

MEMORANDUM OF UNDERSTANDING
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
RIVERSIDE CHAPTER #506
AND THE
RIVERSIDE UNIFIED SCHOOL DISTRICT

March 18, 2021

This Memorandum of Understanding (MOU) is agreed to between the California School Employees Association and its Chapter #506 (hereinafter "CSEA") and the Riverside Unified School District (hereinafter "District"). The District and CSEA meet and negotiate wages, hours, health and welfare benefits, and/or working conditions.

RIVERSIDE UNIFIED SCHOOL DISTRICT

CLASS TITLE: LEAD GROUNDS MAINTENANCE WORKER I (Range 18 22)

BASIC FUNCTION:

Under the direction of the Grounds Maintenance Supervisor, oversee the coordination of a gardening team in the performance of general and varied grounds maintenance and gardening work at District sites; plant, spray, fertilize, prune, irrigate and maintain lawns, trees, shrubs, athletic fields and landscaped areas; **perform gopher/small rodent abatement; remove dead animals and insure sanitary cleanup**; oversee the issuance of supplies, materials and equipment; train and provide work direction to assigned staff.

DISTINGUISHING CHARACTERISTICS:

The Lead Grounds Maintenance Worker I classification is assigned to provide work direction to small gardening crews assigned to specific District sites. Incumbents provide work direction and guidance on special projects and routine grounds maintenance activities. ~~Incumbents in the Lead Grounds Maintenance Worker II classification provide work direction and training to larger crews and oversee the work of journey level staff and equipment operators assigned to the grounds department. Incumbents may also be assigned to serve as the Grounds Maintenance Supervisor in the absence of the Supervisor.~~

REPRESENTATIVE DUTIES:

Provide work direction and develop daily assignments of gardening team workers; establish site landscape maintenance tasks and schedule assigned staff to grounds maintenance activities as appropriate. **E**

Participate as a member of an assigned Maintenance and Operations gardening team. **E**

Plant, cultivate, trim and prune hedges, shrubs, trees, and lawns. **E**

Irrigate and cultivate various grounds areas by hand, manual or automatic sprinkler systems and set controllers. **E**

Make minor repairs to irrigation systems; assist in the replacement and service of irrigation systems; troubleshoot and inspect sprinkler systems and report malfunctioning sprinklers to appropriate personnel. **E**

Fertilize lawns, planter beds and trees; control weeds and insects in lawns, planter beds and fence lines; spray landscaped areas with herbicides; prepare mixtures in appropriate proportion. **E**

Remove and cut trees, shrubs and hedges as appropriate. *E*

Prepare and maintain records of herbicide applications, inventory records and work orders according to established procedures. *E*

Operate trucks, tractors and equipment related to landscape maintenance including aerial lift; clean grounds equipment as required. *E*

Distribute sand, soil and other material as needed. *E*

Perform gopher/small-rodent abatement using chemicals, traps and specialized machinery. E

Remove dead animals and insure sanitary cleanup of affected areas due to pest issues. E

Perform a variety of regular maintenance to grounds such as weeding, raking leaves and debris, clean gutters and downspouts of buildings and others as assigned.

Perform related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

Methods, equipment and materials used in gardening and grounds keeping work.

Proper operation of heavy grounds equipment.

Minor repairs to equipment used in the landscape maintenance field.

Herbicides and other chemicals used in grounds maintenance.

Basic record-keeping techniques.

Principles of training and providing work direction.

ABILITY TO:

Perform general grounds maintenance duties including mowing, edging and weeding.

Mow, edge, water, weed, fertilize, rake and cultivate lawns, flowerbeds, athletic fields and other landscaped areas.

Maintain and repair sprinklers and watering systems.

Apply specialized chemicals to control and eradicate weeds, insects and other pests.

Perform abatement procedures of gopher/small rodents and operate specialized equipment and traps.

Operate, service and make minor repairs on equipment.

Observe legal and defensive driving practices.

Maintain routine records.

Remove dead animals following sanitary practices.

Train and provide work direction to others.

Learn District organization, operations, policies and objectives.

Establish and maintain effective relationships with others.

Follow oral and written directions.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: graduation from high school and two years of experience with grounds and gardening maintenance.

LICENSES AND OTHER REQUIREMENTS:

Valid California Driver's License.

WORKING CONDITIONS:

ENVIRONMENT:

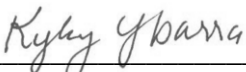
Outdoor environment.
Adverse weather conditions.
Driving a vehicle to conduct work.

PHYSICAL ABILITIES:

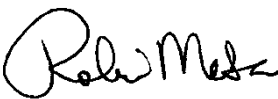
Hearing and speaking to exchange information.
Lifting, carrying, pushing or pulling.
Heavy physical labor.
Bending at the waist.
Seeing to inspect sprinkler systems and perform gardening work.
Dexterity of hands, **wrists** and fingers to operate tools and gardening equipment.
Standing for extended periods of time.

This agreement is subject to CSEA Policy 610 and ratification from the CSEA membership and the approval of the Board of Education.


FOR THE DISTRICT:




Kyle Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District



Robin Mesa
Director V, Classified Personnel
Riverside Unified School District




Shani Dahl




Ken Mueller


FOR CSEA;



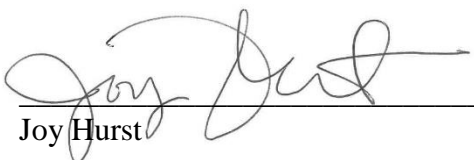
Bernie Holt
President, CSEA #506



Sandra Garcia
Chief Job Steward, CSEA #506




Ramona Hillis
Labor Relations Representative, CSEA



Joy Hurst

Nina Moore

Nina Moore

A stylized, cursive handwritten signature of Dan Rudd, featuring a prominent loop and a long horizontal stroke at the end.

Dan Rudd

Carryn L Aldis

Carrie Aldis