



Your **BEST** Choice!

## Director – Labor Relations

### The School District of Palm Beach County

The Palm Beach County School District is the 10th largest district in the country with a student enrollment of more than 179,000 students. The annual budget exceeds \$3 billion and the District is the largest employer in Palm Beach County with over 22,000 employees.

#### **Key Functions:**

- Assists the Chief Officer – Human Resources with the day-to-day management of the District’s labor relations program.
- Plans, organizes and conducts negotiations with the four recognized exclusive bargaining agents, as assigned.
- Assists on matters related to labor law, negotiating techniques, and strategies, and policy instructions pertaining to collective bargaining.
- Analyzes and evaluates negotiation proposals; prepares counterproposals and collects, analyzes, explains, and presents data required during negotiations.
- Represents the District on collective bargaining subcommittees; confers with senior administrative staff and other resource personnel on matters relevant to collective bargaining and assists in the preparation and formulation of positions to be used in collective bargaining.
- Assists and consults in the formulation of policy to comply with negotiated agreements.
- Assists in developing policy recommendations for compliance with state and federal laws, and Board rules.
- Interprets labor contract provisions and advises staff regarding obligations and responsibilities imposed by negotiated agreements; and assists in the resolution of labor disputes.
- Assists in developing and implementing procedures to inform affected parties of the status of negotiations.
- Develops and presents training programs for administrators in the implementation of negotiated agreements.
- Prepares, assists and/or conducts grievance hearings/arbitrations, mediation, special master hearings, unfair labor practice hearings and other related cases.

The right candidate must satisfy eligibility requirements, including background check as mandated by Florida State laws; must possess BA in labor relations, business or public administration, or related area.

**Salary:** \$100,826 - \$173,850

**Application Deadline:** September 17, 2021

**Start Date:** TBD

**Apply online:** [www.palmbeachschools.org/jobs](http://www.palmbeachschools.org/jobs)

**Job Code:** 74080

**Job Id:** 218536