

POSITION DESCRIPTION

TITLE: PAYROLL AND BENEFITS SPECIALIST

TYPE: Confidential
Non-Exempt

REPORTS TO: Director of Business

POSITION SUMMARY:

The primary purpose of this position is to provide prompt and accurate processing of all matters related to employee benefits, and payroll for assigned employee group.

MINIMUM QUALIFICATIONS:

1. Minimum age 18 years.
2. High School Diploma or equivalent.
3. Two years college coursework or equivalent related training in accounting or related field.
4. Two years experience in accounting or related positions.
5. Background and Criminal History Clearance.
6. Demonstrates high level of communication skills and meets District standards for oral and written language proficiency in English and Spanish or Russian, as applicable.
7. Skill in leadership and facilitation including problem solving and conflict resolution.
8. Understanding of effective teamwork and collaboration techniques.
9. Excellent organizational skills for effectively managing multiple tasks.
10. Ability to understand and follow oral and written instructions.
11. Advanced understanding and ability to use modern office procedures and technology.
12. Understanding of medical insurance benefits program and cost structures.
13. Such alternatives to the above qualifications as the Board or administration may deem appropriate and acceptable.

ESSENTIAL FUNCTIONS:

1. Communicates effectively in English in both oral and written form.
2. Communicates effectively in Spanish or Russian (if assigned) in both oral and written form.
3. Processes enrollment and payroll accounting, including deductions, for employee medical, life, and disability insurance.
4. Processes all claims for life and disability insurance benefits.
5. Processes Public Employees Retirement System (PERS) remittance and reconciliation.
6. Receives and computes payroll for assigned employee group, including appropriate deductions.
7. Maintains Section 125 Plan information.
8. Verifies accuracy and processes payroll checks on a monthly or as needed basis.
9. Files payroll quarterlies and end-of-year payroll reports for assigned employee group.
10. Follows proper payroll procedures according to negotiated agreements, Board policy, and state and federal laws and regulations.
11. Maintains accurate payroll records.

12. Runs and distributes monthly expenditure reports to building administrators and department supervisors.
13. Responds to inquiries in a timely manner and provides accurate payroll information.
14. Provides information to district administrators and auditors as requested.
15. Operates office equipment as needed.
16. Assists other department staff when needed to ensure timely completion of specific department tasks.
17. Develops and submits reports as required by supervisor.
18. Follows all safety rules.
19. Demonstrates support for District Core Values, District Mission, District Strategic Plan, and Schoolwide Improvement Plan.
20. Establishes and maintains a positive and respectful learning environment and working relationship with students, staff, administration, parents/guardians, and community members.
21. Assists parents and community members as needed.
22. Demonstrates an awareness of and sensitivity to multicultural and multilingual values and environments.
23. Complies with professional development activities as required by the District.
24. Participates in various meetings for the purpose of receiving information or sharing information and expertise with students, colleagues, and parents/guardians.
25. Holds expectations for high performance of self.
26. Assesses results of performance for improvement on a regular basis.
27. Demonstrates computer literacy and operates software programs as related to job responsibilities.
28. Maintains accurate, complete, and confidential records as required by law and District policy and regulations.
29. Maintains the integrity of confidential information relating to a student, family, colleague, or district patron, and uses or relays academic, social, or personal information only in the course of performing assigned responsibilities and in the best interest of the individuals involved.
30. Follows all laws, District policies, rules, regulations, memos, announcements, and reasonable requests by proper authority.
31. Adheres to the same ethical standards as outlined in Teacher Standards and Practices Commission (TSPC) Standards for Competent and Ethical Educators.
32. Maintains regular attendance at work and work activities, and is punctual in meeting deadlines, attending meetings, and following schedules.

OTHER REQUIREMENTS:

1. The employee is expected to be dressed and groomed in a neat, clean, and appropriate professional manner for the assignment and work setting.
2. This position is performed primarily indoors in school buildings and offices, although some outdoor work or supervision may be required.
3. In cases in which the employee is required to travel between sites, the employee is responsible for his/her own travel and will be reimbursed for approved mileage.
4. Possible exposure to bodily fluids due to student or employee illness or injury.
5. May be required to obtain a First Aid and/or CPR Card and serve as a Delegated Caregiver and Designated First Aid Provider.
6. Occasionally performs other duties as required by supervisor.

TERMS OF EMPLOYMENT:

Current work year of approximately 260 days, subject to change. May include extended hours or days as directed. Salary and benefits and working conditions as determined by District Board.

EVALUATION:

Performance will be evaluated in accordance with District Policy and Regulations concerning personnel evaluation.

EMPLOYEE STATEMENT:

“I have reviewed the above position description and understand its contents.”

“I am aware that my position description may be revised or updated at any time and that I remain responsible for knowledge of its contents.”

“I hereby certify that I am able to fulfill the essential functions of the above position.”

Employee Name (Print)

Employee Signature

Date