WFPS JOB DESCRIPTION

Position Title: Grounds Worker  
Department: Central Maintenance  
Reports To: Building and Grounds Director  
Date of last review: March 2021

SUMMARY: Performs various maintenance duties necessary to maintain and enhance the value of the school district grounds and property. Responsible for completing various maintenance tasks in order to ensure smooth functioning of systems for successful daily operations and guarantying safe conditions for students, staff and public.

ESSENTIAL DUTIES AND RESPONSIBILITIES: (Other duties may be assigned)
- Maintenance of school district grounds; mowing, spraying, snow removal
- Operates grounds maintenance equipment, skid steer, mowers, tractor.
- Performs seasonal preventative maintenance on all grounds keeping equipment.
- Conditioning and preparation of track, football, softball, baseball, and soccer fields
- Assists in all aspects of the property maintenance, including playground equipment and irrigation.
- Performs general grounds maintenance on parking lots, driveways, sidewalks, playgrounds.
- Adheres to the assigned work schedule by maintaining regular and punctual attendance.
- Other duties as assigned by the Director of Building and Grounds and the Grounds Services and Athletic Fields Coordinator

SUPERVISORY RESPONSIBILITIES: None.

QUALIFICATION REQUIREMENTS: 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.

Education and/or Experience:
Minimum two-year degree in Horticulture or two years of experience in turf maintenance preferred. Knowledge of: Basic mechanics; machine and hand tools employed in mechanical work; diesel and gasoline powered equipment; equipment lubrication and maintenance; tire and tube repair, preventative maintenance inspection methods and irrigation maintenance. Ability to operate a skid steer, lawn tractor, mowing, trimming and spraying equipment.

Language Skills:
Ability to read, write and comprehend technical documentation and information.
Other Skills and Abilities:
Ability to work with a variety of people. Ability to maintain composure under stressful conditions. Ability to develop effective working relationships with students, staff, and the school community. Understand the importance of practicing good safety and ergonomics in the workplace.

Collaborative & Compassionate Skills: Ability to work with others, resolve controversy and conflict through respectful negotiation; understand the ideas, opinions, and skills of others; accept constructive feedback. Ability to understand the complexities of cultures and global issues and see other viewpoints; explain the cultural impacts of decisions, articulate perspectives and show empathy. Serve as a role model in the community.

Communication Skills: Ability to read, analyze, and interpret technical procedures and manuals. Ability to connect and share ideas and select an appropriate format to express thoughts and ideas with integrity and appropriate digital citizenship. Ability to examine and convey concepts. Ability to read, write and comprehend technical documentation and information. Ability to design presentations and effectively present information in one-on-one and group situations to employees.

Critical Thinking Skills: Ability to use systems thinking to go beyond knowledge reproduction to reason, organize, summarize, interpret, analyze, and synthesize complex information in ways that generate new understanding. Ability to interpret a variety of instructions provided in written, oral, diagram, or schedule form. Ability to apply mathematical concepts such as fractions, percentages, ratios and proportions and work with concepts such as probability and statistical inference. Exercise good judgment in interpreting and implementing school district policies and procedures.

Future-Ready Skills: Ability to integrate appropriate technological tools into work production. Ability to communicate clearly and concisely, both orally and in writing, using social media appropriately. Ability to record and report data.

Resilient and Reflective Skills: Ability to demonstrate physical, social, mental, and emotional soundness in order to execute the duties of the position, persisting on a path toward physical and mental wellness despite impediments and challenges. Ability to find passion and value in a task; persist with resilience, accept change, be hopeful, rely on others when needed, and propose solutions to problems.

Responsibility Skills: Ability to demonstrate responsibility and organization; design a work plan. Ability to plan and implement work based on objectives and the needs and abilities of department, colleagues, deadlines, and district. Ability to perform duties in an organized, punctual manner, keeping appropriate confidentiality regulations in place along with an awareness of all district requirements and school board policies.
PHYSICAL DEMANDS AND WORK ENVIRONMENT: The physical demands and work environment described here 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.

While performing the duties of this job, the employee is regularly required to reach with hands and arms. The employee is frequently required to sit, stand, walk, talk, and hear. Specific vision abilities required by this job include close vision and peripheral vision. The employee must be able to lift up to 50 pounds. The employee will be expected to work under extreme weather conditions including low and high temperatures.