

# PLEASANTS COUNTY SCHOOLS



## JOB DESCRIPTION – GROUNDSMAN

**Qualifications:** High School diploma or equivalent, pursuant to WV Code §18A-2-5; Criminal background check conducted pursuant to WV Code §18-5-15c; Meet the definition of “Qualifications” in WV Code §18A-4-8b; demonstrated competency, pursuant to WV Code §18A-4-8e (state-approved competency test), as required. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. They must hold a Class D driver’s license or CDL license.

The requirements listed below are representative of the knowledge, skill, and/or ability required.

- Must be a responsible person with a general knowledge of grounds maintenance.
- Be capable of performing semi-skilled and some skilled work of ordinary difficulty requiring the use of hand tools, or the operation of mechanical equipment.

**Groundsman** means a person employed to perform duties that relate to the appearance, repair and general care of school grounds in a county school system. Additional assignments may include the operation of a small heating plant and routine cleaning duties in buildings.

**Immediate Supervisor:** Principal, Assistant Principal and/or Head Custodian

**FLSA Status:** Non-Exempt

**Evaluation:** Performance in this position will be evaluated annually by the immediate supervisor and in accordance with WV State Code §18A-2-12, WV State Board Policy 5314, and Pleasants County Schools Policy 6001.

**Term of Employment:** 261 Days

**Salary:** Pursuant to WV Code §18A-4-8a  
Pleasants County Schools Salary Scale  
Commensurate with Experience and Education Level

### **Expectations / Duties and Responsibilities:**

- Provides leadership as applicable in implementing his/her duties.
- Communicates freely within the chain of command.
- Promotes exchange of ideas with fellow workers.
- Shows respect for fellow workers and students.
- Keeps work area neat and engages in good safety practice.
- Follows instructions.
- Provides requested or relevant information to his or her supervisor.
- Protects confidential matters regarding students.
- Coordinates work with other school personnel as necessary.
- Performs minor repairs to equipment and grounds.

- Demonstrates skill in the use of grounds machines / equipment.
- Cares for tools and equipment properly and reports needed repairs or preventive maintenance items to their supervisor.
- Informs the supervisor of needed tools, equipment and supplies for completion of work tasks.
- Performs mowing, weed eating, tree trimming, removal of grass clippings and other tasks deemed necessary by supervisor.
- Adheres to established laws, policies, rules and regulations.
- Willing to performs job-related duties and responsibilities as assigned by their supervisor including extended workdays or being on call for emergencies.

**Physical Demands:**

The physical demands described 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 often required to stand; walk; use hands and fingers to handle, or feel objects, tools, or controls; and talk or hear. The employee frequently is required to reach with hands and arms. The employee is sometimes required to lift heavy objects. On The employee is occasionally required to sit. The employee will frequently bend, or twist, at the neck and trunk more than the average person while performing the duties of this job. Specific vision abilities required by this job include close vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

**Work Environment:**

The work environment characteristics described here 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 the essential functions.

While performing the duties of this job, the employee regularly works outdoors or indoors as needed. The employee will work near or with moving mechanical equipment while performing the duties of this job. The employee will work around hazardous materials such as gasoline, diesel, etc. The employee must be able to meet deadlines with severe time constraints. The noise level in the work environment is moderate to loud, due to the use of power tools and other mechanical equipment such as tractors, weed-eaters, etc.

*The information contained in the job description is for compliance with the Americans with Disabilities Act (ADA) and is not an exhaustive list of duties performed by this position.*

**Perform Other Job-Related Duties and Responsibilities as Assigned by the Principal, Assistant Principal and/or Head Custodian**

**Amended:** December 6, 2016