



Job Title – Staff Accountant

Supervisor: Assistant Director General Ledger, Assistant Director Payroll, and Chief School Financial Officer and Executive Director of Finance

FLSA Status: Non-Exempt

Job Goals:

- To provide accounting services to enhance the efficient and effective business operations of the Jefferson County School System.
- To provide accurate and timely record keeping and reporting of the financial transactions related to the school system’s operations, programs, and services.

Minimum Qualifications:

1. Bachelor’s degree with major in accounting or closely related field (business administration, business law, economics).
2. Two (2) years specifically related experience in the area of accounting and bookkeeping functions.
3. Ability to meet the suitability criteria for employment and/or certification licensure under the Alabama Child Protection Act of 1999 and Act No. 2002-457.
4. Knowledge of accounting, bookkeeping or fiscal procedures and guidelines and their application to basic accounting transactions.
5. Knowledge of computer software including spreadsheets and word processing.
6. Proficiency in oral and written communication skills.
7. Effective interpersonal skills, with an emphasis on communication and collaboration with a wide variety of people and groups.
8. Ability to work independently and make policy interpretations.
9. Ability to solve problems as a productive team member.
10. Ability to use technology to communicate, to manage data, and to produce/submit required reports, correspondence, and/or financial information.
11. Ability to be punctual and in regular attendance.
12. Such alternatives to the above qualifications as the Board may require.

Performance Responsibilities and Essential Functions:

1. Demonstrates support for the school system and its goals and priorities.
2. Maintains and reconciles a variety of ledgers, reports and account records; examines and corrects accounting transactions to ensure accuracy; prepares and posts journal entries.
3. Receipts funds received from various sources; posts receipts to subsidiary ledgers; and, prepares bank deposits.
4. Assists with the preparation of financial statements, income statements, and cost reports to reflect financial conditions of the school system as directed.

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5. Performs monthly bank reconciliations.
6. Monitors and balances various accounts as assigned.
7. Assists in the processing of accounts payable in a timely manner as assigned.
8. Examines payroll documents, budgetary charges and vendor payments to ensure accuracy, completeness, and compliance with applicable rules, policies and procedures; monitors the Board's payroll accrual accounts.
9. Assists in vendor statement reconciliations; responds to inquiries from vendors regarding payments.
10. Prepares financial and payroll activity reports and statements as directed.
11. Issues, receives and examines payroll records; prepares and balances payroll reports.
12. Processes remittances to appropriate agencies for funds withheld from paychecks including benefits and payroll taxes.
13. Reviews and records purchase orders for proper authorizations and maintains purchasing files.
14. Maintains the Board's fixed assets records.
15. Participates in cross-training for any other types of accounting, payroll or other finance related duties and tasks as needed.
16. Assists Assistant Director General Ledger or Assistant Director Payroll and Chief School Financial Officer as required in various accounting, finance and business-related functions.
17. Maintains confidentiality regarding school/workplace matters in accordance with state and federal law.
18. Demonstrates initiative in identifying potential opportunities for improvement in areas of responsibility.
19. Responds to inquiries and requests in a timely and positive manner.
20. Maintains and submits required reports, records, and correspondence in a timely and accurate manner.
21. Properly uses equipment and material resources of the school system.
22. Uses effective collaboration skills to work as a productive team member.
23. Adheres to school system rules, administrative procedures, local Board policies, and state, federal, and local laws.
24. Reports absences and takes leave in accordance with Board policies and procedures.
25. Performs any other job-related duties as assigned by Supervisor(s).

Terms of Employment: As established by the Board and applicable state law.

Evaluation: Performance will be evaluated in accordance with the Board's policy on evaluation of personnel.

This job description describes the general nature and level of work performed by employees assigned to this position. It is not intended to be an exhaustive list of all job goals, qualifications, and responsibilities and the employee may be required to perform other related duties as assigned. The Jefferson County Board of Education reserves the right to amend the job description as needed.