Red Rover

K-12

HR & PAYROLL

LEADERSHIP FORUM

VIRTUAL FORUM · NOVEMBER 17, 2026

Welcome. We're glad you're here.

Facilitated by Jim O'Halloran

BEFORE WE BEGIN

Getting the most out of today



Chat

Say hello and share your district and role.



Q&A

Ask anytime. We'll pull your questions into the conversation.



Recordings

Sessions are recorded and shared after the event.

PROFESSIONAL CREDIT

Earn professional credit for today

3

PDPs

Toward pHCLE recertification

THROUGH AASPA

5

CPE credits

Toward the SFO designation

THROUGH ASBO INTERNATIONAL

How to claim: All attendees will receive a certificate of completion at the end of the event to use when claiming credits.



OPENING REMARKS

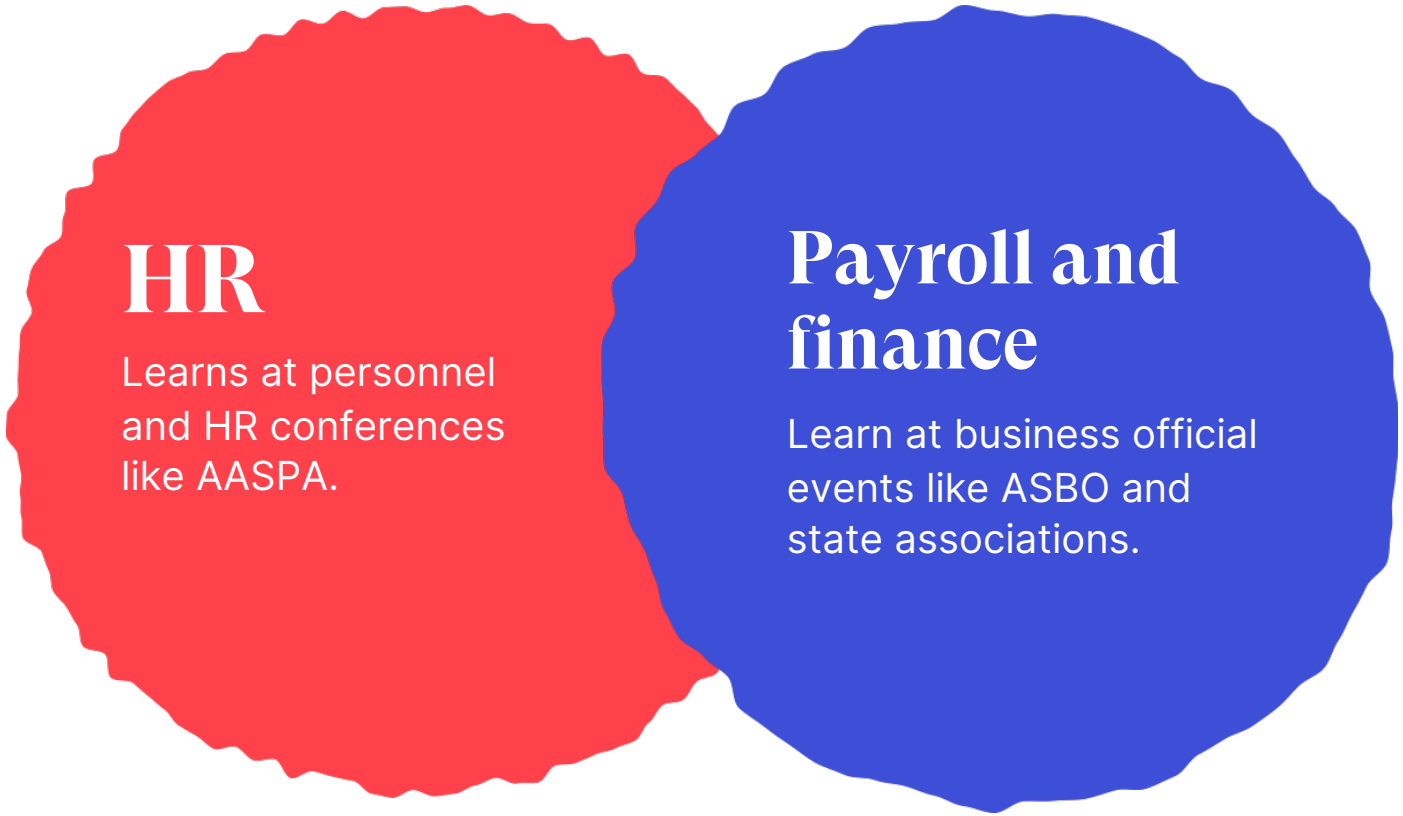
Dani O'Shaughnessey

Chief Executive Officer, Red Rover

RedRover

HOW WE GOT HERE

Two offices. One paycheck.



This forum is the room where they finally learn together.



states represented in our first year.

The gap between HR and payroll isn't a local problem. Districts everywhere are working on it.

WHY YOU'RE HERE

What you'll leave with

If you work in HR

A clearer picture of what payroll needs from you, and when.

If you work in payroll

A better feel for the people decisions that shape every pay run.

If you lead either

Practical ideas for bringing the two offices closer together.

