COORDINATOR – PAYROLL

JOB OVERVIEW

DIVISION: Financial Services  DEPARTMENT: Accounting Services

SUMMARY/SCOPE/GOAL:
Performs a variety of duties and specialized functions to support the Payroll Manager and Payroll Staff Accountant in reviewing and processing reports, troubleshooting, assisting other team members, and working closely and productively with other departments.

PERFORMANCE RESPONSIBILITIES

ESSENTIAL FUNCTIONS:
The tasks/competencies listed below represent most of the time spent working in this position. Supervisor may assign additional tasks within the scope of this classification as necessary.

1. With independent judgment, researches payroll issues and provides customer support.
2. Reviews and makes corrections to site time entries, as needed, to ensure accurate semi-monthly payroll process.
3. Coordinates at district level, payroll processing adjustments for sick leave bank, leave of absence for all LOA employees and terminal pay. Serves as a Payroll liaison with Human Resources, and Benefits Departments, as well as site timekeepers, to calculate and post payroll entries for these adjustments.
4. With considerable independence, works directly with employees and timekeepers to answer questions regarding the payroll portion of leaves of absence including sick bank and worker’s compensation.
5. With little guidance, processes daily and payroll run specific reports to mitigate errors.
6. Provides support to Payroll Specialists to answer questions and provide guidance with daily tasks.
7. Maintains Payroll website for Payroll processes and reporting information.
8. Maintains Payroll specific spreadsheets used by the Payroll team; updating and troubleshooting as needed.
9. May be coordinating various functions such as timekeeping, leaves, or payroll / accounting functions as assigned.

OTHER DUTIES:
Provide outstanding customer service and use positive interpersonal communications skills. Make all decisions and perform all tasks in accordance with Brevard Public Schools’ strategic plan, vision, and mission. Ensure compliance with Board rules and applicable federal laws and regulations.

QUALIFICATIONS

EDUCATION AND RELEVANT EXPERIENCE REQUIREMENTS:
REQUIRED: High School Diploma or equivalent. As least three (3) years of responsible work in a high-paced large organization, preferably a school district environment, that processes in-house without the support of payroll service providers, such as ADP, etc. At least three (3) years of verifiable and closely related experience is required. Excellent written and verbal communication skills are required. Considerable knowledge of payroll accounting and payroll processing for a large number of employees.

PREFERRED/DESIRABLE: Florida school district experience with the use of large spreadsheets and Enterprise Resource Planning (ERP) or large integrated financial management systems.
CERTIFICATIONS AND LICENSES:
REQUIRED: 

PREFERRED/DESIRED: Click or tap here to enter text.

KNOWLEDGE, SKILLS/TRAINING, AND ABILITIES/EQUIPMENT USAGE

JOB RELATED:
Ability to organize and analyze data. Skills in mathematical/statistical procedures to produce accurate calculations and reporting. Skills in interpersonal communications. Skill in organizing and prioritizing tasks to meet deadlines.

GENERAL:
Knowledge and use of time management and organizational systems. Skill in meeting and exceeding customer/stakeholder expectations within the precincts of policy, procedure, and sound judgement. Skill in active listening and social perceptiveness. Ability to communicate effectively orally and in writing. Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems. Ability to sustain focus and attention to detail for extended periods of time.

SKILLS/TRAINING:
Intermediate to advanced MS Excel®

EQUIPMENT:
Indoor office environment most often with Indoor/Outdoor movement between locations frequently. Intermittent noise and activity level

PHYSICAL DEMANDS/WORK ENVIRONMENT

PHYSICAL REQUIREMENTS:
(S) SEDENTARY WORK
Exerting up to 10 pounds of force occasionally (Occasionally: activity or condition exists up to 1/3 of the time) and/or a negligible amount of force frequently (Frequently: activity or condition exists from 1/3 to 2/3 of the time) to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time; but may involve walking or standing for brief periods of time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

POTENTIAL ENVIRONMENTAL CONDITIONS/HAZARDS:
Indoor environment.

TRAVEL:
Travel between sites rarely. Travel out of county rarely.

FOR HR USE ONLY:

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Deleted: COORDINATOR – PAYROLL
Deleted: Valid States Driver’s License.
Deleted: Knowledge of principles and practices of accounting as they apply to timekeeping and payroll processes. Knowledge of union contracts, HR/payroll procedures and processes, and labor laws as they apply to school district payrolls. Ability to perform complex clerical work with little to no supervision and exercise independent judgment in evaluating situations and making decisions. Ability to establish excellent working relationships with all levels of District and school-based personnel. Ability to demonstrate a strong attention to detail. Ability to work effectively with employees at all levels while maintaining excellent customer service and effective communication. Ability to operate a computer and all standard office equipment...
Deleted: Four years of BPS

Form Revised 2019
The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job. Performance of this job will be evaluated in accordance with provisions of the Board’s policy on evaluation of personnel.

Brevard Public Schools (BPS) is an equal opportunity/affirmative action employer committed to achieving excellence and strength through diversity. BPS seeks a wide range of applicants for its positions so that one of our core values, a qualified and diverse workforce, will be affirmed. Americans with Disabilities Act (ADA) compliance requires BPS to provide reasonable accommodations to qualified individuals with disabilities. Prospective and current employees are invited to discuss accommodations.

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