

*Culver City Unified School District is committed to centering diversity, equity, and inclusion, not only in our educational practices - but as a fundamental key to our hiring processes. Successful candidates will demonstrate an ability to work with all constituents and possess proven commitment to and experience in working in a diverse, multicultural environment.*

## **CULVER CITY UNIFIED SCHOOL DISTRICT**

### **CLASS TITLE: HUMAN RESOURCES SPECIALIST**

#### **BASIC FUNCTION:**

Under the direction of the Assistant Superintendent of Human Resources, perform a variety of analytical and technical duties in support of assigned Human Resources functions; provide assistance to prospective and current classified and/or certificated personnel; participate in the recruitment, screening and processing of new personnel; provide information and assistance to employees, administrators, job applicants and the general public regarding personnel functions, District policies and procedures; prepare and maintain a variety of personnel files, records and reports.

#### **REPRESENTATIVE DUTIES:**

##### **ESSENTIAL DUTIES:**

Adhere to employment laws and regulations for the purpose of maintaining compliance with current legal requirements.

Research laws and procedures relating to current and new legislation pertaining to Human Resources issues.

Perform a variety of technical duties and provide assistance to prospective and current classified and/or certificated personnel; resolve personnel-related issues and concerns with discretion and confidentiality; refer difficult or sensitive issues to supervisor as needed.

Track, maintain, log and file time sensitive materials as it relates to a variety of leaves such as FMLA/CFRA, personal leave, medical leave, Catastrophic leaves, paid and unpaid leaves; prepare and maintain documents and materials related to all leave types; work with payroll department to track leaves and related absences; assist payroll department with determining potential exhaustion of benefits; prepare documents and materials related to exhaustion of benefits.

Track and send out letters for classified or certificated employees regarding exhaustion of benefits. Place and track employees on the 39-month re-employment list due to exhaustion of benefits.

Responsible in the processing of substitute personnel; establish and maintain substitute personnel files; process and assist substitute teachers with completing required forms and Emergency 30-Day Substitute Teaching Permit applications; verify credentials, employment history references and other information; conduct employee orientations.

Assist in the hiring and processing of certificated and/or classified personnel. Contact candidates selected for employment; prepare and explain employee paperwork, fingerprint information and physical exam paperwork; follow-up on clearance of fingerprints, physicals and other pertinent employment information; prepare and explain forms and other information.

Provide Human Resources Analyst information on new personnel hires, employment leaves, etc. for personnel board reports.

Assist in entering Personnel Requisitions into employee database. Enter name changes, address changes or other employee updates to employee database.

Compose, prepare, type and distribute correspondence, forms, records and other assigned personnel reports; review materials for compliance with District policies and other applicable rules and regulations.

Respond to requests for information from outside organizations including employment verifications of former, new and current employees, surveys and reports; maintain personnel files.

Coordinate bi-monthly meetings with the Business Services Department. Coordinate quarterly meetings with school secretaries, administrative assistants, executive assistants and other office support staff of the district for dissemination of current HR and Business Services practices and procedures.

Cross-train and support Human Resources Analyst and be able to perform individual tasks when needed.

Provide detailed information regarding classified or certificated employment opportunities, salaries and District employment procedures.

Assure proper valid and current credentials of applicants and employees as assigned by the position; notify employees of expiration dates.

Notify payroll and accounting of pertinent information as it relates to personnel/payroll matters.

Gather data and participate in meetings for Americans with Disability (ADA), Interactive meetings.

Analyze corresponding contract language to ensure compliance.

Assist in running reports as needed from various databases for internal and external requirements.

Operate a variety of office equipment including a computer and other standard office equipment; utilize assigned human resources software system to input and extract data related to certificated and/or classified employees.

Provide assistance to the public; screen visitors and phone calls; take and relay messages as appropriate.

Participate in meetings, workshops, and seminars as assigned for the purpose of conveying and/or gathering information required to perform functions.

**OTHER DUTIES:**

Perform related duties as assigned.

**KNOWLEDGE AND ABILITIES:**

**KNOWLEDGE OF:**

Practices and procedures related to classified and/or certificated personnel.  
Personnel office functions, practices, policies and procedures.  
Basic payroll procedures.  
Recruitment and staffing procedures.  
Applicable laws, codes, rules and regulations.  
California credential requirements and processing as assigned by the position.  
Record-keeping and report preparation techniques.  
Operation of a computer and assigned software.  
Correct English usage, grammar, spelling, punctuation and vocabulary.  
Interpersonal skills using tact, patience and courtesy.  
Diversity, equity and inclusion practices in Human Resources.  
Modern office practices, procedures and equipment.  
Telephone techniques and etiquette.

**ABILITY TO:**

Perform a variety of technical duties and provide assistance to prospective and current classified and/or certificated personnel.  
Interpret, apply and explain rules, regulations, policies and procedures related to classified and/or certificated personnel.  
Prepare and maintain a variety of records, files and reports.  
Answer telephones and greet visitors courteously.  
Perform clerical duties such as filing, typing and duplicating.  
Type or input data at an acceptable rate of speed.  
Operate a variety of office equipment including a computer and assigned software.  
Determine appropriate action within clearly defined guidelines.  
Communicate effectively both orally and in writing.  
Establish and maintain cooperative and effective working relationships with others.  
Work confidentially with discretion.  
Meet schedules and time lines.

**EDUCATION AND EXPERIENCE:**

Any combination equivalent to: Three years of increasingly responsible clerical or human resources experience involving frequent public contact; college-level course work in business, human resources or a related field preferred.  
Bilingual Preferred

**WORKING CONDITIONS:**

**ENVIRONMENT:**

Office environment.  
Constant interruptions.

**PHYSICAL DEMANDS:**

Dexterity of hands and fingers to operate a computer keyboard.  
Hearing and speaking to exchange information in person and on the telephone.  
Sitting for extended periods of time.  
Seeing to read a variety of materials.  
Bending at the waist, kneeling or crouching to file materials.

**HAZARDS:**

Typical workplace and school district hazards.