

## SCHOOL DISTRICT OF SARASOTA COUNTY

### JOB DESCRIPTION

#### **INVESTIGATOR [SUPERVISOR, PROFESSIONAL STANDARDS]**

**SALARY SCHEDULE: ADMINISTRATIVE – [E] G**

**COST CENTER: [HUMAN RESOURCES DEPARTMENT (9023)] SARASOTA SCHOOL POLICE DEPARTMENT (9035)**

#### **QUALIFICATIONS:**

- (1) Bachelor's Degree from an accredited institution in [Human Resources Management, Education,] Criminal Justice or a related field. [(Master's Degree preferred) or] Experience in the field may be substituted.
- (2) Minimum of five (5) years experience [business related human resources work] with a background in hiring processes, background investigations, criminal and personnel investigations [or] and knowledgeable of progressive discipline procedures within a union contract.
- (3) [Experience as a School-Based Administrator.] Florida Police Standards and Training Commission Police Officer Certification
- (4) Valid Florida Driver's License

#### **KNOWLEDGE, SKILLS AND ABILITIES:**

Ability to interpret, understand and apply a negotiated agreement. Knowledge of interrelationships between personnel and management. Ability to work well with people. Knowledge of laws, rules and regulations governing human resource practices. Ability to organize and prioritize activities. Ability to communicate effectively both orally and in writing. Knowledge and understanding of the intricacies of investigative techniques. Ability to interpret a professional Code of Ethics and advise on the uniform application of those standards. Knowledge of Florida State Statutes, School law. Proficiency in the use of firearms and motor vehicles, experienced in criminal and personnel investigations, able to work with diverse representatives of the community. Knowledgeable of union contracts and progressive discipline.

#### **REPORTS TO:**

[Executive Director, Human Resources and Labor Relations] Chief of Sarasota School District Police

#### **JOB GOAL**

To assist cost center heads in the maintenance of a high quality staff through fair, thorough criminal investigations and/or background checks, the application of professional Codes of Ethics, [by investigating] investigations of allegations of violations of those codes, and the [recommending] recommendation of equitable behavioral adjustment measures.

#### **SUPERVISES:**

NA

#### **PERFORMANCE RESPONSIBILITIES:**

- \* (1) Receive complaints from various customer groups and take appropriate action.
- \* (2) Conduct investigations regarding allegations of teacher and classified employee misconduct.
- \* (3) Advise and provide training to administrators on proper investigative methods.
- \* (4) Coordinate with Florida Department of Education, when appropriate, regarding teacher misconduct and certification issues related to misconduct.
- \* (5) Advise cost center heads on the appropriate use of progressive discipline.
- \* (6) Make recommendations to the superintendent regarding suspensions and terminations when appropriate.
- \* (7) Refer to and assist law enforcement agencies with investigations when appropriate.

## **INVESTIGATOR [SUPERVISOR, PROFESSIONAL STANDARDS] (continued)**

- \* (8) Assist supervisors and cost center heads with problem resolution regarding employees or volunteers.
- \* (9) Develop policies and procedures regarding background checks and investigations.
- \* (10) Conduct criminal background checks on PALS volunteer applicants and make acceptance decisions.
- \* (11) Review criminal background checks on all applicants and make employability decisions.
- \* (12) Monitor and oversee all investigations for the school district.
- \* (13) Assist in the interpretation of programs, philosophy and policies of the District to staff, student and the community.
- \* (14) Respond to inquiries or concerns in a timely manner.
- \* [(15)] Disseminate information and current research to appropriate personnel.]
- \* [(16)] [(15)] Keep well informed about current trends and best practices in areas of responsibility.
- \* [(17)] [(16)] Maintain expertise in assigned areas to fulfill project goals and objectives.
- \* [(18)] [(17)] Promote and support professional growth for self and others.
- \* [(19)] [(18)] Develop annual goals and objectives consistent with and in support of District goals and properties.
- \* [(20)] [(19)] Maintain a network of peer contacts through professional organizations.
- \* [(21)] [(20)] Attend training sessions, conferences and workshops to keep abreast of current practices, programs and legal issues.
- \* [(22)] [(21)] Prepare or oversee the preparation of all required reports and maintain appropriate records.
- \* [(23)] [(22)] Serve on District, state or community councils or committees as assigned or appropriate.
- \* [(24)] [(23)] Represent, consistently, the District in a positive and professional manner.
- \* [(25)] [(24)] Provide leadership and direction for the assigned areas of responsibility.
- \* [(26)] [(25)] Provide leadership and guidance in the development of annual goals and objectives for assigned department.
- \* [(27)] [(26)] Utilize appropriate strategies and problem-solving tools to make decisions concerning planning, utilization of funds, delivering services and evaluation of services provided.]
- \* [(28)] [(27)] Assist in implementing the District's goals and strategic commitments.
- \* [(29)] [(28)] Exercise proactive leadership in promoting the vision and mission of the District.
- \* [(30)] [(29)] Provide oversight and direction for cooperative planning with other agencies.
- \* [(31)] [(30)] Set high standards and expectations for self and others.
- \* [(32)] [(31)] Demonstrate initiative in identifying potential problems or opportunities for improvement and take appropriate action.
- \* [(33)] [(32)] Use appropriate styles and methods to motivate, gain commitment and facilitate task accomplishment.
- \* [(34)] [(33)] Facilitate problem solving by individuals or groups.
- \* [(34)] Make arrests when applicable.
- \* [(35)] Apply skills in the use and care of firearms and motor vehicles.
- [(35)] [(36)] Perform other incidental tasks consistent with the goals and objectives of this position.

### **PHYSICAL REQUIREMENTS:**

Light Work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force as frequently as needed to move objects.

### **TERMS OF EMPLOYMENT:**

Salary and benefits shall be paid consistent with the District's approved compensation plan.  
Length of the work year and hours of employment shall be those established by the District.

### **EVALUATION:**

Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

### **Job Description Supplement No. 11**

\*Essential Performance Responsibilities