

MT. DIABLO UNIFIED SCHOOL DISTRICT

DIRECTOR, CERTIFICATED OF PERSONNEL SERVICES**Primary Function**

Plans, organizes, coordinates and directs certificated and classified personnel functions including recruitment and selection of certificated and classified personnel. Administers collective bargaining agreements.

Directly Responsible To

Assistant Superintendent, Administrative and Personnel Services

Supervision

~~Personnel Clerk~~

Personnel Assistants

Personnel Specialist

Senior Personnel Specialists

Personnel Analysts

Classified Training Coordinator

Supervises and evaluates other certificated and classified personnel as assigned.

Major Responsibilities

1. Administers the recruitment, selection and placement of teachers, ~~and~~ other certificated personnel
2. Administers the recruitment, selection and placement of classified personnel.
3. Confers with district administrators in personnel matters.
4. Assumes responsibility for the preparation and maintenance of certificated and classified personnel employment records.
5. Assists the Assistant Superintendent, Administrative and Personnel Services, in collective bargaining negotiations with certificated and classified employee units.
6. Assists in the administration of all certificated and classified employee unit contracts and agreements, including but not limited to disciplinary and grievance hearings/investigations.
7. Prepares reports related to certificated and classified personnel staffing.
8. Recruits, selects and assigns substitute teachers certificated and classified personnel.

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9. Directs substitute ~~teacher~~ services/system and program.
10. Directs the classified staff development program.
11. Evaluates personnel directly responsible to this Director.
12. Administers the evaluation process for certificated and classified personnel.
13. Assists in the development of wage and salary compensation for all certificated and classified employees and analyzes, evaluates, maintains and recommends job classification changes.
14. Counsels with individuals or groups of ~~certificated~~ employees regarding personnel problems.
- ~~13. Administers employee benefits program for certificated employees.~~
15. Develops and implements policies and procedures related to certificated and classified personnel.
16. Assists in the administration of the District's human relations programs and activities.
17. Maintains a relationship with teacher placement agencies and teacher training institutions.
18. Assists in staffing patterns and projections.
19. Confers, upon the direction of the Assistant Superintendent, Administrative and Personnel Services, with District's legal counsel in matters related to personnel functions and responsibilities.
20. Delegates to those under the supervision of this Director such powers and duties deemed advisable, but continues to be responsible to the Assistant Superintendent, Administrative and Personnel Services, for the execution of the powers and duties delegated.
21. Attends job-related meetings and activities specified by the Assistant Superintendent, Administrative and Personnel Services.
22. Performs additional duties as assigned by the Assistant Superintendent, Administrative and Personnel Services.
23. Performs those duties and responsibilities, including supervisory and advisory duties, as may be prescribed by the Superintendent.
24. Maintains a valid California Driver's license and has reliable transportation to travel between sites in a timely and efficient manner.

Director of Personnel (continued – page 3 of 4)**Qualifications****Knowledge and Skills**

1. Ability to exhibit the qualities of leadership essential to the successful administration of a comprehensive program of certificated and classified administration.
2. Ability to exercise good judgment and tact.
3. Ability to cope with emergency situations.
4. Knowledge of basic elements of instruction.
5. Knowledge of effective employee supervision and evaluation procedures and techniques.
6. Ability to speak and write effectively.
7. Knowledge of principles of organization and management.
8. Ability to work effectively with all segments of the educational community and general public.
9. Ability to analyze problems, make decisions or recommendations, and be responsible for those decisions.
10. Ability to rapidly assimilate the facts, conditions and implications of problems suddenly thrust upon the office and to organize an effective administrative response to them.
11. Knowledge of the principles of staff development and training.
12. Knowledge of state and federal laws pertaining to certificated and classified personnel.
13. Ability to design and implement procedures.
14. Knowledge of school district operations and procedures.
15. Skill in working with diverse groups and individuals in a manner that achieves district goals.
16. Skill in translating Board and district policy to various employees, individuals and groups.
17. Ability to supervise and direct a large staff or department.
18. Knowledge of credentialing.
19. Knowledge of the collective bargaining process and contract management.

Director of Personnel (continued – page 4 of 4)**Education, Training, and Experience**

1. Post graduate work in school administration, curriculum and instruction, or a related field.
2. Possession of an appropriate school administrative credential.
3. Experience as a school site administrator desirable.
4. Experience in directing/supervising the work of others.
5. Education or training in personnel administration, including, but not limited to, collective bargaining, contract administration, grievance resolution, employee discipline, complaint resolution and staff development.

Sample Physical Abilities

Hear and speak to make presentations and exchange information in person and on the telephone; communicate so others will be able to clearly understand normal conversation; dexterity of hands and fingers to operate a computer keyboard and manipulate paper; see to read, prepare documents and reports and to observe other personnel; sit or stand for extended periods of time; work at a desk, conference table, small student classroom table, or in meetings in various configurations; hear and understand speech at normal levels; kneel, bend at the waist, reach overhead, above the shoulders, and horizontally; lift objects weighing up to 25 pounds.

Adopted by the Board of Education 3/10/98

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(Directors of Classified and Certificated Personnel are currently at Range 29).

Diablo Managers' Association

Adopted by the Board of Education