

Director III, Employee- Management Relations (EMR)

Position Details

Job Code: U7102

Reference Code: A583

Division/Unit: Human Resources

Classification: Professional-Technical and/or Licensed Administrator

Terms of Employment: [Step 44 of the Unified Administrative Salary Schedule, 12 Months](#)

FLSA STATUS: EXEMPT

Position Summary

The person selected for this administrative position will provide leadership services to the Clark County School District, including but not limited to: contract management, grievance hearings, and arbitration procedures. The person selected for this position will work frequently with other departments within the District including, the Office of the General Counsel, Payroll Department, and other District administrators. The person selected for this position is directly responsible to the Chief Human Resources Officer, or designee, on a day-to-day basis.

Essential Duties and Responsibilities

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

1. Presides at all administrative hearings (i.e., grievance suspension/dismissal, licensure, and appeal meetings), as assigned. Advocates for the District in all non-dismissal arbitrations.
2. Directs and facilitates the implementation of employee discipline related to licensure matters.

3. Directs and assists in conflict resolution with employee organizations and between employees and management, and interacts with the appropriate divisions in accomplishing the same.
4. Collaborates with other departments within the Human Resources Division (HRD) to ensure consistency in decisions and communication to staff concerning District regulation and procedures regarding leaves of absence, maintenance of employee personnel files, and accrual/use of sick leave and other leaves.
5. Researches and explains laws and legal affairs concerning employment to managers, supervisors, and employees.
6. Consults with District counsel in the implementation of contract management and legal matters as they pertain to staff and maintains appropriate confidentiality.
7. Directs the enforcement of settlement agreement provisions as they relate to employee discipline, employee pay issues, and other personnel matters.
8. Researches, explains, and prepares presentations related to laws and legal affairs concerning hiring managers.
9. Leads and facilitates the negotiation and execution of settlement agreements with the various employee organizations and private attorneys.
10. Assists with District representation at review appeals and facilitates the preparation and organization of all supporting documentation for presentation at appeal meetings.
11. Analyzes information and data necessary to define and discern cost and policy implications of negotiations and disputes (i.e., management and union proposals, pay scales and wages, benefits working conditions, and other mitigating circumstances).
12. Provides administrative support with teacher seniority issues and teacher transfer reassignments.
13. Directs association leave procedures and compliance.
14. Leads, facilitates, and conducts sick leave reviews of all staff and make recommendations regarding the appropriate use of leave in accordance with the provisions of the negotiated agreements.

* Please note: administrative employees may need to work additional time either at the assigned work location or away from such premises to fulfill the full scope of their professional responsibility, and administrators agree to perform that additional work necessary to adequately fulfill their professional responsibility without additional compensation. In addition, out-of-district travel may be required for trainings.

Position Expectations

1. Working knowledge of the grievance/arbitration process.
 2. Effectively interpret, apply, and articulate collective bargaining agreement (CBA) provision and District policies and regulations as they relate to personnel matters.
 3. Knowledge of Nevada Revised Statutes (NRS) and District policies and regulations related to personnel issues.
 4. Knowledge of Clark County Association of School Administrators and Professional-technical Employees (CCASAPE)/Clark County Education Association (CCEA)/Police Administrators Association (PAA)/Education Support Employee Association (ESEA) bargaining agreements, Police Officers Association (POA)/Clark County School District organizational structure.
 5. Ability to interact effectively and diplomatically and work in cooperation with District Personnel at all levels, as well as outside entities.
 6. Ability to work effectively under constant deadlines and time constraints.
 7. Ability to consistently perform and react effectively under pressure in a fast-paced environment with constant interruptions and often-conflicting demands.
 8. Ability to manage multiple tasks and responsibilities and to prioritize accordingly.
 9. Ability to maintain strict confidentiality regarding personnel matters.
 10. Ability to delegate tasks appropriately and oversee the successful completion of the delegated assignments.
 11. Ability to navigate through basic computer programs, such as Google, Windows, Microsoft Word and Microsoft Access.
 12. Ability to attend to numerous and often-minute details.
 13. Ability to advocate for the District in appeal hearings and arbitrations.
-

Position Requirements

Education and Training

An earned master's degree from an accredited college or university. A bachelor's degree from an accredited college or university plus five (5) years of additional experience beyond the minimum requirement below can be substituted for the masters' degree requirement or currently serving as a professional-technical employee with the Clark County School District.

Licenses and Certifications

Hold or be able to acquire, by time of appointment to the position, a Nevada administrative endorsement, as appropriate.

Experience

1. Have previously demonstrated five (5) years of successful licensed teaching experience in an accredited K-12 public or private school; and, be able to acquire, by time of appointment, appropriate Nevada school administrative endorsement; or, have previously demonstrated at least three (3) years of successful licensed teaching in an accredited K-12 public or private school; and, currently hold a valid Nevada school administrative endorsement.
2. A minimum of two (2) years' experience as a contracted administrator in an accredited K-12 public or private school or a minimum of two (2) years contracted administrative experience in a related position.
3. Successful performance in the position held at time of application.

-OR-

4. Satisfactory service in corresponding or related positions or at least five (5) years successful supervisory experience related to the administrative position.
5. A minimum of two (2) years of experience as an administrator in a related position.
6. Successful performance in the position held at time of application.

Preferred Qualifications

None specified.

When applying for an administrative position, candidates must meet the minimum qualifications as listed on the appropriate position vacancy announcement.

AA/EOE Statement

The Clark County School District is proud to be an equal opportunity employer. The Clark County School District is committed to providing all applicants and employees equal employment opportunities without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or military status or other characteristics protected by applicable law. Here at Clark County School District we are a diverse group of people who honor the differences that drive innovative solutions to meet the needs of our students and employees. We believe that through a culture of inclusivity we have the power to reflect the community we serve.

Job Revision Information

- Revised: 04/13/22
- Created: 07/22/21