# Triangle Montessori Academy

## A Valuable Lesson in Outsourcing Payroll

### We were wasting a lot of our own time

I think we've been victims of our own success because things have grown so quickly. We purchased a third building, and we plan to refurbish all 6,000 square feet into classroom spaces, maybe even open an elementary school. Because if the business doesn't grow, it shrinks.

I am the HR department. But I've only been working here the last three years. Before that, we had been using ADP, but then another payroll provider convinced my wife, the owner, that it could do payroll cheaper. And if you want to increase your teachers' salaries every year without exponentially increasing tuition — which parents won't tolerate — you have to cut costs.

It worked out to some degree, but we were wasting a lot of our own time, summarizing all the hours, massaging them into spreadsheets, emailing them to the payroll provider, addressing questions. It was all very cobbled together.

Plus, we had a few employees recording hours they weren't actually working, and the payroll provider didn't have the tools to do anything about that.

We spoke to our ADP representative, and she said they have a proximity system where employees can't punch in hours on their cell phone unless they're right next to the school, within the GPS coordinates. We thought that could be really good for people who were fudging their hours.

### It's just a one-stop shop for everything

Now, we spend only a few minutes each month assembling everything we need to run payroll. And RUN Powered by ADP® has so many tools in place we don't need a full-time bookkeeper. It's just a one-stop shop for everything.

We ended up using the recruiting component of the HR tool to find candidates for assistant teachers without having to pay for services like Indeed.com, which turned out to be quite expensive.

And the layout of the tool is just so logical, the interface is just so smart. Payroll is the one system you don't want to be confusing at all. You just want to click and go to get it done, and ADP gives us that.

Everything is all there in one place online, and it's just been flawless for us.

*Three years ago, Matthew Beechhold left his career in software development to help his wife run Triangle Montessori Academy, a rapidly growing school with 110 students between one and six years old. The school had stopped using ADP for payroll in an attempt to save money, but Matthew soon realized how much the decision was actually costing them.*

## Company Vitals

**Name:** Triangle Montessori Academy

**Industry:** Education

**Established:** 2008

**Owner:** Judit Kedvesi

**Employees:** 12

**Locations:** 1

**Headquarters:** Cary, North Carolina

**Website:** Trianglemontessori.org

**Business Challenge:** After leaving ADP for another payroll provider, payroll became overly time-consuming and employees were falsifying hours.

**How ADP Helped:** ADP's suite of payroll, time and attendance and recruiting tools helped save time and reduce waste.

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