

## HR: Classified Generalist - Classified Benefits

<b><u>Reports to:</u></b>	<b>Assistant Superintendent for Human Resources</b>
<b><u>Supervises:</u></b>	<b>None</b>
<b><u>Term of Employment:</u></b>	<b>12 months</b>
<b><u>Salary:</u></b>	<b>Finance/HR II - 67</b>
<b><u>FLSA Exempt/Non-Exempt:</u></b>	<b>Non-Exempt</b>

- Qualifications:**
- **Associate degree preferred**
  - **Graduation from high school and any equivalent combination of training and experience which provides the required knowledge, skills and abilities**

### **Essential Job Functions:**

- Maintains and updates various Human Resources forms as needed
- Assists in ensuring the HR website provides the most current information available
- Makes ID badges
- Assists with posting CEU credits as needed
- Provides various LINQ reports, lists and statistical data as requested by supervisor
- Exercises confidentiality concerning personnel matters
- Ensures that confidential information is secure at all times
- Keeps work area clean and presentable to guests
- Ensures that all paperwork is scanned and filed in a timely manner and all data is entered in to the LINQ system in a timely manner
- Maintains an attitude of service, assistance and support for employees and guests at all times whether in person or via email or phone
- Assists with retirement recognition, orientation/induction sessions and job fairs
- Keeps HR Assistant Superintendent abreast of any employee issues
- Attends staff development/meetings as needed to stay informed
- Coordinates with other HR staff to ensure coverage of the HR office at all times
- Serves as a single point of contact for all classified applicants and employees
- Creates and maintains paper files and electronic files for classified employees
- Processes all paperwork for all newly hired classified employees
- Keeps abreast of classified vacancies and school needs at all times
- Ensures that principals have access to employment applications in a timely manner
- Provides employment and wage verifications for classified employees
- Collects, scans and files paper evaluations for all classified employees
- Maintains a database of NCLB status of teacher assistants and tutors
- Processes Transfer Requests and Letters of Intent
- Serves as notary for Human Resources
- Collects, opens and distributes Human Resources mail daily
- Assists classified employees with questions regarding retirement and service credit

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- Assists classified employees with retirement paperwork and coordinates with payroll
- Assists classified employees with leaves of absence, FMLA and disability
- Assists classified employees with questions regarding State Health Plan and COBRA
- Processes workers' compensation claims and files Form 19s with insurance provider
- Coordinates payment for approved workers' compensation claims with medical facilities and remains in contact with all parties until employee returns to work
- Prepares and submits annual OSHA report and annual NC Department of Labor survey
- Serves as primary contact for state and local workers' compensation carriers
- Performs other duties and responsibilities as assigned by supervisor

### **Physical and Cognitive Requirements:**

The major physical and cognitive requirements listed below are applicable to this job classification within Moore County Schools.

Work in this classification is considered **light physical work** requiring the exertion of up to 20 pounds of force occasionally and a negligible amount of force frequently or constantly to move objects. Must be able to:

- prepare, read and comprehend a variety of job related forms, reports, spreadsheets, maps, plans, records, documentation and correspondence in all languages required by the job
- understand and conform to all rules of punctuation, grammar, diction and style
- speak to individuals or groups of people with poise, voice control and confidence
- respond adequately to inquiries or complaints
- write using standard convention in all languages required by the job
- apply principles of logical or scientific thinking to define problems, collect data, establish facts and draw valid conclusions
- apply common sense understanding to carry out instructions furnished in written, oral or diagrammatic form
- communicate effectively and efficiently in all languages required by the job using whatever communication device or system is required (telephone, Braille)
- use/interpret job related terminology, mathematical formulas and functions effectively and efficiently
- deal with people beyond giving and receiving instructions
- perform under stress, deal with persons acting under stress and adapt when confronted with emergency situations
- be sensitive to cultural differences among individuals and groups of persons
- operate a motor vehicle
- operate/use a variety of automated office machines and other office equipment
- operate/use a variety of printing/graphic arts machines
- operate/use a variety of audiovisual/electronic machines and devices
- operate/use a variety of communication machines/equipment/devices
- operate/use a variety of job specific machines/equipment