

CUSTOMER PROFILE

PUBLIC SERVICES

LAWSON AT VIRGINIA BEACH CITY PUBLIC SCHOOLS



As a School Technology Leader, Virginia Beach City Public Schools is Wired for Success

Lawson provides Virginia Beach City district with intuitive human resources capabilities and vast public education technology experience.

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**Mike Drischler, Project Manager, Department of Technology,
Virginia Beach City Public Schools**



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Mike Drischler
Project Manager, Department of Technology
Virginia Beach City Public Schools

Customer Profile

Virginia Beach City Public Schools has 13,000 teachers and employees serving nearly 75,000 students. The school system includes 55 elementary schools, 15 middle schools and 11 high schools — as well as a number of secondary/post-secondary specialty schools. One of those secondary schools, Advanced Technology Center, helped Virginia Beach City Public Schools receive recognition as a School Technology Leader for 2002 by *Technology and Learning* magazine.

Implementing more sophisticated human resources and payroll technology was part of the district’s plan for becoming a premier leader by improving business processes and making use of current best practices.

Business Situation

At Virginia Beach City Public Schools, some teachers and employees work ten months, some 11 months and many 12 months out of the year. Unlike other businesses or employers, the district has unique payroll issues requiring special human resources technology capabilities. The school system chose Lawson Human Resources Suite for payroll and personnel technology that manages its workforce schedule challenges and automates core functions.

With a legacy payroll system including components that were anywhere from two to more-than-thirty years old, Virginia Beach City Public Schools hired Mike Drischler to incorporate Lawson’s applications and eliminate as many of the legacy systems as possible.

“Lawson demonstrated a Web-based product that was not client-server based — so it didn’t require us to load anything on the desktop,” said Drischler, project manager for Virginia Beach City Public Schools’ department of technology. “That was a big selling point for us.”

With employees working a variety of schedules and months of the year, the district needed to process mid-year pay raises, percent of mid-point raises, step raises and leave-of-absence plans among other functions common to school employment. Virginia Beach City looked to Lawson for broad and deep school district technology expertise.

Solution

“The biggest impact that Lawson has made in this organization is the help it has provided in evaluating our current human resources business practices,” said Drischler. “One of our goals in choosing Lawson was to make use of current best practices for school districts. We made a commitment to changing our business — when it makes sense. We know that we will realize tremendous cost savings.”

One important step for Virginia Beach City Public Schools was to simplify and reduce the employee categories. “Traditionally, employees could negotiate themselves into their own personnel category. We had something like 27 different categories of employed status,” Drischler explained. “With Lawson, we could group all employees into four categories — thus eliminating any special exceptions, and creating more equity.”



Drischler also appreciates the Drill-Around features. “We’ve trained people on how to use Drill-Around so that they can get straight to the information they want. The information is presented in the right format; employees can print out what’s on the screen and then hand it to someone,” stated Drischler.

The district is anxious to implement Lawson Employee Self-Service in the coming months. “With 13,000 employees, providing employees with access to their own information will improve customer service and maximize technology for making employee demographic and withholding changes.

When Employee Self-Service is fully functioning, completing open benefits enrollment online will be a significant timesaver,” said Drischler. “With implementation and go-live several months behind us now, we can look back on the success of the launch — no lost paychecks, no missed pay cycles and direct deposit went very well,” said Drischler. “That success also makes us anxious for adding more capabilities that we know will bring us closer to current best practices. Lawson’s flexibility and intuitive applications have really benefited our organization.”



Headquarters: **USA**
 380 St. Peter Street
 St. Paul, MN 55102-1302
 Tel +1 651 767 7000
 info@lawson.com

Regional Offices:

Americas **United States**
 Brazil, Chile, Canada, Mexico, Honduras, United States, Venezuela
 Tel +1 651 767 7000
 infous@lawson.com

Asia **Singapore**
 China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand, Vietnam
 Tel +65 6788 8769
 Fax +65 6788 8757
 infoasia@lawson.com

Australia & Oceania **Australia**
 Australia, New Zealand
 Tel +61 2 8437 5600
 Fax +61 2 8437 5699
 infoanz@lawson.com

Northern Europe **Sweden**
 Denmark, Estonia, Finland, Norway, Sweden
 Tel +46 8 5552 5000
 Fax +46 8 5552 5999
 infonordic@lawson.com

Northwestern Europe **United Kingdom**
 Belgium, The Netherlands, Ireland, South Africa, United Kingdom
 Tel +44 1344 360273
 Fax +44 1344 868351
 infonw@lawson.com

Central Europe **Germany**
 Austria, Czech Republic, Germany, Hungary, Poland, Slovakia, Switzerland
 Tel +49 2103 89060
 Fax +49 2103 8906 199
 infoce@lawson.com

Southern Europe **France**
 France, Israel, Italy, Portugal, Spain
 Tel +33 1 34 20 80 00
 Fax +33 1 40 39 25 07
 infofo@lawson.com

www.lawson.com

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