

**Job Title:** Director of Labor Relations

**Minimum Salary:** \$238,900/annually

**Maximum Salary:** \$254,400/annually

**Job Description:**

The Director of Labor Relations will develop and implement long-term labor plans and goals focused on increased achievement and support for students and families, and recruitment and retention of a highly effective workforce. This individual will also provide advisement related to labor issues and assist the District and Superintendent with the interpretation and implementation of labor contracts.

**Job Responsibilities:**

Typical duties for this position include:

- Directing, reviewing, coordinating, and conducting labor negotiations for all bargaining units of the District
- Representing the District and preparing District positions for use in collective bargaining
- Developing formalized agreements reached with bargaining units
- Convening District leadership meetings to obtain input for collective bargaining proposals
- Advising Board members concerning labor strategy and proposals in closed session meetings of the Board of Education
- Selecting, leading and evaluating the District collective bargaining team
- Leading and organizing meetings between the District and labor union representatives
- Meets with District leadership teams and staff to discuss personnel implications, Board Rules and policies related to the implementation of collective bargaining agreements
- Serving as the District's primary advisor in matters of employer employee relations, including reporting the latest trends and developments in the field and making regular, up-to-date reports to Senior Leadership and the Board of Education on the status of employer-employee relations within the District

**Minimum Requirements:**

**Education:** Graduation from a recognized college or university with a bachelor's degree\*. A master's degree or higher in industrial or organizational psychology, public administration, human resources, education, law, or a related field is preferred.

**Experience:** Five (5) years of experience in professional personnel administration or other equivalent professional experience. Three (3) years of the required experience must have included performing labor relations duties and labor negotiations, and management responsibility that required oversight of multiple projects through assigned administrators and supervisors.

**OR**

Six (6) years of experience with a large, complex organization with responsibility for labor negotiations, conciliation, mediation, resolution or arbitration of organizational disputes as a practicing member of the California Bar.

**Special:** Authorization to practice law in California by the California State Bar Association is preferable.

A valid California Driver License and the availability of private transportation, or the ability to utilize an alternative method of transportation.

**All employees must be fully COVID-19 vaccinated and must be able to provide verification of their vaccination status as part of the hiring and onboarding process prior to an official offer of employment to any District site; this includes current employees who are being promoted to a new job class**

**The Ideal Candidate:**

LAUSD anticipates selecting a highly skilled labor negotiator who has experience acting as the chief spokesperson in negotiating collective bargaining agreements, preferably within the public sector, and a proven track record of successfully reaching mutually agreeable outcomes. They will have extensive knowledge of labor law, familiarity with the Public Employment Relations Board and Educational Employment Relations Act and an understanding of the District's mission, goals, structure and operational activities.

The ideal candidate for this position will be skilled in working successfully with numerous diverse stakeholder groups who hold varying interests and perspectives. They are organizationally savvy and have the ability to navigate the internal and external politics of a large, complex public organization. They are successful working through both formal channels and informal networks to skillfully and creatively solve problems and accomplish goals

**Benefits:**

Benefits include paid health insurance premiums for your choice of several medical, dental, vision and life insurance plans; Membership in California Public Employee Retirement System (CalPERS); 24 days of paid vacation, up to 13 paid holidays, and paid ill days.

Please apply by going to [www.lausdjobs.org](http://www.lausdjobs.org)

**Contact/How to Apply:**

In order to be considered for this position, qualified candidates must visit <http://www.lausdjobs.org> to apply.

Click on the tab "APPLY NOW TAB" then "I AM A PROSPECTIVE EMPLOYEE" next ALL CURRENT JOB OPPORTUNITIES WILL BE LISTED IN ALPHABETICAL ORDER, search for the position and apply!

The Los Angeles Unified School District intends that all qualified persons shall have equal opportunities for employment and promotion

Reasonable accommodations in completing an application and testing are available to individuals with disabilities. Please call (213) 241-3455 for more information