



Shared Services ALLIANCE

HUMAN RESOURCES

The SSA HR team partners with districts and organizations across Ohio to strengthen human capital systems, ensure compliance, and build people strategies that drive organizational success.

COMPENSATION & BENEFITS ANALYSIS

- Comprehensive salary studies benchmarked to regional data
- Strategic recommendations for board presentations
- Collective bargaining analysis & positioning
- Equitable, sustainable compensation design

AUDITS & COMPLIANCE

- HR process audits identifying compliance gaps
- Strategic plans & implementation roadmaps
- State & federal employment law guidance
- Public records, licensure & evaluation support
- Legislative monitoring for HR impact

ORGANIZATIONAL DEVELOPMENT

- Capacity planning & workload balancing
- Role clarity & accountability structures
- Hiring projections & scalable onboarding
- PD on HR topics, culture & retention



POLICY DEVELOPMENT & ORGANIZATIONAL SUPPORT

- HR policy development & interpretation
- Workplace investigations & conflict resolution
- Hiring, onboarding & retention guidance
- Consulting on operational HR issues

DATA ANALYSIS & STRATEGIC PLANNING

- Board-ready analytic reports & presentations
- HR metrics for strategic decision-making
- Human capital & workforce planning support
- Surveys, onboarding programs & recruitment tools

SYSTEMS & OVERSIGHT

- Standardized templates, workflows & documentation
- Centralized tracking for executive updates
- Communication protocols with district clients
- Project coordination from start to completion

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