

JOB DESCRIPTION

PATERSON BOARD OF EDUCATION

FACILITIES/GROUNDS/OPERATIONS

4235 Grounds

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REVISED

JOB TITLE: Maintenance Worker - Grounds

REPORTS TO: Chief Officer of Facilities and Custodial Services or designee

NATURE AND SCOPE OF JOB:

The Grounds Tech. works under the direction of the Supervisor of Trades and performs all general masonry, sitework, landscaping and snow removal work involved in the maintenance of landscapes, hardscapes and construction of block, stone, and brick structures; constructs and repairs concrete and asphalt structures; works with various machine and hand tools common to the masonry, sitework and landscaping trades; may prepare or work from sketches, plans, and specifications in accord with the building code or accepted trade practices and gives suitable assignments to those assigned as helpers.

QUALIFICATIONS:

The Grounds Tech. shall:

1. Hold a high school diploma or equivalent.
2. Hold and maintain a valid driver's license with no serious violations.
3. Preferred valid New Jersey pesticide license.
4. Have previous experience as a mason or landscaper.
Knowledge of commercial equipment including walk behind & zero turn mowers.
5. Have excellent integrity and demonstrate good moral character and initiative.
6. Exhibit a personality that demonstrates interpersonal skills to relate well with students, staff, administration, parents, and the community.
7. Demonstrate the ability to communicate effectively in English, both orally and in writing, using proper grammar and vocabulary.
8. Provide proof of U. S. citizenship or legal resident alien status by completing Federal Form I-9 in compliance with the Immigration Reform and Control Act of 1986.
9. Provide evidence that a criminal record history check has been conducted and clearance has been given by the Department of Education. During the initial six-month period provide a sworn statement that the individual has not been convicted of a crime or a disorderly persons offense in accordance with 18A:6-7.1.

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10. Provide evidence that health is adequate to fulfill the job functions and responsibilities, with reasonable accommodation pursuant to 42 U.S.C. 12101 and in accordance with N.J.A.C. 6:3-4A-4.
11. Pass the State required Mantoux Intradermal Tuberculin Test as required by N.J.A.C. 6:3-4A-4.
12. Meet such alternatives to the above qualifications as the Superintendent may find appropriate and acceptable.

VERIFICATION OF COMPETENCY:

1. District application and resume.
2. Required documentation outlined in the qualifications above.
3. A minimum of three letters of reference from former employers, teachers, or other professional sources.
4. Employment interview.

EMPLOYMENT TERMS:

The Grounds Tech. shall be employed under the following terms:

1. Work year of twelve months.
2. Salary, benefits, leave time, and conditions specified in the Collective Bargaining Agreement.
3. Conditions established by laws and codes of the State, and policies, rules, and regulations established by the Board of Education (N.J.S.A. 18A:27-4 et seq.).

JOB FUNCTIONS AND RESPONSIBILITIES:

The Grounds Tech shall:

1. Construct block, stone, and brick walls, manholes, chimneys, columns, partitions, and other structures by establishing grade, setting lines, constructing forms, setting rebar, and mixing or supervising the mixing of cement or mortar, pouring footings or foundation, and laying block, stone and brick.

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2. Erect or supervise the erection of scaffolding and ramps and the use of manlift to safely accomplish work.
3. Build or lay concrete structures such as sidewalks, porches, stairs, and floors by laying out and setting forms, establishing pitch, preparing base, mixing concrete, pouring, and finishing the surface.
4. Operating skid stairs, mini excavators and with various attachments.
5. Scrape and point brickwork or stone structures; patches plaster or stucco walls and ceilings, and repair cracked or broken concrete structures.
6. Use trowels, joiners, edgers, chisels, levels, plumb bobs, vibrators, and concrete mixers.
7. Mix cement, mortar, lime, and lime mortar.
8. Slake lime and temper mortar.
9. Prepare or work from sketches, plans, and specifications in accord with the building code or approved trade practices.
10. Mow grass, trim shrubs, and edge grass, use a backpack blower, mulch, and set plantings.
11. As part of the Snow Brigade, plow snow, salt pavements and operate various kinds of snow removal equipment.
12. Provide physical labor on projects such as landscaping, trash removal, mulch installation, plant installation, brick pavers, retaining walls, decorative walls, excavation, so on and so on.
13. Inspect work in progress and completed work.
14. Give suitable assignments to helpers.
15. Keep needed records.
16. Use computers and/or electronic equipment to fulfill job functions.
17. Serve as a role model for students and staff in demonstrating positive attitudes, appropriate attire and grooming, and an effective work ethic.
18. Protect confidentiality of records and information about staff and use discretion when sharing any such information within legal confines.
19. Participate in appropriate in-service and workshop programs and attend any required meetings.
20. Display the highest ethical and professional behavior in working with students, parents, school personnel, and outside agencies associated with the school.

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21. Adhere to New Jersey school law, State Board of Education rules and regulations, State and local health agency requirements, Board of Education policies and regulations, school regulations and procedures, and contractual obligations.
22. Perform any duties and responsibilities that are within the scope of employment, as assigned by their supervisor, and not otherwise prohibited by law or regulation.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all inclusive. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential responsibilities and functions of the job.

Unless reasonable accommodations can be made, while performing this job the staff member shall:

1. Frequently lift up to fifty (50) pounds alone and one hundred (100) pounds with assistance.
2. Occasionally work from ladders or scaffolding at heights over ten (10) feet.
3. Sit, stand and walk for required periods of time.
4. Speak and hear.
5. Use close vision, color vision, peripheral vision and depth perception along with the ability to focus vision.
6. Communicate effectively in English, using proper grammar and vocabulary. American Sign Language or Braille may also be considered as acceptable forms of communication.
7. Reach with hands and arms and use hands and fingers to handle objects and operate tools, computers, and/or controls.

ENVIRONMENTAL DEMANDS:

The environmental demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all inclusive.

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1. Exposure to a variety of childhood and adult diseases and illnesses.
2. Occasional exposure to a variety of weather conditions.
3. Exposure to heated/air conditioned and ventilated facilities.
4. Exposure to a building in which a variety of chemical substances are used for cleaning, instruction, and/or operation of equipment.
5. Function in a workplace that is usually moderately quiet but that can be noisy at times.

EVALUATION:

The Chief Officer of Facilities and Custodial Services or designee shall evaluate the Grounds in accordance with Policy No. 4220, Regulation No. 4220, this Job Description, and such other criteria as shall be established by the Board of Education.

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Approved

3-22-21
Date

Signature on file in Human Resource Services.