

LYON COUNTY SCHOOL DISTRICT

Lead Payroll Account Clerk

Job Group: Finance

Classification: Classified

Terms of Employment: Pay Grade 28 on the Classified Salary Structure (12 month, 8 hours/day)

FLSA Status: NON-EXEMPT

POSITION SUMMARY: Works directly under the Fiscal Services Officer and is responsible for performing specialized financial duties and payroll.

This is the advanced class within the finance job group. Positions in this class process and maintain the most difficult and complex statistical and financial records which require originality, initiative, independent judgment, and knowledge of bookkeeping and accounting practices and principles. Must have knowledge of state and federal employment laws, rules and regulations.

The Lead Payroll Clerk differs from the next lower class of Payroll Clerk in that the consequences of error are greater, assignments are technically complex and of a more creative, evaluative and analytical nature. Requires greater knowledge of payroll law and bookkeeping and accounting practices and principles.

May assume responsibility for financial office support procedures in a defined major area such as payroll or for financial office support procedures associated with an entire department or program; provides technical or functional oversight in the area assigned; assists district personnel and the public by answering questions that involve searching for and abstracting use of applicable laws, regulations, policies, and procedures.

Other duties performed within the department that may become the responsibility of the payroll lead include accounts payable, vendor statement reconciliation, purchasing, inventory, cash receipts data entry, food service reporting, attendance reporting, warehousing, property inventories, financial and bank account reconciliations, financial reporting, budget preparation/monitoring, property inventories and general office support.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

This list of Essential Duties and Responsibilities is not exhaustive and may be supplemented.

1. Performs complex analytical work in determining the proper reporting of hours worked;
2. Oversees and participates in maintaining tax, retirement, garnishment, miscellaneous deductions, and contribution records
3. identifies and resolves problems and makes corrective entries for payroll
4. Oversees and participates in maintaining records in various accounting systems on personnel, salaries, fund appropriations and expenditures; identifies and resolves problems and makes corrective entries;
5. Oversees and participates in maintaining employee files, calculating monthly salaries, leave accruals, processes absences, time worked, paychecks, deduction payments.
6. Public Employees Retirement System of Nevada (PERS) monthly reporting of time, wages and contributions. Processing enrollment, change, and termination forms. Calculating salary certifications.
7. Federal and State payroll reporting – monthly, quarterly and annual payroll tax and employment reporting including annual W-2s and Social Security number verification.
8. Assist employees with pay, payroll deductions, PERS, leave issues, provide past documents as requested, and general employee questions or concerns.
9. Complete employment verifications, disability forms and employee notification of garnishments.
10. Suggests and initiates modifications to improve workflow and/or procedures.
11. Works directly with all levels of District staff in requesting information or answering inquiries.

12. Works directly with the Grants department to ensure all grant funded positions are being funded and tracked appropriately.
13. Maintains association sick bank usage and reports balances to the Executive Director of Human Resources and the employee associations.
14. Serves as the position control implementation and maintenance designee for the business office
15. Ability to appropriately handle stress and interact with others, including supervisors, coworkers, teachers, and community,
16. Regular and consistent punctuality and attendance are essential functions of the job.
17. Performs all other duties as assigned.

POSITION EXPECTATIONS:

Knowledge of:

1. Payroll processing and procedures, from timesheet data entry to annual reporting of wages.
2. PERS policies and any changes in those policies that would affect LCSD employees.
3. Utilize strong mathematical skills with great attention to detail.
4. Relevant Federal and State employment laws and regulations.
5. Good organization and filing systems so information can be quickly located and status determined.
6. Basic accounting practices, procedures and financial reporting fundamentals.
7. Basic computer applications, especially spreadsheets and word processing.

Ability to:

1. Enter data quickly and accurately with excellent keyboarding and 10-key skills.
2. Effectively communicate with employees and others in a clear, concise and professional manner.
3. Ability to follow instructions and work without close supervision.
4. Work overtime in evenings, mornings and on weekends as necessary or requested.
5. Efficiently operate office equipment including a computer, copier, scanner and fax.
6. Make mathematical computations rapidly and accurately
7. Understand and carry out oral and written instructions
8. Establish and maintain effective working relationships with those contacted in the course of work.

