

# Gardener III

## Position Details

Class Code: 8201

Job Family: Service/Operations Workers

Classification: Support Professional

Terms of Employment: [Pay Grade 54 on the Support Professional Salary Schedule](#)

FLSA STATUS: NON-EXEMPT

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## Position Summary

Under general supervision, maintains grounds, ballfields, hardscape surfaces, artificial turf, sprays herbicides, and plants/trims/removes grass, shrubs, and trees at Clark County School District (CCSD) high schools and unimproved sites as assigned. Operates and maintains various equipment. Serves as a mentor to student worker gardeners.

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## Essential Duties and Responsibilities

The list of Essential Duties and Responsibilities is not exhaustive and may be supplemented.

1. Mentors assigned student workers, assigns them daily tasks, inspects their work, and prepares them to qualify for full-time gardener positions.
2. Develops and implements schedules for maintaining school grounds.
3. Removes and disposes of trash and debris from the school grounds.
4. Paints, maintains, and refreshes painted hardscape surfaces such as parking curbs and lot spaces, steps, etc.
5. Maintains track and sports fields (football, baseball, softball) and performs line striping as required per National Interscholastic Activities Association.
6. Maintains artificial turf per specifications.
7. Controls weeds and unwanted grasses by spraying selective and non-selective herbicides.
8. Applies fertilizer to grass, shrubs, and trees.

9. Plants grass, trees, shrubs, and other types of plants.
  10. Mows grass and trims/prunes/shapes trees, shrubs, and plants.
  11. Removes and disposes trees, shrubs, plants, and grass areas, as needed.
  12. Transplants a variety of shrubs and trees.
  13. Weeds and grades flower beds and planters.
  14. Operates, cleans, and maintains hand and power gardening and spraying equipment.
  15. Optimizes plant life and aesthetics of landscaping.
  16. Advises and/or consults with supervisors and grounds maintenance staff on plant conditions and watering.
  17. Reviews landscape designs to determine materials and/or supplies needed to perform the job.
  18. Makes minor repairs to irrigation systems and other gardening related equipment.
  19. Line stripe fields as needed.
  20. May operate gang mowers, forklifts, jackhammers, fertilizer spreaders, small tractors with attachments such as aerator, post hole digger, and other power equipment/trucks, chainsaws, sod cutters, power chippers, etc.
  21. May be required to move, assemble or disassemble furniture, equipment, or other items or to assist other crafts in an emergency or as the need arises.
  22. Conforms to safety standards, as prescribed.
  23. Performs other tasks related to the position, as assigned.
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## **Distinguishing Characteristics**

Involves the maintenance of artificial turf, grass, shrubs, trees, and hardscape; spraying herbicides, line-stripping; and the operation of various types of grounds equipment.

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## **Knowledge, Skills, and Abilities (Position Expectations)**

1. Knowledge of maintaining sports fields and artificial turf.
2. Knowledge of selective and non-selective herbicides.
3. Knowledge of landscaping and grounds equipment.
4. Knowledge of the operation of the various pieces of equipment as described above.
5. Knowledge of trees, plants, shrubs, turf grass, and materials used in our environment.

6. Ability to safely move and relocate heavy objects and perform physically demanding work.
  7. Ability to follow verbal and written instructions.
  8. Ability to withstand heights and perform work safely.
  9. Ability to work cooperatively with employees, students, and the public.
  10. Ability to perform basic mathematical computations.
  11. Ability to work flexible hours and shifts.
  12. Ability to wear personal protective equipment.
  13. Ability to work in confined spaces.
  14. Ability to recognize and report hazards and apply safe work methods.
  15. Possess physical and mental stamina commensurate with the responsibilities of the position.
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## **Position Requirements**

### **Education, Training, and Experience**

1. High school graduation or other equivalent (General Educational Development (GED), foreign equivalency, etc.).
2. Two (2) years of experience as a Gardener II or equivalent.

