

Job Title: **Groundskeeper**
 Job Family: **Trades**
 Pay Program: **Classified**
 Typical Work Year: **12 months**

Job Code: **1467**
 FLSA Status: **Non-Exempt**
 Shift Differential: **Yes**
 Pay Range: **G9**

SUMMARY: Performs a variety of outdoor maintenance tasks, including, but not limited to: prepare, establish, maintain, repair, construct and/or install landscape elements such as turf, trees, fences, playground equipment, surfacing, irrigation, retaining walls, concrete, asphalt, signage and drainage. Assist with directing, guiding and training Seasonal Trades Helpers. Respond to departmental emergencies and participate in the Snow removal on call program.

ESSENTIAL DUTIES AND RESPONSIBILITIES: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Job Tasks Descriptions	Frequency	% of Time
1. Prepares and maintains athletic fields, tracks and district property. Prepares and maintains landscaping elements including natural and synthetic turf, trees, shrubs, etc. Performs duties such as watering, laying sod, painting, aerating grass, and maintaining trees. Assist with irrigation when needed.	D	50%
2. May install, inspect, and repair, and maintain playground equipment and surfacing.	D	15%
3. May install, inspect, repair and maintain fencing, asphalt, concrete, signs, surfaces and retaining walls.	W	10%
4. Perform snow removal from parking, pedestrian and play areas when needed, utilizing loaders, plows, shovels, tractors, etc. Apply pre- and post-ice control material	M	5%
5. May remove and/or cover graffiti. Paint parking areas and athletic fields.	D	5%
6. Operate, inspect and perform light maintenance on landscape maintenance construction equipment.	W	5%
7. Under direction, spray and apply selective and non-selective herbicides.	W	5%
8. Perform other job-related duties as assigned.	On-going	5%
	TOTAL =	100%

EDUCATION AND RELATED WORK EXPERIENCE:

- High school diploma or equivalent.
- Must be at least 18 years old.
- Minimum of 1 year experience in landscaping and/or hardscaping preferred

LICENSES, REGISTRATIONS or CERTIFICATIONS:

- Criminal background check required for hire.
- Valid Colorado driver’s license.
- A copy of an individual Motor Vehicle Record must be submitted at time of application.
- Certified Landscape Technician (CLT) preferred.
- Commercial driver’s license (CDL) with Class A endorsement preferred.
- Successful Completion of a Department of Transportation (DOT) Physical may be required.
- Successful completion of a pre-hire, post-offer physical examination.

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:

- Knowledge of landscape installation and maintenance preferred.
- Ability to promote and follow Board of Education policies, District policies and building and department procedures.
- Ability to respond to departmental emergencies and participate in the Snow removal on call program.
- Ability to communicate, interact and work effectively and cooperatively with all people including those from diverse ethnic and educational backgrounds.
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize appropriate safety equipment and report unsafe conditions to the appropriate administrator.

- Ability to stay current with district policy, standards and training in the areas of data quality, data privacy, and cybersecurity with respect to student and staff data, and related information systems.

MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:

- Operating knowledge of trucks, trailers, power tools, hand tools and landscape construction equipment preferred.

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

	POSITION TITLE	JOB CODE
Reports to:	Lead Groundskeeper	5046

	POSITION TITLE	# of EMPLOYEES	JOB CODE
Direct reports:	This job has no direct supervisory responsibilities.		

- Responsible for assisting with directing and guiding the work of and training Seasonal Trades Helpers (1478).

BUDGET AND/OR RESOURCE RESPONSIBILITY:

- Maintain supplies and equipment. Inform Lead of needed supplies.
- Make appropriate purchases on District credit card and document purchases.
- Responsible for appropriate and efficient use of repair parts and tools provided by the District.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS: *The physical demands, work environment factors and mental functions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand				X
Walk				X
Sit		X		
Use hands and fingers to handle and/or feel				X
Reach with hands and arms			X	
Climb or balance		X		
Stoop, kneel, crouch, or crawl			X	
Talk				X
Hear			X	
Taste	X			
Smell		X		

WEIGHT and FORCE DEMANDS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds				X
Up to 25 pounds				X
Up to 50 pounds		X		
Up to 100 pounds	X			
More than 100 pounds	X			

MENTAL FUNCTIONS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Compare			X	
Analyze	X			
Communicate		X		
Copy		X		
Coordinate		X		
Instruct		X		
Compute	X			
Synthesize	X			
Evaluate		X		
Interpersonal Skills		X		
Compile		X		
Negotiate	X			

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)			X	
Work near moving mechanical parts		X		
Work in high, precarious places		X		
Fumes or airborne particles				X
Toxic or caustic chemicals		X		
Outdoor weather conditions				X
Extreme cold (non-weather)	X			
Extreme heat (non-weather)	X			
Risk of electrical shock		X		
Work with explosives	X			
Risk of radiation	X			
Vibration			X	

VISION DEMANDS:	Required
No special vision requirements.	
Close vision (clear vision at 20 inches or less)	X
Distance vision (clear vision at 20 feet or more)	X
Color vision (ability to identify and distinguish colors)	X
Peripheral vision	X
Depth perception	X
Ability to adjust focus	X

NOISE LEVEL:	Exposure Level
Very quiet	
Quiet	
Moderate	
Loud	
Very Loud	X