POSITION REQUIREMENTS:

Education and Training:

1. High School Diploma or equivalent.
2. 2 years' experience with payroll and accounting or bookkeeping, preferably in a public organization.
3. Experience using spreadsheets and databases.
4. Applicable business education courses preferred.

Licenses and Certifications:

1. A valid Nevada driver's license is required at the time of appointment.
2. Skills testing may be required.

Candidates must meet the minimum qualifications as listed on the appropriate position vacancy announcement.

PHYSICAL AND MENTAL REQUIREMENTS:

The physical and mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Cognitive ability and dexterity to operate office equipment for long periods of time. Strength and stamina to bend, stoop, sit and stand for long periods. Dexterity and coordination to handle periodic lifting and moving of boxes. Reaching for items above and below waist level. Involves hearing and speech to communicate in person or over the

telephone. Must have the ability to lift 50 pounds to waist height.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Incumbents and individuals who have been offered employment are encouraged to discuss potential accommodations with the employer.

WORKING CONDITIONS:

Work is performed under the following conditions: Position functions primarily within an office. The majority of work will be performed sitting at a computer for prolonged periods of time. Exposure to climate controlled office settings to outside weather with temperatures ranging from mild/moderate to extreme cold/heat. May involve exposure to noise levels ranging from low to moderate for frequent time periods.

Hazards: Stress, anxiety and office equipment (as related to specific assignment).

PHYSICAL CAPACITY REQUIREMENTS FOR POSITION

(Mark with an X, leave blank where not applicable)

ESSENTIAL FUNCTION	LESS THAN 25% OF TIME	25% TO 49% OF TIME	50% TO 74% OF TIME	75% TO 100% OF TIME
Sitting			X	
Standing	X			
Walking	X			
Bending/Stooping/ Squatting/Twisting				
Crawling				
Kneeling				
Reaching above of body	X			
Reaching away from body	X			
Climbing Stairs				
Climbing while working (ladder, stools, roofs, poles)				
Balancing				
Lifting &/Or Carrying objects:				
50 Pounds or 1/3 Bodyweight				
Pushing				
Pulling				
Grasping/ Gripping		X		
Handling				
Applying Torque (arms)				
Fine Manipulation				
Repetitive Work			X	
Weight Bearings				
Typing, Keyboarding, or Entering Data			X	
Computer Monitor/ CRT			X	
Driving a Vehicle				
Working Alone				
Operating Machinery or Equipment:				
Heavy Equipment				
Vibrating Equipment				
Power Tools				
Machine/Electrical Hazards				
Ladders ≥ 6 Feet				
Personal Protective Equipment				
Respirator Use				
Work Conditions:				
High Noises				
Heights				

Confined Spaces				
Heat Stress				
Cold Stress				
UV Exposure				
Hazardous Chemical/Waste				
>8 Hrs Day				
Overtime/Irregular Hrs				
Senses:				
Eyes				
Visually Demanding Work				
Near Vision			X	
Far Vision				
Depth Perception				
Basic Color Discrimination				
Hearing Protection				
Speech Discrimination				
Audio Alarms				
Ability to Smell				

Equal Opportunity Employer

The Lyon County School District is an equal opportunity employer and will not knowingly discriminate in any area of employment. Those include discriminatory recruiting and hiring practices against any United States citizen or legal alien on the basis of race, color, creed, religion, sex, age, marital status, national or ethnic origin, disability, or any other protected class and shall extend to working conditions, training, promotion, and terms and conditions of employment.

Individuals with a disability who require reasonable accommodation(s) during any step of the screening process or who have questions about qualifications should notify a representative in Human Resources. Notification may be made in person, in writing, or by calling: (775) 463-6800.

I have read and understand the requirements of my job.

Employee Name: _____

Employee Signature: _____ Date: _____

Administrator/Management Signature: _____ Date: _____