

## LINDALE INDEPENDENT SCHOOL DISTRICT

**Job Title:** Grounds Foreman

**Wage/Hour Status:**

**Reports to:** Director of Maintenance

**Pay Grade:**

**Dept./School:** Maintenance

**Date Revised:**

### **Primary Purpose:**

Supervise daily activities of grounds maintenance operation to ensure district grounds are safe, neat, and attractive.

### **Qualifications:**

#### **Education/Certification:**

Valid Texas driver's license

#### **Special Knowledge/Skills:**

Knowledge of gardening and landscape maintenance

Ability to read and interpret blueprints and landscape plans

Ability to operate heavy equipment, including backhoe and trencher

Ability to operate riding or power mower, power tools, and hand tools

Ability to direct and supervise personnel and coordinate grounds operations

#### **Experience:**

Five years experience in gardening and landscape maintenance

Two years supervisory experience

### **Major Responsibilities and Duties:**

#### **Grounds Maintenance and Landscaping**

1. Assign all grounds work and oversee completion.
2. Arrange for contract labor when work cannot be performed by district staff.
3. Assign priority to work orders and process them, including tracking of labor and material use.
4. Estimate the cost and time required for special projects and order materials.
5. Interpret blueprints, plans, and sketches to carry out landscape designs.
6. Establish care and watering schedules, including spraying, fertilizing, pruning, etc.
7. Operate and maintain equipment used for grounds operations, including backhoe, trencher, tractor, riding and power mowers, etc.

8. Inspect grounds and facilities and initiate needed repairs, including the building and repair of fences and gates.
9. Install, test, adjust, and repair sprinkler systems.

### **Safety**

10. Instruct assigned personnel on proper and safe use of tools and equipment.
11. Operate tools, equipment, and machinery according to prescribed safety procedures.
12. Follow established safety procedures and techniques to perform job duties, including lifting, climbing, etc.
13. Ensure that vehicles, equipment, and tools are in safe operating condition.
14. Inspect and adjust tools and equipment for safety and efficiency.
15. Correct unsafe conditions in work area and report any conditions that are not correctable to supervisor immediately.

### **Inventory and Equipment**

16. Coordinate the storage and use of all grounds equipment, tools, and supplies.
17. Prepare, implement, and maintain preventive maintenance and repair procedures for grounds equipment and tools.
18. Order equipment and supplies and maintain accurate records.
19. Recommend replacement of existing equipment.
20. Conduct annual inventory of physical equipment and supplies.

### **Other**

21. Work irregular hours and respond to after-hours emergency calls as needed.
22. Assist in preparation of department budget.
23. Assist in recruiting, screening, training, and evaluation of grounds employees.
24. Maintain accurate information for payroll reporting (time cards, tardiness, and absenteeism).

### **Supervisory Responsibilities:**

Supervise and evaluate work of groundskeepers.

**Equipment Used:**

Heavy equipment, including backhoe, trencher, and grader blade; tractor and mower; riding and power mower; gas-powered weed trimmer; blower; edger; sprayer; striping machine; garden and hand tools; aerator. Light truck or van.

**Working Conditions:**

**Mental Demands/Physical Demands/Environmental Factors:**

Moderate walking, standing, climbing, heavy lifting and carrying, stooping, bending, kneeling, and reaching. Work outside and inside and around moving objects or vehicles. Exposure to extreme temperatures, chemicals (herbicides and fertilizer), and loud noises. Frequent districtwide travel.

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The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Approved by \_\_\_\_\_ Date \_\_\_\_\_

Reviewed by \_\_\_\_\_ Date \_\_\_\_\_