TODAY'S AGENDA

How the day unfolds

11:00AM – 11:10AM EST	Welcome and Housekeeping	Jim O'Halloran & Dani O'Shaughnessey
11:10AM – 11:50AM EST	Rethinking HR & Payroll Leadership	Jennifer Duvall, Rob Tibbs & Jim O'Halloran
11:50AM – 12:00PM EST	Break	
12:00PM – 12:45PM EST	How Leading Districts Align HR & Payroll (Panel)	Tina Limmer, Kristina Jacoby & Brittany Ouelette
12:45PM – 1:25PM EST	Giveaway & Lunch Break	
1:25PM – 2:00PM EST	Compliance & Culture in a K-12 Workforce	Carey Beth Harry, Erica Christmas & Cassie Thompson
2:00PM – 2:45PM EST	Breakout sessions	3 options
2:45PM – 2:55PM EST	Giveaway & Break	
2:55PM – 3:25PM EST	Bringing Control & Clarity to Workforce Planning	Len Reed & Nick Rawson
3:25PM – 3:30PM EST	Grand Prize Giveaway	
3:30PM – 4:00PM EST	Closing	Jim O'Halloran & Dani O'Shaughnessey


Laura from HR
what have I come up with?

OPENING SESSION

The Hidden Engine of Every School

Rethinking HR & Payroll Leadership



Jennifer Duvall & Rob Tibbs

FORUM CO-DIRECTORS

MEET YOUR CO-DIRECTORS

Two sides of the same paycheck



Jennifer Duvall

Principal Advisor, Red Rover

Former Director of HR,
Corvallis School District, OR

23 YEARS IN SCHOOL HR



Rob Tibbs

Market Principal, Red Rover

Former Payroll Director,
Jefferson County Schools, AL

10 YEARS IN SCHOOL FINANCE

12 YEARS IN EDTECH

THE HIDDEN ENGINE

The work behind every classroom

HR and payroll are the driving force behind every school district, yet they often operate independently.

HR

Recruits and hires

Onboards and credentials

Manages leave and contracts

Payroll

Pays employees on time

Manages deductions & benefits

Reports to tax and retirement agencies

When they work as one

- More efficient operations
- Stronger compliance
- A better employee experience

A STORY YOU'VE LIVED

A new teacher's first paycheck is wrong.

1

HR processes the hire

And believes the change went to payroll.

2

Payroll never gets it

The update misses the cutoff.

3

The employee notices

Their first impression of the district is a pay error.

Nobody did anything wrong. The handoff did.

LIVE POLL

Tell us about your district

Do HR and payroll report to the same leader?

- Yes
- No
- It’s complicated

How often do HR and payroll formally meet?

- Weekly
- Monthly
- When something breaks
- Rarely

WHY THEY DRIFT APART

Same district, different views

HR's view

OFTEN REPORTS TO

Superintendent or assistant superintendent

BUSIEST SEASON

Hiring and onboarding

A "POSITION" IS

A person in a role

SUCCESS LOOKS LIKE

The right person in every classroom

VS

Payroll's view

OFTEN REPORTS TO

Business office or CFO

BUSIEST SEASON

Every pay cycle and fiscal year-end

A "POSITION" IS

An account code and an FTE

SUCCESS LOOKS LIKE

The right amount, paid on time

THE EVOLUTION

How K-12 workforce management got here



ERA 1

Paper and separate offices

Personnel files in one building, payroll in another. The handoff was a form in interoffice mail.

ERA 2

The ERP era

Systems built around finance and the general ledger. HR often worked around a module built for someone else.

ERA 3

Point solutions

Absence, hiring, PD, and time each got their own tool, often owned by different departments.

TODAY

Higher stakes

Staffing shortages, compliance pressure, and higher employee expectations. The tools improved. The divide often stayed.

WHAT'S AT STAKE

What misalignment costs a district



Efficiency

Rework, corrections, overpayments, and late nights before every payroll close.



Compliance

FLSA, leave, and reporting risk that falls between two offices, plus audit findings.



Employee experience

Pay errors that cost trust, especially in an employee's first weeks.

THE FRAMEWORK

Three pillars

Where HR and payroll most often come apart

01 Timing

02 Systems & Data

03 Communication

PILLAR 1 OF 3

01

Timing

Business office

Runs on a budget calendar.

HR

Runs on a hiring and school calendar.

Those calendars rarely line up

- Budget lock dates vs. late-summer hiring pushes
- Mid-year position changes vs. quarterly reporting cycles
- Contract ratification timing vs. payroll setup deadlines

The real question: whose calendar drives the deadline?

PILLAR 2 OF 3

02

Systems & Data

01 New hire processing

HR enters the hire; finance has to re-enter pay and position data separately.

02 Position changes

A step, lane, or FTE change made in one system doesn't auto-update the other.

03 Contract & pay updates

Manual handoffs mean the same data gets keyed at least twice.

PILLAR 3 OF 3

03

Communication

HR

Typically sits at the bargaining table and owns compliance decisions.

But those decisions land on the business office's desk too

- New contract terms that change pay scales or benefit costs
- Position control decisions that affect the budget mid-year
- Leave approvals that carry a real dollar cost

The real question: who tells whom, and when?

YOUR TURN

Does this resonate with you?

Four moves that close the gap

1

Share one goal

Give both offices one scorecard, like pay accuracy on every new hire’s first check.

2

Plan before the big moments

Meet together before start of year, open enrollment, and fiscal year-end.

3

Cross-train, even lightly

HR sits in on a payroll close. Payroll sits in on onboarding. Empathy builds fast.

4

Settle ownership first

A new system can’t fix an ownership problem. Decide who owns what, then choose tools.

TAKE IT HOME

Your Monday-morning list

1

01 · TIMING

Map your budget calendar against the hiring calendar. Find where they collide.

2

02 · SYSTEMS & DATA

Pick one recurring handoff and write down who owns it.

3

03 · COMMUNICATION

Put a recurring HR-payroll check-in on the calendar, even 20 minutes every other week.

THANK YOU

Every session today ties back to these pillars.



UP NEXT

How Leading Districts Align HR & Payroll

Tina Limmer, Kristina Jacoby and Brittany Ouelette at 12:00PM EST