

▶▶▶ **CASE STUDY**



Insperity a beneficial decision for private school sector

COMPANY NAME:

Heilicher Minneapolis Jewish Day School

NUMBER OF EMPLOYEES:

50-149

LOCATION:

Minneapolis, MN

INDUSTRY:

Educational services

SERVICES USED:

Full-service HR/PEO

Heilicher Minneapolis Jewish Day School counts on Insperity for HR support that allows the school to deal appropriately with employee issues while saving money.

SUPPORT FROM INSPERITY ENHANCES PRIVATE SCHOOL ENVIRONMENT

The Heilicher Minneapolis Jewish Day School focuses on nurturing and developing children grades K-8 into confident, engaged adults, while Insperity provides support to the business side of the school.

Karen Hoppe, director of finance at Heilicher, says, "I feel like Insperity is an extra staff person for me. To have somebody to call or to catch things for me is wonderful. And the biggest bang for our buck is not needing additional staff. We can run things with two full-time employees doing HR and keep up. Insperity provides an extra knowledge base."

A need for employee access to better benefits was the initial draw to Insperity for Heilicher, but Hoppe says the additional HR services provided have become increasingly important.

SUPPORT THAT MOVES BEYOND THE EXPECTED

Hoppe was instrumental in linking Heilicher with Insperity's services. Before joining the staff at the school, she was an Insperity client



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Karen Hoppe

Director of Finance

Heilicher Minneapolis Jewish Day School

through the area’s Alzheimer’s Association, where she was responsible for operations, finance, HR and internal IT. She saw the value of Insperity first-hand and knew it could be the answer to several issues at the school.

“I don’t know everything about HR – I’m a finance person – and Insperity does everything HR so much better than I could.

“Our biggest return on investment is no problems and no issues. We can’t keep up with all the compliance and potential legal issues we could face, but Insperity does, and they’ve become our HR department. A lot of people say HR is the area they have to focus most of their attention on, but with Insperity, we’re probably spending only about 10% of our time on that.”

Hoppe was particularly pleased with the support and assistance Insperity provided during the COVID-19 pandemic. “With the assistance we received, applying for PPP funds took us like a quarter of the time it took a lot of my peers, and people kept asking me, ‘have you gotten your check yet,’ and yes, we got ours in the first round of monies.

“Insperity’s ability to maneuver and get things done quickly helped us get what we needed, and their help was instrumental in helping us get those loans forgiven and get ERC retention credits.

“And we were always able to get someone on the phone or to call us back in a timely manner. We’re always treated like we’re a special client, even when I know we’re one of many asking for answers.”

ADDED VALUE FOR THE PRIVATE SCHOOL RELATIONSHIP

Hoppe is a big advocate of Insperity, saying it’s a good fit for private schools, because most of those organizations can’t pay as well as the public sector, and having Insperity negates the need for HR staff.

“Insperity is not going to replace anyone, however. They’re here to enhance your job, whether you’re in finance or already in an HR position. Don’t be afraid of this type of relationship, because it’s going to make your job more manageable.”

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