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Modern Workforce Management: What Every K-12 Leader Must Know in 2026

Meet Your Speaker

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Why Workforce Management Feels Harder Than Ever

- Rising absenteeism
- Substitute shortages
- Compliance pressure
- Staffing burnout

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Where Payroll Errors Really Start

Absence entered → No real-time sub match → Coverage scramble → Manual time edits → Payroll correction

- Most payroll corrections originate from time or absence data issues
- Manual adjustments increase compliance risk
- Off-cycle payroll runs cost both time and money

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Manual vs. Automated Workflow

Task	Manual	Modern WFM
Record an absence	5-10 minutes	<1 minute
Securing a substitute	20-40 minutes	Automated
Fixing timecard issues	Hours per cycle	Exception-based

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What Does One Teacher Absence Actually Cost?

- Substitute wages
- Admin coordination time
- Coverage during planning periods
- Timekeeping adjustments
- Payroll corrections

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The Three Pillars of Modern Workforce Management

ABSENCE & LEAVE

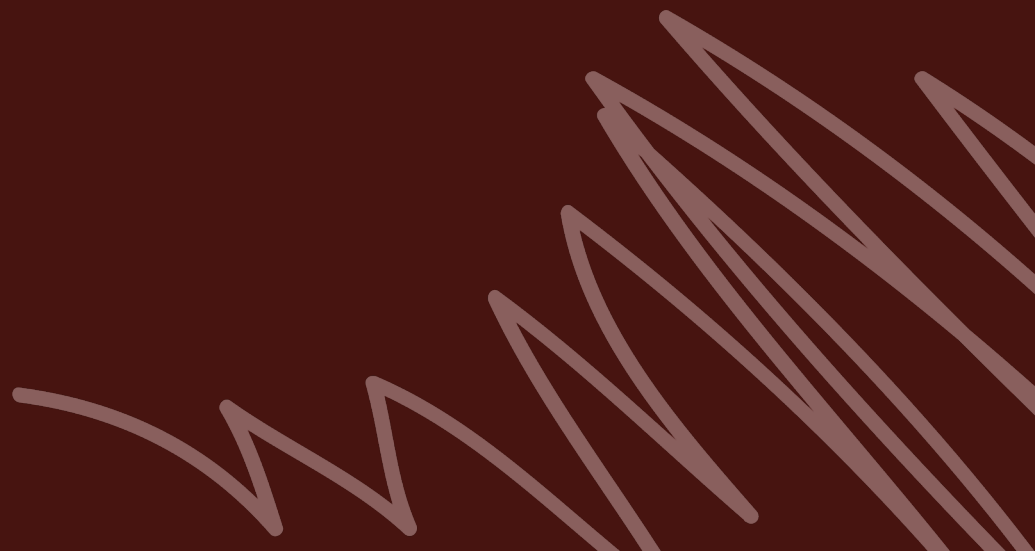
- Lack of visibility into absence trends leads to reactive coverage
- Patterns often emerge (Mondays, before holidays, testing weeks)

SUB MANAGEMENT

- Fill rates improve when matching is automated and data-driven
- Visibility into unfilled jobs earlier = fewer day-of scrambles

TIMEKEEPING

- Most payroll errors tie back to inaccurate or late time data
- Compliance risk increases when rules are tracked manually



Reactive Districts

- Look at last month’s absences
- Fix payroll after errors
- Scramble for subs at 6AM

Proactive Districts

- Forecast high-risk days
- Prevent errors with rules
- Monitor fill risk days in advance

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Your District's Hidden Workforce Efficiency Opportunity

Absences Per Day x Minutes Saved ÷ 60 x Hourly Rate x School Days

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3 Questions to Ask When You Get Back…

- How many systems are involved from absence to paycheck?
- Where are we still doing manual work that technology could automate?
- Do we have data that helps us predict staffing gaps — or only react?

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Thank you for joining!
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