

**JOB PROFILE: Maintenance Level I – Athletic Fields or Landscaping and Grounds**  
 Reports to: Manager of Maintenance Services

**Classification:** Facilities - Non-Exempt    **Hours/Day:** 8 Hours/Day    **Days/Year:** 260 Days/Year

***Purpose/Summary***

A Maintenance Level I – Athletic Fields or Landscaping and Grounds position will be responsible for coordinating, designing, and executing a range of fields and grounds maintenance related procedures and ensuring safety and playability on athletic fields, around school buildings and facilities. Completes mechanical repairs on fields and grounds equipment, as necessary. Implements and maintains fields and grounds maintenance services within guidelines and standards; uses hand and power tools according to written and oral instructions. Assists with the guidance of other Maintenance employees in Levels II and III.

***Essential Duties and Responsibilities***

- Maintains function and reliability of systems and associated equipment by implementing a preventive maintenance program; operating and testing systems and equipment; restoring, repairing, rebuilding, or replacing faulty or inoperative components and parts.
- Repairs and supports the installation of: irrigation systems piping, controls, pumps, heads; various types of masonry, grout joint repair, concrete repair; masonry; baseball, football, soccer, softball equipment including bases, pitchers mounds, goals; landscaping, shrubs, trees and removal of dead trees and shrubs.
- Operates field maintenance tractor with attachments, field screening equipment and edging equipment.
- Prepares fields in accordance with various WPIAL Athletic requirements and measurements.
- Transports equipment under Department of Transportation regulations, secure equipment to trailers, and transport materials and chemicals safely.
- Responds and troubleshoots various work order requests.
- Maintains safe and healthy work environment by following standards and procedures, complying with legal codes and regulations.
- Updates job knowledge by participating in educational opportunities, reading technical publications.
- Prepares and/or reads specifications for vendors and monitors the compliance of contracts.
- Conducts safety inspections as scheduled and complete accurately as required.
- Searches for solutions that can be implemented to improve daily operations, create workplace efficiency, and promote operational awareness among employees.
- Participates and uses the departmental document systems, databases, resources, and other related online tools, and adheres to annual requirements of such.
- Maintains accurate and complete School District records, materials and well-documented transactions and follows all records and retention plans, policies, and procedures.
- Maintains high level of confidentiality while completing ongoing communication with District Administration and all key stakeholders.
- Empowered to make decisions for complex cases with updates to the Manager of Maintenance Services. This position determines priorities and defines what should be done and how to achieve these goals in line with Facilities Department work plan, taking into consideration relevant performance standards and possible effects to clients.
- Other duties as assigned by the Manager of Maintenance Services, Assistant Director of Facilities, Superintendent or designee, or additional requirements due to new procedures, processes, and/or laws established year to year.

***Education and/or Experience***

- High School Diploma or G.E.D., additional education preferred.
- Minimum eight years of experience in related field or master equivalents.
- Journeyman status and/or 4 years of schooling or certifications.
- Certifications or qualifications must be maintained to keep Level I status.

*Preparing All Students for Success in a Changing World*

### **Certifications, Licenses, Registrations**

- Valid Driver's License
- Commercial Driver's License Class A with an air brake endorsement (Class A required for position)
- Pennsylvania Pesticide License, Core and Category 23 (Parks and Recreation) required
- Irrigation Certification, preferred
- Sports Turf Management Certification, preferred
- Child Abuse History Clearance
- PA State Police Criminal Record Check
- FBI Fingerprinting Clearance
- Act 168 Sexual Misconduct Abuse Disclosure Release
- Act 126 Mandated Reporter: Recognizing and Reporting Signs of Child Abuse Training

### **Qualification Requirements**

**Athletic Fields and Grounds Journeyman** must be able to work independently to complete repairs, maintenance, and installation of all types of field maintenance equipment and systems.

*To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The requirements listed below are representative of the knowledge, skill and/or ability required. Written and/or hands-on testing of the ability to perform the required responsibilities of each position may be required.*

### **Knowledge and Abilities**

Knowledge of current technology and ability to manage information. Ability to understand content to organize, manage and communicate electronically. Ability to plan and perform work with minimum supervision

Academic Skills – Ability to complete training requirements for level of job and complies with District practices and procedures. Ability to read and understand maintenance manuals, schematics and building diagrams and blueprints. Ability to research and provide necessary information for problem solving and maintaining district buildings and grounds. Must be able to review, measure, estimate, order, remove and install materials needed to complete assignments. Must understand and apply the ASME, National Electrical, the BOCA and UCC codes/requirements to their assigned tasks.

Language Skills – Must possess the ability to use the language in both oral and written form. Be able to communicate information and ideas clearly so others will understand. Ability to listen and be respectful, tactful, and sensitive when interacting with all stakeholders who are diverse in their academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds. Ability to read, analyze and interpret information to effectively communicate with Executive Council, the Superintendent, and key stakeholders.

