

Julie Ann Landry

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Summary of Qualifications

Well trained results-oriented human resources administrator with over 19 years of experience poised to serve large urban organizations at the executive and cabinet level. I am an experienced and highly regarded administrator with extensive executive level and operations experience with the largest public sector employers in the State of Wisconsin. I am a visionary leader with a proven record of improving systems by reengineering business practices through integration of technology to maximize production and efficiencies. Reputable history of collaboration with all stakeholders including the Department of Public Instruction, Unions, Colleges/Universities, Community Based Organizations and Business partners to positively impact the community.

Leader Competencies:

Visionary Leadership
Analytic Problem Solving
Fiscal Management

Relationship Building
Staff Development
Team Building

Project Management
Results-oriented
Change Management

Professional Experience

Milwaukee County

Chief Human Resources Officer **April, 2019 – Current**

Responsible change agent leading Milwaukee County Department of Human Resources through performance management 2.0 in the areas of HR Operations, Employee Relations, Employee Benefits, Compensation, Employee Retirement Services, Employee Engagement, Diversity and Inclusion and Learning and Development. Provided on-going high impact conversations with HR division leaders that have transformed staff performance and improved delivery of HR services and customer experience. Member of the County Executive's cabinet serving as a thought partner, change agent and expert in human resources. Worked closely with DAS director to build relationship between DAS and HR and to identify areas in which DAS and HR collaborations would create efficiencies and improved services to our internal customers.

Racine Unified School District

Chief Human Resources Officer **September, 2015 – April, 2019**

Leads the overall mission to attract and retain great talent for all positions in the organization in order to meet the mission of high student achievement. Develops and implements strategic goals in recruitment, selection, on-boarding, deployment, performance management, professional development, employee benefits and employee relations. Member of the Superintendent's cabinet and strategic decision maker in all aspects of operating a school district. Critical decision included fiscal, educational, human resources, facilities, technology, academics, and communication decisions/strategy that impact the entire organization and community.

Milwaukee Public Schools

Sr. Director, Office of Human Capital **November, 2011 - September, 2015**

Accountable for leading the successful delivery of a full range of human resources services to departments, schools, employees, applicants and community partners, including establishment and implementation of standard policies and procedures, recruitment, staff orientation, training and development of OHR staff. Manage the day to day operations (grievance hearings, misconducts, suspension, union issues/concerns, arbitrations, transfers, reassignments, promotions, new employees, DPI 1202 Audit Report, DPI Corrective Action, ESEA, and license compliance, etc.) of the District by leading a team of 15 employees in the Division of Staffing Services with oversight of Leave Administrator and Data Analyst. Develop and manage division budget of approximately \$2M. Establish partnerships and serve as District liaison with higher education, department of public instruction, alternative education programs and local and national education networks. Develop policy recommendations for considerations by Chief Human Resources Officer, Superintendent and Board of School Directors. Member of the Superintendent cabinet and Office of Human Resources Leadership Teams. Responsible for technology integration and design for OHR functions.

***Director, Office of Human Resources
November, 2011 – present***

Accountable for leading the successful delivery of a full range of human resources services to departments, schools, employees, applicants and community partners, including establishment and implementation of standard policies and procedures, recruitment, staff orientation, training and development of OHR staff. Manage the day to day operations (grievance hearings, misconducts, suspension, union issues/concerns, arbitrations, transfers, reassignments, promotions, new employees, DPI 1202 Audit Report, DPI Corrective Action, ESEA, and license compliance, etc.) of the District by leading a team of 15 employees in the Division of Staffing Services with oversight of Leave Administrator and Data Analyst. Develop and manage division budget of approximately \$2M. Establish partnerships and serve as District liaison with higher education, department of public instruction, alternative education programs and local and national education networks. Develop policy recommendations for considerations by Chief Human Resources Officer, Superintendent and Board of School Directors. Member of the Superintendent cabinet and Office of Human Resources Leadership Teams. Responsible for technology integration and design for OHR functions.

***Manager, Office of Human Resources
June, 2008 – November, 2011***

Responsible for managing all day-to-day personnel transactions for all teachers (5900) and administrators (600) employed by the District and potential employees of the District. Serve as District liaison to teachers union with authority to mutually agree or disagree on contractual matters. Serve on contract negotiating team for District. Hearing officer for teacher and administrator disciplinary matters that may result in termination of employment with the District. Human Resources representative for State compliance mandates in Districts Corrective Action Plan. Directly manage and supervise a staff of five HR Administrators and four HR Assistants. Approve/deny request for leaves of absences. Lead trainer on all HRIS systems. Technology liaison for Department; seek out and implement technology solutions. Make recommendations to Chief Human Resources Officer to modify district administrative hiring policies to present to Board; Confer with DPI, institutions of higher education, MTEC and NTEC regarding qualifications, procedures or problems with certificated staff on a regular basis.

***Staffing Specialist – Office of Human Resources
October, 2001 – June, 2008***

Coordinate district-wide teacher recruitment efforts for certificated personnel to ensure a pool of highly qualified teacher (as defined by PI-34 NCLB) candidates are available to fill vacant teacher positions; facilitate the recruitment and hiring process for principals, assistant principals, and administrative positions within the District, Collaborate with the substitute teacher dispatch office and schools to ensure that schools needs are met, hearing officer for substitute teacher misconducts and unsatisfactory evaluations, teacher residency misconducts, and Step 2 grievances in the absence of Certificated Staffing Manager; Confer with representatives from the MTEA teacher and substitute teacher bargaining units relative to contract issues and assignment and reassignment of teachers and certificated staff; Works with other human resource divisions to

ensure compliance and implementation of bargaining agreements, benefits and insurance, Federal and State laws; Interpret and enforce Board policies, administration, and department personnel policies to employees, prospective employees, community groups and other interested entities; Ensure Wisconsin Department of Public Instruction (DPI) license compliance for all administrators, and teachers, Train school-staff on contractual school-based interviews, Develop and implement the use of technology in training of interview teams (administrative and teacher); Review and recommend teacher applicants for appointment; Communicate and support principals at school level on staffing and other personnel matters; Fill-in for Manager in her absence as requested.

***Middle School Coordinator/Teacher
May 2000 – October 2001***

***Sixth Grade Classroom Teacher
August 1995 – January 1998***

Milwaukee Area Technical College

Basic Skills, English as a Second Language, Instructor ***February 1998 – August 2010***

Fighting Back, Inc., (Non-profit Community Based Organization)

Prevention Coordinator ***May 1998 – May 2000***

Journey House, Inc. (Youth Education and Recreation Center)

Senior Director ***January 1997 – May 1998***

Education:

Master of Science, Administrative Leadership, University of Wisconsin, Milwaukee, WI 1997
Bachelor of Science, Elementary Education/English, University of Wisconsin, Milwaukee, WI 1995

Certifications:

Principal K-12, #51, Wisconsin Department of Public Instruction
Elementary Teacher, #116, Wisconsin Department of Public Instruction
English, #300, Wisconsin Department of Public Instructions
Lean Six Sigma, Yellow Belt

Professional Learning:

Racial Equity
Beyond Diversity
Equity and Social Justice Institute
Government and Finance Officer Association (Excellence in School Budgeting/Finance)

Professional references are available upon request