

MEMORANDUM OF UNDERSTANDING #2
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS AMERICAN RIVER CHAPTER No. 528 (CSEA)

Grounds Maintenance Technician Updated Job Description
September 17, 2025

This Memorandum of Understanding (“MOU”) is agreed to between the Folsom Cordova Unified School District (“District”) and the California School Employees Association (CSEA), and its American River Chapter No. 528. Collectively, the District and CSEA will be referred to as “the Parties.” The District and CSEA are parties to a collective bargaining agreement (“CBA”) which expires June 30, 2026.

The Parties have negotiated all matters within the scope of representation and reached agreement on the updated Grounds Maintenance Technician job description (Attachment A).

Rationale

In an effort to ensure the job description reflects the full scope of duties already being performed or expected; this includes pest control tasks such as:

- Operating and maintaining PERC (Pressurized Exhaust Rodent Control) equipment for burrowing rodent control.
- Directing or assisting staff in extermination processes for rodents, insects, and weeds.
- Aiding in keeping assigned areas free from pests and plant diseases.

These tasks are already part of the technician’s operational duties, and formalizing them in the job description ensures clarity, accountability, and compliance with district standards.

The updated job description also includes responsibilities related to irrigation systems and landscape maintenance, such as:


- Maintenance and repair of irrigation systems.
- Fertilizing, watering, and caring for lawns and ornamental plants.
- Operating heavy-duty equipment.
- This integration supports groundskeeping, where pest control is not a standalone function but part of environmental management.

Fiscal Impact

There is no fiscal impact.


This MOU and job description shall be effective upon ratification by the Board.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: 
David Byrd, Executive Director
Human Resources

Date: October 6, 2025

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION, CH. 528

By: 
Rob Corn, President

By: 
Kennedy Liem, Labor Relations Representative

Date: 10/06/2025

Board Approved: 11/06/2025

CSEA Ratified: 10/22/2025

GROUNDS MAINTENANCE TECHNICIAN**DEFINITION**

Under the direction of the Director of Maintenance, to assess the training needs of the head custodians and grounds person(s) and administer on-site training programs; to maintain a sprinkler repair stock for the district; to oversee landscape and sprinkler contracts during their installation; to perform grounds maintenance and gardening work, and to do related work as required.

QUALIFICATIONS

Experience: Three (3) years of experience in gardening, grounds maintenance, or related work.

Education: Equivalent to completion of twelfth grade.

Licenses and Certifications: Valid California Class C driver's license. Valid State of California Qualified Applicators License from the Department of Pesticide Regulations is preferred.

DISTINGUISHING CHARACTERISTICS

This position requires a high degree of skills in sprinkler system design, installation and repair; knowledge in landscape design; handling chemicals; gardening equipment repair; tree pruning; and all other areas in horticulture. Due to seasonal and weather factors, other duties in the field of maintenance and operations may be assigned temporarily. This position involves all the responsibilities of a Grounds person as well as the responsibility to provide and administer specified grounds training programs to head custodians and grounds persons, and to supplement grounds training provided by site level managers.

ESSENTIAL FUNCTIONS:

- Perform maintenance and repairs irrigation systems inclusive of irrigation pumps, main lines, valves lateral lines, drip systems and spray heads.
- Operate, maintain, repair, and monitor irrigation controls systems at district sites.
- Operate and maintain spray equipment used for the application of district approved herbicides for weed abatement.
- Operate and maintain Pressurized Exhaust Rodent Control (PERC) equipment used for the control/elimination of burrowing rodents on district property. Including but not limited to gophers, voles, moles, and ground squirrels.
- Assign work, plan and assist other staff in treatment or extermination processes to eliminate or control rodents, insects, or weeds.
- Assesses the need for and administers on-site training programs for head custodians and grounds personnel.
- Maintains sprinkler parts stock for the district, prepares annual bid list, reviews and approves bids.
- Maintains district stock of fertilizer and plant food supplies and coordinates distribution schedule of same.
- Assists in the design and installation of landscape and sprinkler projects.
- Oversees outside contractors and inspects their work.
- Maintain lawn equipment
- Perform tree maintenance and other perform general gardening and grounds work
- Performs grounds maintenance work, keeps hoses, supplies, tools and equipment in proper condition and repairs.
 - Plants, cultivates, waters, and sprays ornamental plants, shrubs hedges, trees and flowers.
 - Fertilizes, waters and cares for lawns, using hand and power mowers.
 - Trims trees, hedges, and shrubs.

Board Approved 01/17/2008; Pending Board Approval

- Prepares and treats soil for planting, fertilizes fields and lawns.
- Aids in keeping assigned areas free from pests and plant diseases.
- Rakes leaves and hoes weeds.
- Operates heavy duty equipment.
- As required, Pparticipates in custodial and maintenance activities as needed.

KNOWLEDGE OF:

- Grounds Maintenance Pprinciples of landscaping, sprinkler systems, handling chemicals, lawn equipment, tree maintenance, horticulture, and irrigation control systems. An emphasis on
- The operation and minor maintenance of a variety of hand and power tools, and light to heavy power equipment.
- Operational characteristics of specialized grounds maintenance and repair equipment.
- Occupational hazards and safety equipment and practices related to the work, including the handling of hazardous chemicals.
- Rodent identification and control.
- Rain Master control systems isare desirable.

ABILITIES AND SKILLS:

- Instruct and train grounds personnel
- Organize own work, set priorities, and meet critical time deadlines.
- Operate specialized grounds maintenance and repair equipment.
- Design, install and repair sprinkler systems
- Order and maintain sprinkler parts stock; maintain lawn equipment; perform tree maintenance; perform general gardening and grounds work;
- Understand and follow oral and written directions; instructions.
- Troubleshoot grounds maintenance problems and determine materials and supplies required for repair.
- Use and maintain tools and equipment related to the work safely.
- Make accurate arithmetic calculations.
- Perform routine equipment maintenance.
- perform heavy manual labor; correctly demonstrate sufficient strength, mobility and range of motion to arm lift 60 pounds and floor lift 60 pounds in an employee entrance evaluation.

PHYSICAL REQUIREMENTS:

Physical abilities: include: Vision to read printed material and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work and inspect work sites. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards.

Significant physical abilities: Must possess mobility to work in the field; strength, stamina, and mobility to perform medium to heavy physical work, to work in confined spaces and around machines, to climb and descend ladders, to operate varied hand and power tools and construction equipment. Correctly demonstrate sufficient strength, mobility and range of motion to arm lift 60 pounds and floor lift 60 pounds in an employee entrance evaluation.

Board Approved 01/17/2008; Pending Board Approval

WORK ENVIRONMENT:

The work environment characteristics described are representative of those an employee encounters while

performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- The noise level in the work environment is usually loud due to equipment used. moderate.
- Employees in this position will be required to work in the field and are exposed to cold and hot temperatures, inclement weather conditions, road hazards, vibration, Chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes.

Board Approved 01/17/2008; Pending Board Approval