Math Skills – Knowledge of arithmetic, measurements, accounting, and their applications. Possesses a very high degree of mechanical aptitude.

Technology Skills – Demonstrate competency with up-to-date computer software, including Microsoft Office Suite, and Maintenance Work Order System. Be able to access, generate and analyze data, utilize email, the Internet, Intranet, use general office equipment, and tablet/iPad.

Reasoning Ability - Ability to think critically and problem solve.

*Preparing All Students for Success in a Changing World*

**Other Skills and Abilities**

- Possesses a high level of interest and initiative in maintaining and advancing his/her skills in the maintenance trade.
- Must be a self-starter who independently manages his/her time and work assignments with minimal supervision on day-to-day tasks.
- Leads by example as a positive image to other staff.
- Ability to exhibit a high level of confidentiality.
- Must be able to use cement, sheet metal, and a variety of hand/power tools, when needed.
- Must exhibit strong interpersonal skills and the ability to be open and adjust to change quickly.
- Must possess a high level of attention to detail and maintain consistency and accuracy when providing information.
- Must maintain the ability to multi-task and manage competing priorities.
- Ability to work cooperatively with all internal and external stakeholders and to create consensus among disparate agencies and other stakeholders with competing interests.
- Ability to make equitable decisions with sound emotional and independent judgment.
- Must be able to concentrate with numerous interruptions.
- Maintain effective working relationships with administrators, students, parents, staff, and the community.
- Ability to understand and facilitate needs of various personality types.
- Ability to perform duties with awareness of all District policies and professional obligations.
- Some training on new equipment will be provided.

**Physical Demands**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. This position is considered to be a HEAVY Physical Demand Characteristic of Work position according to the physical demand's strength rating of the Dictionary of Occupation Title, Fourth edition published by the US Department of Labor. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

<b>Sedentary (S)</b>	<b>Light (L)</b>	<b>Medium (M)</b>	<b>Heavy (H)</b>	<b>Very Heavy (V)</b>
Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time.	Exerting up to 20 lbs. occasionally, 10 lbs. frequently, or negligible amounts constantly or requires walking or standing to a significant degree.	Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10 lbs. constantly or requires frequent running or climbing.	Exerting 50-100 lbs. occasionally, 25-50 lbs. frequently or up to 10-20 lbs. constantly.	Exerting over 100 lbs. occasionally, 50-100 lbs. frequently or up to 20-50 lbs. constantly.


**Work Environment**

The work environment will vary from moderate situations such as small group, office, classrooms to large group professional settings. Most time will be spent indoors with consideration for adaptability to all weather conditions related to outdoor activities and/or travel. The employee must be able to work in air-conditioned and heated environments under florescent lighting.

**Primary Work Location**

Office Environment	Shop
Classroom/Building	Vehicle
Outdoors	Travel

*Preparing All Students for Success in a Changing World*

<b>Physical and Non-Physical Demands Key</b>				
<b>C - Continuously</b>	<b>F - Frequently</b>	<b>O - Occasionally</b>	<b>R – Rarely</b>	<b>N – Never</b>
2/3 or more of the time	From 1/3 to 2/3 of the time	Up to 1/3 of the time	Less than 1 hour per week	Never occurs
<b>Standing</b>		<b>C</b>	<b>Crawling</b>	<b>O</b>
<b>Sitting</b>		<b>O</b>	<b>Bending</b>	<b>F</b>
<b>Walking</b>		<b>C</b>	<b>Twisting</b>	<b>F</b>
<b>Lifting</b>		<b>C</b>	<b>Climbing</b>	<b>F</b>
<b>Carrying</b>		<b>C</b>	<b>Balancing</b>	<b>F</b>
<b>Pushing/Pulling</b>		<b>F</b>	<b>Vision</b>	<b>C</b>
<b>Reaching</b>		<b>F</b>	<b>Hearing</b>	<b>C</b>
<b>Handling</b>		<b>F</b>	<b>Talking</b>	<b>C</b>
<b>Fine Dexterity</b>		<b>C</b>	<b>Foot Controls</b>	<b>O</b>
<b>Kneeling</b>		<b>F</b>	<b>Teamwork</b>	<b>C</b>
<b>Crouching</b>		<b>F</b>	<b>Tedious or exacting work</b>	<b>F</b>
<b>Time Pressures</b>		<b>C</b>	<b>Noisy or distracting environment</b>	<b>O</b>
<b>Emergency Situations</b>		<b>F</b>	<b>Multi Building Travel</b>	<b>C</b>
<b>Frequent Change of Tasks</b>		<b>F</b>	<b>Climbing ladders to high places</b>	<b>O</b>
<b>Irregular Work Schedule/Overtime</b>		<b>O</b>	<b>Other (Specify):</b>	
<b>Multi-Tasking</b>		<b>C</b>	<b>Other (Specify):</b>	
<p><i>The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned.</i></p>				
<b>Director of Human Resources Signature</b>				
<b>Date of Approval</b>		2/20/21		

*Preparing All Students for Success in a Changing World*