

*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 ANALYST**

#### **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:**

Work with Human Resources staff, district staff and site based staff on staffing.

Run reports using Labels, Lists, and Letters, (LLL) as needed for internal CCUSD and external requirements.

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

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.

Provide detailed information regarding classified or certificated employment opportunities, salaries and District employment procedures; type and distribute vacancy notices.

Coordinate with other departments and desks such as Payroll, Induction, Educational Services, etc.

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 information regarding vacation days, sick days, benefits and other District policies.

Communicate and coordinate with Los Angeles County Office of Education and other external agencies to ensure compliance.

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; maintain personnel files.

Analyze transcripts, work experience, and other documents to determine initial salary placement. Process initial salary placement as well as (Classification changes) salary changes for new and current employees.

Maintain detailed permanent records on assigned employee groups including name and address changes, job location, job assignment, career step and class, professional growth, salary and additional salary compensation; compute and determine proper salary placements; generate related reports and analyze data; receive and process transfer requests from employees; notify payroll and accounting of pertinent information.

Complete School Board Reports as necessary.

Assure proper valid and current credentials of applicants and employees as assigned by the position; submit eligible online credential applications; file credentials and temporary certificates with the County; notify employees of expiration dates; maintain related files.

Work with Assistant Superintendent of Human Resources and district staff in the creation, implementation, maintenance, and training of updated programs and processes to include human resources management systems, digital systems for conducting the hiring, processing, and personnel file maintenance for all employees, and other technology-based support modules.

Monitor expiration of credential and other certification.

Work in conjunction with the payroll department to ensure accuracy in salary placement, position control, and employee payments.

Prepare, update, and maintain salary schedules for all certificated, classified, and managerial positions.

Work directly with staff, site administrators, district administrators and outside agencies.

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:**

Organize written examination materials as directed.  
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.  
Diversity, equity and inclusion practices in Human Resources.  
Applicable laws, codes, rules and regulations.  
California credential requirements and processing as assigned by the position. Record-keeping and report preparation techniques.  
Recruitment practices of diverse candidates.  
Operation of a computer and assigned software.  
Correct English usage, grammar, spelling, punctuation and vocabulary.  
Interpersonal skills using tact, patience and courtesy.  
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.  
Work and communicate in a multi-cultural environment.  
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: Five 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:**

Exposure to typical district/workplace hazards