

Union Public Schools Job Description

Position Title: Human Resources Representative – Provisional/Technical Specialist
Department: Human Resources
Reports To: Manager of Hiring, Data and Claims

FLSA Designation: Non-exempt

SUMMARY: Provides support and assists in a variety of tasks to enhance the smooth and efficient operation of the office of Human Resources

ESSENTIAL DUTIES AND RESPONSIBILITIES: *Other duties may be assigned.*

- Processes all HR-100's for provisional Personnel.
- Tracks open position log reflecting fiscal year openings, replacements and new positions.
- Processes new, returning and terminating paperwork; set salaries, enter information into system and submit paperwork to Payroll.
- Meets with newly hired employees to cover applicable paperwork, explain salary and answer questions.
- Supports the manager monitoring the operation of the computerized Human Resources system; assists in training other employees when necessary.
- Provides backup technical support for the Human Resource Department.
- Enters and maintains employee information in system, including basic, academic, emergency contacts and other names.
- Reviews, tracks and distributes incoming applications for prospective provisional employees.
- Prepares and distributes employment contracts and letters of assurance for all provisional employees; verify that all contracts are signed and returned.
- Serves as back-up for processing Personnel Report for the Oklahoma State Department of Education, three times a year.
- Serves as back-up for processing the Resident/Mentor Teacher Report for the Oklahoma State Department of Education, once a year by May 1.
- Completes employment verifications upon request.
- Maintains general knowledge of USPA Master Contract for questions.
- Maintains general knowledge of UCTA Master Contract for questions.
- Answers phones, take messages and prepares routine correspondence.
- Responds to teachers, secretaries, and administrators requests as needed.
- Provides employment verifications upon request.
- Relieves at switchboard when needed.
- Works well with supervisors and other members of the team.
- Maintains consistent and punctual attendance.
- Performs other duties assigned by supervisor or administrator.

SUPERVISORY RESPONSIBILITIES: None.

QUALIFICATION REQUIREMENTS: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, physical stamina, and/or ability required. Reasonable*

accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: Bachelor's degree in Business Administration, Human Resources, Education, Communications or Psychology preferred. Previous experience with an AS400 system, HRIS, Microsoft Word and Excel preferred. Basic knowledge of labor laws and human resources issues. Spreadsheet and word processing skills required with good grammatical, spelling and punctuation. Previous experience with an AS 400 system, Microsoft Word and Excel preferred.

CERTIFICATES, LICENSES, REGISTRATIONS: None.

LANGUAGE SKILLS: Ability to read and interpret documents such as balance sheets, budget reports and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before small group of employees or organizations.

MATHEMATICAL SKILLS: Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret graphs.

REASONING ABILITY: Ability to apply common sense understanding to carry out detailed but uninvolved written or oral instructions. Ability to deal with problems involving a few concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form. Ability to prioritize multiple projects.

OTHER SKILLS and ABILITIES: Ability to operate a personal computer and related software, such as Microsoft Office and Excel. Ability to develop working relationships with students, staff and the school community. Ability to communicate clearly and concisely, both orally and in writing. Ability to establish and maintain effective working relationships with District employees. Ability to perform duties with awareness of all District requirements and Board of Education policies.

PHYSICAL DEMANDS: *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to sit, talk or hear. The employee is occasionally required to stand or walk. The employee will occasionally reach with hands and arms and will frequently repeat the same hand, arm or finger motions when typing. Specific vision abilities required by this job include close vision and the ability to adjust focus.

WORK ENVIRONMENT: *The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

The noise level in the work environment is usually moderate. The employee will continuously interact with the public and other staff and occasionally meets multiple demands from several people.