm.com/consulting/ast.

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