

**KERN COUNTY SUPERINTENDENT OF SCHOOLS
APPROVED OCTOBER 2025
SALARY SCHEDULE #85
RANGE: 14.0
CLASSIFIED MIDDLE MANAGEMENT – OVERTIME EXEMPT
CODE: 2, 3, 6, 7, 8**

SUPERVISOR – LANDSCAPING & GROUNDS

DEFINITION

Under general supervision, plan, schedule, coordinate, lead, and perform a variety of semiskilled and skilled activities to maintain assigned grounds.

EXAMPLES OF DUTIES

Provide technical input concerning complex or unusual grounds activities;

possess a thorough knowledge of plants, trees, and shrubs including selection and required upkeep;

establish priorities, organize, schedule, coordinate, lead and perform tasks of a general nature in grounds such as, landscape selection, lawn care, garden upkeep, and irrigation;

evaluate need for improvements or changes to all landscaping and sod; repair, and maintenance of irrigation systems;

adjust, repair, and maintain landscaping and grounds equipment including repair and required maintenance;

evaluate need for or perform revisions and improvements to existing landscaping and grounds; evaluate need for or replacement of equipment related to landscaping and grounds;

drive equipment, such as a light truck, mowers, and other related motorized equipment;

operate handheld portable lawn equipment;

supervise and evaluate assigned personnel;

provide technical input for performance evaluations of personnel;

may work with outside vendors and/or contractors to secure quotes;

perform other related duties as assigned.

QUALIFICATIONS

Knowledge of:

Methods, techniques, materials, tools, and equipment used in landscaping and grounds maintenance;

rules, regulations, and operational procedures pertaining to safe landscaping and grounds maintenance;

principles, methods, and procedures of organization, supervision, evaluation procedures and employee motivation.

Ability to:

Lead and coordinate landscaping and grounds personnel; plan, organize, coordinate and supervise a comprehensive landscaping plan;

skillfully use a variety of tools and equipment utilized in landscaping and grounds maintenance;

maintain a variety of files and records; prepare and present clear and precise reports;

understand and carry out oral and written directions;

establish and maintain cooperative working relationships;

stand, use hands to handle, or feel;

reach hands and arms overhead;

climb, balance, stoop, kneel, crouch, and crawl;

lift up to 50 pounds;

adjust focus, depth perception and close vision;

operate standard office equipment including a computer and assigned software.

Experience:

Three (3) years of experience as a landscaper or grounds worker, including one year in a lead or supervisory capacity.

Education:

Equivalent to the completion of the twelfth grade.

Conditions of employment:

A preplacement medical assessment/health screening, at office expense, is a condition of appointment after all other required job conditions have been met.

Some positions may require proof of privately owned automobile insurance and possession of a valid California Motor Vehicle operator's license which must be maintained for the duration of the assignment.

Fingerprint clearance by both the Federal Bureau of Investigation and the California Department of Justice is a condition of appointment after all other required job conditions have been met.

Must present verification of completion of Child Abuse Mandated Reporter training or obtain verification within six (6) weeks of hire and annually thereafter, as required by the California Child Abuse and Neglect Reporting Act.

This position is overtime exempt and has a probationary period of one year.

CP: rn

10/6/2025

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