SOARING
EDUCATION SERVICES

HR/Talent/Accounting Services Vendor Analysis

Having a person to manage human resources and accounting is essential for building and launching a successful school. While the school administrator can take care of many of these tasks in most cases, doing that is not generally recommended. It has been noted that it would take at least 15-20 hours per week for someone to manage these select back-office functions, even for a small company with few employees. Typically, in a small, nonprofit, human resources/ talent/accounting and other added duties are completed by one full-time employee. According to GLASSDOOR, the average base pay in the United States for a Human Resources manager is $81 185 per year, an amount that would most likely be impossible for a micro school or church to absorb.

The solution is outsourcing the HR, talent, and accounting services. Many software programs and cloud service providers are available on the open market. Several companies offer these services for a relatively small monthly fee compared to hiring a person in-house for the position. One can even outsource someone locally to do so.

It is important to note that HR outsourcing can fall into two main categories: HR with add-on services for payroll and Payroll Services with HR add-ons. Both options are valuable, and while HR is the foundation of all services, payroll is the service that occurs more regularly, thus coming often to the forefront of the needs of the school operator.

When choosing a provider, note the specific client's needs before deciding. Also, make sure to ask the following questions:

1. Do they operate in all 50 states (all services listed here meet this requirement)?

2. Does the implementation fee include training?

3. Does the monthly fee include support? Is live support available? Can you purchase it for an extra cost?

4. Are there any "evergreen" clauses (Betterbuys.com mentioned this) where the subscription will automatically renew without approval? This seems common.

Here is a list of the many systems that can be purchased: Service Options powered by SelectHub

In addition to the national service providers, countless local and regional bookkeeping services can offer essential accounting services at a very low cost (typically between $20-$25 per hour).

Below are links to a few top school systems and a brief overview of features and cost(s). The companies chosen here are web-based, often cloud-hosted services that will service any state in the US.

	Overview of Features	Cost(S)

Lattice **Lattice Overview | People Management Platform**	Lattice Overview | People Management Platform Watch the 2-minute video of how Lattice can work with leaders. Lattice transforms strategy by connecting performance management, employee engagement, and employee development in one unified solution. With this, you would need a different payroll solution.	Minimum $4,000 annually, but it is $12 per person, per month, billed annually for the performance and engagement.
Zenefits **Pricing - Zenefits**	This gives you onboarding support, employee management, scheduling, time off, performance management. You can also add payroll and advisory services for an extra fee.	Minimum five employees $8 per month for essentials, the Growth plan is $14 per month, and Zen is $21per month. Add-Ons include Payroll $6.00/ month per employee Advisory Services: $8/ month per employee
Bamboo HR **HR Software with Heart. Focus on people, not processes | BambooHR**	HR Software with limited management. HR Management Includes: Employee Records, benefit tracking, standard reporting, document storage, workflows, and approvals. Email alerts. Time-off management, employee directory and org chart, email support **With the highest-level package:** Customer service, applicant tracking system, onboarding, offboarding, training tracking, advanced reporting, tailored workflows and approvals, company branding, audit trail, Digital integrations and data sharing, employee satisfaction: **Add-ons** Payroll Tax filing Employee access End of year forms Daily time entry Employee timesheets Report for payroll Performance management	Customized pricing but very minimal cost. After the demo, it seems like this group can customize the services. Cost is approximate: 1-12 no long-term contract $99 per month between 1-12 employees Quick start $299 start-up cost

Namely **HR Software - Payroll - Benefits - HRIS (namely.com)**	HR solutions with add-ons for payroll. Best for companies with 25 plus employees. HR An intuitive record system with onboarding, self-service, eSignature, and more. Benefits Administration Manage life events, and open enrollment in an intuitive and unified platform. Compliance Never worry about compliance with our handbook builder, state-mandated training, expert advisors, and more. Talent Attract and retain your people with recruiting, performance management, goals, and recognition. Payroll & Time Track hours and process payroll quickly and efficiently with Namely's integrated payroll solution. HR Analytics Turn your data into business results with robust HR analytics tools. ENHANCED SERVICES Managed Payroll Outsource day-to-day payroll administration Managed Benefits Employee benefits consultants and	Unclear of pricing but seems to be for larger companies. Gets good reviews. Sources speculate the cost of this platform is: $15-$30 per employee per month and the one-time implementation fee of $50-$80 per employee.
Gusto Payroll **The All-In-One People Platform for Payroll, Benefits, HR (gusto.com)**	Payroll at the forefront. With compliance help, options for medical, dental, and vision plans, and time with certified HR experts. This platform costs more than some other options but has excellent features, including purchasing medical/dental/vision health plans from them.	$149/ month + small cost per employee

NerdWallet has some great articles with links to specific software companies. After scheduling demos, I would agree with their findings. For more information, see the article linked below.

[Best Online Payroll Software Services of January 2022 - NerdWallet](#)