

Director - Negotiations

Related positions are contingent upon board approval.

The Director - Negotiations ensures the Board negotiates contracts with the various unions that are aligned with district goals, priorities, and strategies, in service of student growth and achievement. They serve as the project manager for all negotiations and as the understudy to the Chief Negotiator in contract talks between the Board and the various union groups. They interpret the terms and conditions of labor agreements between the Board and unions and ensures seamless implementation of all collective bargaining agreements.

Essential Functions

- Serves on district negotiating team for all six bargaining units and as the district administration project manager for all those negotiations and the implementation of contract provisions negotiated; serves as understudy for the district's Chief Negotiator.
- Advises management teams on negotiations and priorities for negotiation of each contract and on any recommended changes to work rules, procedures, and compensation for unaffiliated employees. Provides advice to top management in all areas of collective bargaining and labor contract issues. Provides technical assistance and advice to the Chief Executive Officer, Chief Human Capital Officer, and other cabinet level administrators.
- Interprets the terms and conditions of labor agreements between the Board and unions and ensures seamless implementation of all collective bargaining agreements.
- Compiles and maintains statistical data on national, state, regional, and local negotiated settlements, trends, arbitration decisions, court decisions and other issues relevant to labor relations and collective bargaining matters.
- Designs and executes the communications, trainings, and change management plans for all negotiations.
- Keeps informed of laws, regulations, statutes, rules, and policies affecting schools, education, and labor unions. Maintains and communicates information from bulletins, periodicals, and labor relations reports issued by various federal, state, and local reference clearing houses.
- Performs and promotes all activities in compliance with equal employment and nondiscrimination policies; follows federal laws, state laws, school board's policies and professional standards.

Maximum Salary\$196924.00

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Desired Qualifications

- Bachelor's degree required; master's degree or juris doctorate preferred. Degree(s) must be from an accredited college or institution.
- Ten years of related experience in negotiations and labor relations, preferably in a public sector urban municipal educational environment.
- Experience in successfully negotiating labor contracts.
- Excellent problem solving, verbal and written communication skills, including the ability to make persuasive presentations.
- Proficient in the use of data to drive decisions, as well as technical computer applications.
- Senior Professional in Human Resources (SPHR) desirable.
- Legal training and experience desirable.

Full time

Additional Details

Qualified candidates for the above position must submit the following:

- Completed online application
- Resume that clearly demonstrates the above minimum qualifications. It is important that you include all experiences and education related to the position to which you are applying.
- Upload copies of all transcripts -undergraduate, graduate and all MSDE Certifications
- Must provide three (3) professional references to include: name, title, business address, e-mail address and phone number
- All documentation/certification necessary (scanned copies accepted) to substantiate minimum qualifications; must be uploaded into application
- All documentation must be scanned and uploaded to application

Benefits -- This position is eligible for benefits. To review the available options please see the information relevant to the union for this position by viewing the following link: <http://www.baltimorecityschools.org>

Baltimore City Public Schools ("City Schools") does not discriminate in its employment, programs, and activities based on race, ethnicity, color, ancestry, national origin, nationality, religion, sex, sexual orientation, gender, gender identity, gender expression, marital status, pregnancy or parenting status, family structure, ability (cognitive, social/emotional, and physical), veteran status, genetic information, age, immigration or citizenship status, socioeconomic status, language, or any other legally or constitutionally protected attributes or affiliations. Discrimination undermines our community's long-standing efforts to create, foster, and promote equity and inclusion for all. Some examples of discrimination include acts of hate, violence, harassment, bullying, or retaliation. For more information, see Baltimore City Board of School Commissioners Policies [JBA \(Nondiscrimination - Students\)](#), [JBB \(Sex-Based Discrimination - Students\)](#), [JICK \(Bullying, Harassment, or Intimidation of Students\)](#), [ACA \(Nondiscrimination - Employees and Third Parties\)](#), [ACB \(Sexual](#)

[Harassment - Employees and Third Parties](#)), [ACD \(ADA Reasonable Accommodations\)](#), and [ADA \(Equity\)](#), and the accompanying City Schools Administrative Regulations. City Schools also provides equal access to the Boy and Girl Scouts and other designated youth groups. [Link to Full Nondiscrimination Notice.](#)

This position is not affiliated with any bargaining unit.

This position is affiliated with the City Retirement Plan.

In accordance with Maryland law, City School is required to share the position salary ranges in its entirety. Please note, this is not the hiring range. The hiring range for this position is (\$115,446 - \$147,460).