

Gardener II

Position Details

Class Code: 8200

Job Family: Service/Operations Workers

Classification: Support Professional

Terms of Employment: [Pay Grade 46 on the Support Professional Salary Schedule](#)

FLSA STATUS: NON-EXEMPT

Position Summary

Under general supervision, sprays pesticides and plants grass, shrubs and trees; maintains and operates various grounds equipment at Clark County School District (CCSD) properties.

Essential Duties and Responsibilities

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

1. Controls weeds and unwanted grasses by spraying selective/nonselective herbicides.
2. Controls rodent and insect pests (mice, gophers, ants, bees, etc.) by spraying pesticides, setting rodent traps and bait stations.
3. Plants, installs, mows, trims/prunes, edges, and fertilizes lawns, athletic fields, trees, shrubs, and plants.
4. Removes and disposes trees, shrubs, plants, and grass, as needed.
5. Prunes, shapes, and transplants a variety of shrubs and trees.
6. Weeds and grades flower beds and planters at CCSD properties, including unimproved sites.
7. Operates, cleans, and maintains hand and power gardening and spraying equipment.
8. Optimizes plant life and aesthetics of landscaping.

9. Advises and consults supervisors and grounds maintenance staff on plant conditions, watering, and pest control.
 10. Reviews landscape designs to determine materials and/or supplies needed to perform jobs.
 11. Makes minor repairs to sprinklers and related equipment.
 12. May operate gang mowers, forklifts, jackhammers, fertilizer spreaders, small tractors with attachments such as aerator, power equipment/trucks, various chainsaws, sod cutters, power chippers, etc.
 13. May be required to move, assemble, or disassemble furniture, equipment, or other items, or to assist other crafts in emergencies or as the need arises.
 14. Conforms to safety standards, as prescribed.
 15. Performs other tasks related to the position, as assigned.
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Distinguishing Characteristics

Involves pest control, maintaining grass, shrubs, and trees, and the operation of grounds equipment at CCSD properties.

Knowledge, Skills, and Abilities (Position Expectations)

1. Knowledge of selective/non-selective use pesticides and herbicides.
2. Knowledge of gardening skills.
3. Knowledge of the operation of the various pieces of equipment described above.
4. Ability to safely move and relocate heavy objects and perform physically demanding work.
5. Ability to follow verbal and written instructions.
6. Ability to withstand heights and perform work safely.
7. Ability to work cooperatively with employees, students and the public.
8. Ability to recognize and report hazards and apply safe work methods.
9. Knowledge of trees, plants, shrubs, turf grass, and materials.
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 work cooperatively with employees, students, and the public.
15. Ability to recognize and report hazards and apply safe work methods.

16. Possess physical and mental stamina commensurate with the responsibilities of the position.
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Position Requirements

Education, Training, and Experience

High school graduation or other equivalent (General Educational Development (GED), foreign equivalency, etc.).

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. Copy of current driving history (dated within six (6) months from the date printed) issued by the Department of Motor Vehicles (DMV) at time of application or Qualified Selection Pool (QSP) placement and at time of interview prior to final selection.
3. Government Pest Control License issued by the Nevada Department of Agriculture. License must be maintained for the duration of the assignment. (If license is not in possession at time of application or QSP request, it must be obtained within three (3) months of hire into position.)
4. Hold or be able to obtain forklift qualification card. If qualification card is not in possession at time of application or QSP request, 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 or other equivalent (GED, foreign equivalency, etc.).
2. 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, if in possession at time of application.
 5. Forklift qualification card, if applicable.
 6. Specific documented evidence of training and experience to satisfy qualifications.
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Examples of Assigned Work Areas

CCSD facilities landscape and grounds areas (school, ball fields, parking lots, gardens, etc.).

Work Environment

Strength

Medium/heavy – exert force of 50-100 lbs., occasionally; 25-50 lbs., frequently; or up to 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. 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, a Video Display Terminal (VDT) screen, or other monitoring devices.

Environmental Conditions

Varies from a climate-controlled office setting to work outdoors with temperatures ranging from mild/moderate to extreme cold/heat. Exposure to noise levels ranging from moderate to loud for 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).

Examples of Equipment/Supplies Used to Perform Tasks

District-issued/personal vehicles, herbicides and pesticides, spray tanks, fertilizer spreaders, personal protective gear (gloves, respirators, goggles, masks, harnesses, etc.), forklifts, lawn mowers, hedgers, edgers, two-way radios, sod cutters, saws/chainsaws, power chippers, aerators, renovators, hand rakes, shovels, grease guns, etc.

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: 10/20/23
- Created: 05/04/93