

Position Management System for Public School Districts

Overview

Nagarro built a web-based solution to help a public school system efficiently manage the budgeting and position management process for multiple sites and prevent costly budget overruns.

Problem Description

The client, one of the largest K-12 school districts in the state of Tennessee, needed an automated solution to manage personnel positions at all sites to ensure compliance with fiscal constraints. Operating almost 200 sites and having over 16,000 employees made this a difficult task. Without a system that integrated the budget planning, position and vacancy management processes, the school system was facing the possibility of over-spending millions of dollars in personnel funds, which would have a severe financial impact on the district.

Solution

Nagarro met with school administrators to identify the district's processes and problem areas. After quickly assessing the situation, a comprehensive web based solution

was developed to satisfy all of the requirements of the school district. The Position Management System developed by Nagarro provides personnel projections based on student enrollment forecasts, thus assuring accurate position allocation. The centralized system uses up-to-date information to manage vacancies, transfers, and other personnel transactions across all geographically distributed locations. Specifically the system allows users to:

- Create, run and save “what if” scenarios, which allow estimation of the exact number of positions to be funded based on enrollment
- Manage the posting and filling of all positions, including viewing status, history, and applicant details
- Manage all personnel transactions; including re-hires, transfers, paid leave, suspensions, and terminations
- View historical data on positions and personnel across the school district through a centralized repository
- Manage and analyze information from multiple academic calendars and numerous distributed sites in a single system
- Automate the exchange of data between existing legacy systems used for other financial and HR tasks
- Generate detailed reports for enrolment, positions, budgets and personnel. n

Benefits

- Ability to better predict personnel needs and avoid cost overruns
- Efficient and organized way to manage the entire life cycle of positions using one centralized system.
- Secure, yet easily accessible web-based interface
- Ability to further expand the system to meet future needs through the use of Enterprise Services technology
- Ability to seamlessly integrate with existing systems to provide accurate and complete data that can be used for planning.