

DEPUTY DIRECTOR, EMPLOYEE RELATIONS

DEFINITION

Plans and implements the operations of the Employee Relations Section concerning pre-employment standards, employee arrests and convictions, disciplinary actions and related assignment actions, appeals and complaints, and other employee relations matters involving both certificated and classified personnel.

TYPICAL DUTIES

Directs, plans, and coordinates the operations of the Employee Relations Section.
Directs the review of certificated employees who have been removed from specific District sites due to allegations of misconduct or criminal actions until thorough investigations have been conducted.
Reviews and maintains employment conviction standards to determine eligibility for certificated and classified applicants and candidates.
Serves as the Custodian of Records for District personnel records.
Monitors the documentation of all information related to criminal allegations made against any certificated, classified, or unclassified District employee including the monitoring of law enforcement investigations and court proceedings.
Oversees the processing of disciplinary actions and related assignment actions, appeals, and complaints involving certificated, classified, and unclassified personnel.
Oversees the preparation of information in response to subpoenas and employee authorized release of employee records received by the District.
Oversees the operation and maintenance of fingerprinting stations at various District sites.
Consults with the California Commission of Teacher Credentialing, California Department of Justice (DOJ), federal and State courts, bargaining unit representatives, law enforcement agencies, and the Office of the General Counsel regarding discipline and dismissal issues related to certificated and classified personnel and investigative inquiries during or before employment.
Establishes and maintains the contract with a vendor who acts as an intermediary with the DOJ in processing fingerprints of applicants and rehires for District employment each year.
Responds to charges made by employees or citizens against the District, reviewing personnel records for certificated personnel as necessary.
Acts as a liaison with the contracted agency responsible for providing employment verification for District employees and coordinates with the Information Technology Division as necessary.
Acts for the certificated Director, Employee Services as required.
Performs related duties as assigned.

DISTINGUISHING CHARACTERISTICS AMONG RELATED CLASSES

The Deputy Director, Employee Relations plans, organizes, and directs employee relations activities such as pre-employment clearance, employment records, and employee arrests and convictions and acts for the certificated Director, Employee Services as required.

The Chief Human Resources Officer directs the activities related to the management and services rendered to certificated personnel in the District.

The Deputy Chief Human Resources Officer assists in directing the management and services activities in certificated personnel, and acts as Chief as required.

SUPERVISION

General direction is received from the certificated Director, Employee Services. Supervision is exercised over technical and clerical staff.

CLASS QUALIFICATIONS

Knowledge of:

- District personnel practices and principles of employee relations for certificated and classified personnel
- Merit system and related provisions of the California Education Code, Title 5 of the Administrative Code, the Government Code, and Board Rules
- District policies and procedures, goals and objectives, organizational structure and functions, and negotiated contracts
- Personnel procedures, laws, rules, and regulations pertaining to criminal matters
- Criminal, procedural, and substantive law; and familiarity with procedural due process
- Laws, rules, regulations, court decisions, legal interpretations, research, and studies in the field of personnel management and administration and employee relations
- Effective administrative and managerial practices
- Use of technology, District human resources applications, and other data systems

Ability to:

- Plan, organize, direct, coordinate, prioritize, and review the work of a multi-unit operation
- Analyze, develop, and implement changes in operating policies and procedures
- Formulate and express ideas clearly and concisely, in written reports and oral presentations
- Manage confidential matters pertaining to the character and reputation of individual employees with discretion
- Communicate and work effectively with administrators, school personnel, and employee, community, and union representatives
- Interpret codes, statutes, ordinances, rules, and regulations as they affect personnel
- Operate a computer and associated peripheral equipment

ENTRANCE QUALIFICATIONS

Education:

Graduation from a recognized college or university with a bachelor's degree. A master's degree or higher is preferred.

Experience:

Five years of professional-level human resources experience preferably in employee relations and discipline, which includes three years of supervisory experience. Management responsibility that required oversight of multiple units through subordinate supervisors is preferable. A master's degree may substitute for up to one year of the required professional-level experience provided that a bachelor's degree is attained.

Special:

A valid California Driver License and the availability of private transportation, or the ability to utilize an alternative method of transportation.

This class description is not a complete statement of essential functions, responsibilities, or requirements. Entrance requirements are representative of the minimum level of knowledge, skill, and/or abilities. To the extent permitted by law, management retains the discretion to add or change typical duties of a position at any time, as long as such addition or change is reasonably related to existing duties.

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