Cheney Public Schools
12414 S Andrus Road
Cheney, WA 99004
(509) 559-4599

For our children, our community, our world, our future

CLASSIFICATION:	Maintenance/Grounds/Custodial	LOCATION:	Maintenance
REPORTING RELATIONSHIPS:	Position is supervised and evaluated by the department director.	COMPENSATION:	Placement on the PSEC Salary Schedule
REPRESENTATION:	Public School Employees of Cheney (PSEC) a local chapter of Public School Employees Union (PSE) SEIU Local 1948		

POSITION: Groundsman I

GENERAL DESCRIPTION

Provides maintenance, preventative maintenance, construction, renovation, preparation, treatment, repair and general upkeep of lawns, parking lots, sidewalks, playgrounds, play equipment, ball fields, dugouts, bleachers, concession stands, shrub-beds, tracks, fences, irrigation systems, driveways, fire lanes and all other grounds related concerns.

DUTIES AND RESPONSIBILITIES

An employee hired for this assignment may perform all or some of the responsibilities defined below:

- Provides routine maintenance and upkeep of all lawns, parking lots, sidewalks, playgrounds, play equipment, ball-fields, dugouts, bleachers, concession stands, shrub-beds, tracks, fences, irrigation systems, driveways, fire lanes and all other grounds related concerns
- Provide routine maintenance and repair of tractors, mowers, snowplows, sweepers, air compressor, aerator, spray equipment and other related grounds maintenance equipment
- Uses a wide variety of hand implements, tools and power tools such as drills, shovels, rakes, ice chipper, snow-blowers, post hole digger, pick, post driver, lawn mower, edge cutter, hedge trimmer, jack hammer, air chipper, spray equipment, brooms, saws, cutters and other related equipment. Efficiently operates large mechanized equipment such as mowers, tractors, backhoe, sweepers and snowplows, etc.
- Assists with the safe and effective application of pesticides and fertilizers under direct supervision of licensed applicator
- Remains on-call for snow removal during winter months and responds to emergencies as directed by the grounds foreman
- Work weekends as required
- Provides safety inspection of all playground equipment, climbers, hoops, swings, and all other play systems as required. Responds to health and safety concerns as noted on inspections.
- Assists with the installation and maintenance of automated irrigation systems including sprinkler heads, valves, controllers, pumps, programs and lines
- Uses industrial chemicals and solvents and cleaners in a safe and effective manner in compliance with OSHA/WISHA safety standards
- Participate as an effective, contributing member of the District's maintenance and operations team
- Performs other duties as required, including substitute bus driver

Each of the positions in the Maintenance and Operations Department serves as one unit of the whole team, and as such, is subject to assist or is assigned to tasks in other trades within the classification.

KNOWLEDGE, SKILLS AND ABILITIES

Knowledge of: Turf management; OSHA/WISHA safety standards; irrigation management and water conservation practices; playground toys/equipment and maintenance of such; hand implements, along with mechanized tools and equipment of the trade; proper maintenance and adjustment of mowers and other grounds equipment.

Ability to: Assist with safe application of fertilizers and pesticides; repair irrigation systems; service, repair and adjust equipment; provide safety inspection, preventative maintenance and repair to playground toys and equipment; operate and maintain mechanized equipment of the trade to include tractors, sweepers, mowers, snowplows, snow blowers, spray equipment, etc.; use and maintain all hand implements and power tools; read and follow directions as written by manufacturers, landscape architects, engineers, etc.; work alone or in a team setting; maintain good rapport with students, staff, and the public.

MENTAL DEMANDS

- Required to deal with a wide range of behaviors and needs in a positive and service-oriented manner
- May experience shifts in work schedule and/or work site according to district needs
- Sustain mental awareness while also maintaining attention to details and safety requirements
- May occasionally deal with distraught or difficult people

PHYSICAL DEMANDS

- Ability to repeatedly lift up to 50 pounds
- Physically able to perform heavy work on a daily basis
- Ability to work at heights to 45 feet
- Work in confined spaces and/or stand for extended periods of time
- Amount of sitting, standing and walking may vary depending on projects/tasks. Generally, the job requires 20% sitting, 40% walking, and 40% standing.
- The usual and customary methods of performing the job's functions require the following physical demands: the employee frequently will stand and walk and use hands for repetitive grasping and significant fine finger dexterity, often assembling very small objects. The employee is frequently required to sit, bend at neck and back, twist body, use hands to push/pull and lift/carry, squat, kneel, stoop, crouch, knee stand, crawl, climb stairs or ladders, reach overhead, and lift overhead.

REQUIRED QUALIFICATIONS

- Must have a high school diploma or equivalent and related work experience
- Must have and maintain a valid Washington State Drivers License
- Ability and willingness to obtain bus driver (CDL/B/P1 and S) endorsements
- Must have or be able to obtain a Fork-lift Operators License
- Ability and willingness to obtain a boom lift certification
- Basic computer skills (email, internet, Word documents, etc.)

TERMS OF EMPLOYMENT

- Maintenance Classification on Public School Employees of Cheney Salary Schedule
- Year-round position: 260 days; 8 hours per day

CLEARANCES

WSP/FBI criminal history background clearance

EVALUATION

The employee shall be evaluated per the terms of the Public School Employees (PSE) Collective Bargaining Agreement by the building principal, department director, or designee. The process shall include an evaluation of the employee's performance of the above Duties and Responsibilities and Knowledge, Skills and Abilities.

CONTINUING EDUCATION/TRAINING

- Must complete school safety training within thirty (30) calendar days from hire date and annually thereafter
- Must acquire and maintain CPR/First Aid card within sixty (60) calendar days from hire date and as scheduled thereafter
- Attend designated trainings as specified by supervisor and/or department director in order to maintain knowledge/skills
- May acquire (and maintain) an industry pesticide sprayer/applicator license and be shifted to a Groundsman II

HISTORY

Job description and format updated: May 2025

Cheney Public Schools does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, economic status, pregnancy, familial status, marital status, disability, or the use of a trained guide dog or service animal, and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions: Title IX/Chapter 28A.640 Officer/Civil Rights Compliance Coordinator/ADA Coordinator - Tom Arlt, Assistant Superintendent, Cheney School District, 12414 S. Andrus Rd. Cheney, WA 99004 Phone: (509) 559-4550; Section 504 Coordinator - Franklin Day, Director of Student Support Services, Cheney School District, 12414 S. Andrus Rd., Cheney, WA 99004 Phone: (509) 559-4507.

EQUAL OPPORTUNITY EMPLOYER