



A trusted HR partner

In 2017, Julia Malaga, chief financial officer at Golda Och Academy, selected ADP® as its HR service partner. Here's how Julia utilizes ADP TotalSource to streamline the school's HR functions, access enhanced benefits, and receive expert compliance guidance so she can support Golda Och's mission.

ADP elevated our benefits offerings

Golda Och Academy is a pre-K-12 private Jewish day school. We have 460 students and have been in business for 55 years. Our mission is to provide a value-based education to nurture and inspire a generation of future leaders in our country. We encourage critical thinking, community service and mutual responsibility.

I started exploring outsourcing HR about 10 years ago, as we were having challenges offering competitive benefits for our employees. As a religious organization, at one point in our history we received an exempt status from the state unemployment program. I felt being able to offer unemployment issuance protection was important, and this was the harbinger to explore other opportunities. I learned about the HRO PEO model from a colleague at another school who had been working with ADP TotalSource for a number of years.

My primary focus was to offer a competitive benefits package and leverage outside resources more effectively than we could do on our own. We had been seeing 20 percent increases in insurance premiums every year, with a limited ability to offer a broad range of benefits. The colleague I mentioned explained that they were able to offer Fortune 500-caliber benefits for roughly the same cost as what we were paying.

We ultimately selected ADP TotalSource as our HR provider. Given the significant savings on health insurance we were able to cover the cost of the whole program — including the ability to provide workers' comp and unemployment insurance. Offering more for our employees for the same

Julia Malaga
Chief Financial
Officer



Quick facts

-  **Company:** Golda Och Academy
-  **Headquarters:** West Orange, New Jersey
-  **Industry:** Education
-  **Employees:** 143
-  **Website:** goldaochacademy.org

Business challenge: The school had no dedicated internal HR presence, which led to inefficiencies, and they were experiencing rising benefits expenses.

How ADP helps: ADP TotalSource® provides comprehensive HR support, as well as Fortune 500-caliber benefits, compliance expertise and more.



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amount of money is why we selected ADP TotalSource. We're now more competitive versus public and private schools in terms of attracting talented educators.

We looked at a few options for outsourcing, including some regional PEOs, but felt that they had limited reach and experience. ADP is a leader in the payroll field and accessing that national reach and service offered more stability and sustainability compared to a smaller PEO. ADP is a leader in the industry, and we wanted to take advantage of their leveraging ability with insurance companies and the ability to be best in class. So, we went with the company that has the most experience and the most solid track record.

Regular compliance expertise

We focus our resources on the school and our teaching staff, not the back office. As a result, we have a small, multi-functional business office and do not have a specialized HR director. I have played that role as the chief financial officer, but it has become a bigger challenge with constantly evolving compliance and regulatory issues. We also had a significant workload on managing our benefits plan, negotiating our renewals, and handling open enrollment. With ADP TotalSource, we are now able to use technology to streamline the open enrollment process through their online self-service functionality. We also rely on ADP to help keep us compliant with HR and benefits administration. This has been really invaluable to us and one of the biggest value-added features.

Doing more for less

When we transitioned to ADP TotalSource, we found that our internal processes were very inefficient and paper intensive. With their help we were able to streamline this significantly. It proved to us that we can do more with less by utilizing technology. We were able to reduce our staff because of the power from ADP to be more efficient. In addition, with ADP's mobile app our employees are empowered to manage changes to their personal information and sign up for benefits during the open season, when it's convenient for their schedule. This has helped to lighten our workload in the business office.

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Another value add is the relationship we have with our ADP HR business partner. She is very responsive and very proactive. Being able to have frank conversations with her about difficult employee issues is invaluable. In the past, we may have tried to handle these issues on our own, without an understanding of the full implications. Being able to have an expert in HR practices saved us some significant difficulties dealing with challenging personnel issues. ADP's expertise put us in a position to be more compliant and have better outcomes.

Our ability to access more insurance carriers and more options at much lower costs than we ever got on our own has been tremendous.

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Chief Financial Officer



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Managing through global health event changes

I recently started to see headlines regarding changing OSHA requirements due to COVID-19. This was concerning to me and I wanted to be sure we had everything in place and were able to handle these requirements properly. I reached out to ADP's health and safety consultant and she provided significant guidance and resources that gave me the assurance that we were doing everything right. We felt very confident that we were positioned to move forward to keep both our employees and students safe.

#workingfor

Professionally, one thing that inspires me is working for an organization where — even though I'm not on the front lines of service to achieve our mission — the work I do behind the scenes furthers that mission by empowering our people to directly provide that service. It's really inspiring and motivating to me to be able to do that creatively, to constantly look for new ways to do it more efficiently, and to do more with less. That way we can move those resources from the back office to the magic that happens in the classroom to achieve our mission. On a personal level, my dream has always been to be a writer. I'm doing more of this by writing a blog that shares the inspiring stories of our students and what they're achieving.

