

AMHERST EXEMPTED VILLAGE SCHOOL DISTRICT
JOB DESCRIPTION

Title: **PAYROLL SPECIALIST** **File 216**

Reports to: Treasurer

Job Objectives: Processes payroll transactions. Performs data entry and accounting support services.

Minimum Qualifications:

- High school diploma. Work skills substantiated by training and/or work experience using governmental accounting procedures and automated data processing systems.
- Displays flexibility, reliability, self-discipline and a willingness to take on challenging tasks.
- Embodies high ethical standards/integrity. Maintains confidentiality. Accepts personal responsibility for decisions/conduct.
- Interacts confidently with others and displays a strong customer-service focus.
- Passes all state background check requirements. Maintains a record free of criminal violations that would prohibit public school employment.
- Meets mandated health-screening requirements following a conditional offer of employment.
- Meets prerequisite qualifications to be bonded.
- Shows evidence of core computer competencies deemed essential at the time of hire.

Essential Functions:

1. Performs employee payroll and ancillary duties that facilitate the timely attainment of district objectives. Keeps informed about program/procedure changes.
 - Maintains a high degree of accountability. Develops/implements a strategy to manage multiple concurrent responsibilities. Ensures all tasks are completed within required time frames.
 - Greets/assists visitors. Answers/directs phone calls efficiently. Takes detailed messages.
 - Prepares letters, memos, notes, E-mails, etc. Maintains calendars/schedules as directed.
 - Prepares photocopies. Prints, collates, covers and binds documents/program materials.
 - Closely collaborates with the EMIS/Human Resources Department. Makes corrections to Staff EMIS as needed.
 - Prepares wage change notices
 - Verifies employees are placed on the correct salary schedule/experience level.
 - Processes/distributes employee contracts, salary notices and other related personnel materials.

- Collects/maintains payroll deduction authorization forms.
 - Verifies time sheets. Calculates gross wages. Processes the payroll. Reconciles payroll records
 - Distributes paychecks/deposit confirmation forms as directed.
 - Completes payroll reports and tax payments by required deadlines.
 - Maintains monthly, quarterly and annual payroll reports. Prepares employee W-2 forms.
 - Processes employment services, worker compensation and unemployment reports.
 - Verifies authorizes employment inquiries (e.g. loan applications, etc.).
 - Processes termination and retirement forms. Maintains retirement records.
 - Collects/organizes data for analysis. Helps interpret data for forecasting and/or reports.
 - Processes staff expense requests. Investigates unsubstantiated charges. Distributes checks.
 - Reorders consumable office supplies as needed to maintain reliable service levels.
 - Cross trains with other staff as directed. Offers assistance when needed.
2. Exemplifies professionalism and fosters goodwill to enhance the district's public image.
- Complies with drug-free workplace rules, board policies and administrative guidelines/procedures.
 - Contributes to an effective and positive work/learning environment. Performs all assigned duties.
 - Develops mutually respectful relationships with co-workers. Functions as part of a cohesive team.
 - Maintains a professional appearance. Wears work attire appropriate for the position.
 - Maintains an acceptable attendance record and is punctual.
 - Respects privacy and maintains the confidentiality of privileged information.
 - Works effectively with minimal supervision. Performs task efficiently to meet deadlines.
3. Maintains open/effective communication. Serves as a reliable information resource.
- Prepares/maintains accurate records. Submits required paperwork on time.
 - Provides prompt notification of personal days or absences.
 - Refers district policy interpretation questions to the appropriate administrator.
 - Seeks clarification when directives/expectations are unclear.
 - Uses active listening/problem-solving techniques. Respects diversity. Resolves issues tactfully.

4. Pursues opportunities to enhance professional performance.
 - Participates in training to keep current with professional standards associated with work duties.
 - Updates skills as needed to use available task-appropriate technology effectively.
 - Works toward mastery of individualized development/performance goals as directed.
5. Takes precautions to ensure safety. Helps manage/eliminate risks.
 - Maintains high standards for appropriate conduct. Recognizes and responds to prevent aggressive behavior or harassment. Complies with district procedures and federal/state laws when dealing with discrimination and suspected child abuse/neglect.
6. Performs other specific job-related duties as directed.
 - Assists with unexpected/urgent situations as needed.
 - Helps implement workplace initiatives that advance district goals.

Working Conditions:

Safety is essential to job performance. Employees must exercise caution and comply with all mandated safety regulations and follow district protocols when involved in the following situations:

- Balancing, bending, climbing, crouching, kneeling, reaching, or standing.
- Exposure to adverse weather conditions and temperature extremes.
- Exposure to blood-borne pathogens and communicable diseases.
- Interacting with aggressive, disruptive and/or unruly individuals.
- Lifting, carrying and moving work-related supplies/equipment.
- Prolonged use of a computer keyboard and monitor.
- May require working extended hours.
- Operating and/or riding a vehicle.
- Performing repetitive physical tasks for extended periods of time.
- Traveling to meetings and work assignments.

Performance Evaluation:

Job performance is evaluated according to policy provisions and contractual agreements adopted by the Amherst Exempted Village School District Board of Education.

The Amherst Exempted Village School District is an equal opportunity employer. This job description identifies primary responsibilities and is not intended to be a complete list of all duties performed. This document is subject to change in response to demographics, staffing factors, funding variables, modified operating procedures, program/curriculum changes and unforeseen events.

Board Adopted 5/19/2014