### **Licenses and Certifications**

1. A valid driver's license that allows the applicant/employee to legally operate a motor vehicle in Nevada. License must be maintained for the duration of the assignment.
2. Current driving history (dated within six (6) months from the date printed) issued by the Department of Motor Vehicles (DMV) at the time of application or Qualified Selection Pool (QSP) placement and at the time of interview prior to final selection.
3. Safe driving record. Safe driving record must be maintained for the duration of the assignment.
4. Government Pest Control License issued by the Nevada Department of Agriculture. License must be maintained for the duration of the assignment.
5. Hold, or be able to obtain, Forklift qualification card. If qualification card is not in possession at the time of application, it must be obtained within five (5) months of hire into position. Qualification card must be maintained for the duration of the assignment.
6. Hold, or be able to obtain, Occupational Safety and Health Administration (OSHA) 10-Hour General or Construction Training Course Certification. If

qualification card is not in possession at the time of application, it must be obtained within five (5) months of hire into position. Qualification card must be maintained for the duration of the assignment.

## **Preferred Qualifications**

1. Experience as a gardener.
  2. Horticultural training and classes.
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## **Document(s) Required at Time of Application**

1. High school graduation transcript or other equivalent (GED, foreign equivalency, etc.).
  2. Copy of a valid driver's license that allows the applicant/employee to legally operate a motor vehicle in Nevada.
  3. Copy of current driving history (dated within six (6) months from the date printed) issued by the DMV.
  4. Copy of Government Pest Control License issued by the Nevada Department of Agriculture.
  5. Forklift qualification card, if applicable. If the qualification card is not in possession at the time of application, it must be obtained within five (5) months of hire into the position.
  6. Occupational Safety and Health Administration (OSHA) 10-Hour General or Construction Training Course Certification, if applicable. If the qualification card is not in possession at the time of application, it must be obtained within five (5) months of hire into the position.
  7. Specific documented evidence of training and experience to satisfy qualifications.
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## **Examples of Assigned Work Areas**

CCSD sports fields, hardscape, landscape, and grounds areas (playgrounds, track and all ballfields, parking lots, joint use parks, etc.).

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## **Work Environment**

### **Strength**

Medium/heavy – exert force 50-100 lbs., occasionally; 25-50 lbs., frequently; or 10-20 lbs., constantly.

## **Physical Demand**

Frequent sitting, standing, walking, pushing, pulling, carrying, crawling, stooping, kneeling, crouching, reaching, handling, repetitive fine motor activities, climbing, and balancing. Mobility to work in a typical office setting and use standard office equipment, as well as outside environment and use standard landscaping equipment. Stamina to remain seated and maintain concentration for an extended period of time. Hearing and speech to communicate in person, via video conference and computers, or over the telephone. Vision: Frequent near and far acuity, and color vision. Vision to read printed and online materials, Video Display Terminal (VDT) screens, or other monitoring devices.

## **Environmental Conditions**

Exposure to weather with temperature ranging from mild/moderate to extreme cold/heat. Exposure to noise levels ranging from moderate to loud and occasional to frequent time periods. Exposure to dust, wet and damp grounds, fumes and hazardous chemicals associated with herbicide and pesticide spraying, fertilizers, motor oils, and gasoline.

## **Hazards**

Furniture, playground/office equipment, communicable diseases, chemicals and fumes (as related to specific assignment), and power/hand-operated equipment and machinery (as related to specific assignment).

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## **Examples of Equipment/Supplies Used to Perform Tasks**

CCSD-issued/personal vehicles, paint, line strippers, herbicides, spray tanks, fertilizer spreaders, personal protective gear (gloves, respirators, goggles, masks, harnesses, etc.), forklifts, mowers (hand, riding, gang, and flail), hedgers/edgers, two-way radios, sod cutters, saws/chainsaws, power chippers, aerators, renovators, hand rakes, shovels, grease guns, shovels, picks, saws, pruners, sod cutters, sledgehammers, jackhammers, ladders, pole pruners, blowers, various trucks and trailers, rototillers, weed eaters, small tractors, etc.

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## **AA/EOE Statement**

The Clark County School District is proud to be an equal opportunity employer. The Clark County School District is committed to providing all applicants and employees equal employment opportunities without regard to race, color, religion, sex, gender

identity or expression, sexual orientation, national origin, genetics, disability, age, military status, or other characteristics protected by applicable law. Here at Clark County School District, we are a diverse group of people who honor the differences that drive innovative solutions to meet the needs of our students and employees. We believe that through a culture of inclusivity, we have the power to reflect the community we serve.

## **Job Revision Information**

- Revised: 02/06/24
- Created: 11/27/23