

JOB TITLE: FHS GROUNDS MAINTENANCE CUSTODIAN

Reports to: ISD 192 Head Groundskeeper & FHS Head Custodian(s) with work direction from Director of Operations, FHS Principal, & Athletic Director.

Job Summary: The FHS grounds custodian performs routine grounds maintenance, athletic field maintenance, snow removal on district properties, and interior custodial duties when seasons and/or weather limit the need or access to meaningful outdoor work.

Essential functions of the job may include but are not limited to the following:

- Operates trucks, plows, front end/skid loaders, tractor(s), athletic field equipment, commercial lawn mowers, and other grounds equipment and vehicles used to maintain site.
- Mows and trims grass on FHS campus including athletic fields.
- Sets up athletic fields according to specifications; paints lines for fields; groom fields when appropriate or lays out field(s) as directed by event schedule.
- Removes snow from sidewalks, pedestrian trails, drives, parking lots, and around building(s) using blowers, tractors, and four-wheel drive vehicles. Spreads sand/salt to prevent slipping.
- Maintains and cares for synthetic turf field in FHS stadium; surface brushing, surface aerating, surface raking, surface sweeping, addition of infill, etc. and other routine and periodic maintenance needs.
- Conducts routine and annual maintenance and repair of grounds equipment and grounds maintenance equipment.
- Apply fertilizer or chemicals as needed (may require appropriate licensure); Plant trees and flowers; water, prune trees and trim hedges to promote growth and improve appearance.
- Landscapes and sods grounds as needed.
- Basic asphalt cold patching and lining/stenciling/curb painting as needed
- Collects and disposes of trash, recycling and any landscaping/yard waste promptly for entirety of FHS campus.
- Responsible for maintaining stadium outbuildings – cleaning, refuse removal, cleaning product stocking, paper product stocking, etc.
- Flexibility of schedule during snow removal months to arrive as early as 4AM to perform snow removal duties should the situation require. Employee would be expected to adjust their daily schedule to maintain an 8-hour day unless overtime is approved.
- Coordinate services with outside vendors/contractors as required and in conjunction with Head Groundskeeper, Director of Operations, and Athletic Director.
- Will be expected to support FHS custodial team when seasonal work and/or inclement weather renders outdoor work inefficient or of minimal value.
- May fill in or provide additional support for other custodial staff as needed performing job responsibilities as described on custodial job descriptions.
- Flexibility of schedule to supervise and perform maintenance tasks for outdoor evening and weekend events held on district grounds.
- Additional support for indoor custodial team as directed by Director of Operations.

Other functions of the job include but are not limited to the following:

- Performs other general duties as needed or assigned to ensure smooth operation of the department.

Knowledge, Skills and Abilities Required:

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

accommodation may be made to enable individuals with disabilities to perform the essential functions.

- High School diploma or equivalent.
- Person in this position must acquire within 6 months and maintain a State of Minnesota Pesticide Applicators License.
- Possess a valid Minnesota driver's license. Maintaining appropriate licensure, without restrictions or significant driving infractions, is required at all times.
- Comfortable driving vehicle up to, but not exceeding 26,000lbs GVWR, including a vehicle with a dump box.
- Comfortable towing trailers
- Minimum 1 year experience in operating, maintaining, and repairing commercial mowing and trimming equipment as well as other similar grounds equipment and vehicles.
- Must demonstrate an understanding of snowplowing and snow removal methods.
- Must demonstrate the ability to operate numerous types of construction and landscaping equipment.
- Must demonstrate knowledge of and practice safe operation of all equipment.
- Experience with and/or the ability to learn to operate autonomous equipment such as line painters or mowers.
- Person in this position will encounter teachers, students, parents, staff, and community members. As a result, the FHS Grounds Custodian must be an effective communicator, maintain a professional appearance, possess a cooperative attitude, be willing to assist wherever needed, and establish good working relationships.
- Strong mechanical skills and basic welding experience are preferred.
- Ability and proven record of reporting to work on a regular and punctual basis.
- Ability to work independently with little work direction.

Physical Requirements:

- Grease, oil, vapors, engine noise, heat, and extreme climactic conditions are common in this work. Although minimized by safety practices, accidents and physical hazards connected with this work are always present. Tasks involve lifting, stooping, bending, carrying, operating motor vehicles and long periods of standing, sitting or walking.
- This position requires good physical conditioning, manual dexterity, upper body strength, good depth perception, endurance, eye-hand coordination, and agility with no serious defects of vision, hearing or members. Must be able to repetitively lift 50# on a regular basis.