



Job Description

Position Title:	Foreman, Plumbing		
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Reports to:	Director, MEP	Pay Grade:	N17
Terms of Employment:	<ul style="list-style-type: none">230 days per year.At-Will employment agreement.Salary is in the pay grade N17 on the Non-Exempt SAISD Compensation Plan.Entry salary is at \$28.46 with consideration for directly related experience.	FLSA Classification:	Exempt
Funding Source:	This position is locally funded		

Position Summary

To assist in the attainment of District goals through effective and efficient maintenance and repair of plumbing systems.

Essential Functions / Key Responsibilities

1. Develop, implement and supervise the installation, maintenance and/or repair of plumbing system components and related systems.
2. Develop and implement a system for a Plumbing Equipment Preventative and Predictive Maintenance Program.
3. Manage and oversee various aspects of Irrigation and Fire Sprinkler Maintenance.
4. Manage and oversee all areas of Backflow Prevention and Gas Testing.
5. Supervise Plumbing Work Groups.
6. Prepare requisitions for materials, equipment, and services.
7. Participate in all LEAN initiatives as required.
8. Meet deadlines, enforce quality standards and be responsible for training and employee morale.
9. Ensure all Key Performance Indicator (KPI) objectives are achieved.
10. Assist with the development and adherence of Standard Operating Procedures.
11. Participate in Construction Design Reviews as required.
12. Keep informed of and comply with regulatory agencies, state, district and federal policies, including daily attendance, punctuality and confidentiality.
13. Compile, maintain and file all reports, records and other required documents applicable to position.
14. Stay informed and comply with state and local plumbing codes.
15. Performs other related duties as assigned within the appropriate skill and experience capabilities expected for this position.

Minimum Requirements

- High school diploma or GED equivalent (recognized by the Texas Education Agency or a regional accrediting agency)
- 11+ years' experience in the plumbing trade.
- 5+ years supervisory experience in the installation, maintenance, and repair of commercial plumbing systems at a commercial and/or educational (K-12 or University) establishment.



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- Valid State of Texas approved Master Plumber license to be dedicated to the San Antonio Independent School District as Master Plumber of Record
- Backflow Prevention assembly tester certified through Texas Department of Licensing and Regulation (TDLR)
- Valid Texas Driver's License with a good driving record; must meet and maintain liability coverage eligibility.
- Candidate may work flexible shifts, including evenings, weekends, and holidays, based on operational needs.
- Candidate must have satisfactory outcome of fingerprinting background check. Non-refundable fee (approximately \$50.00) paid by the employee.

Knowledge, Skills & Abilities

- Provide effective leadership, problem solving, goal setting, organization, motivation, performance assessment.
- Ability to manage various work assignments simultaneously.
- Excellent oral and written communication skills.
- Strong organizational and time-management skills.
- Familiar with Microsoft Suite products.
- Ability to demonstrate the following core values: integrity, high expectations, commitment, respect, dedication to teamwork and passion for a student-centered environment.
- Knowledge of Polyethylene gas fusion piping.
- Knowledge of federal, state, and local plumbing codes.
- Ability to read and interpret blueprints, diagrams, schematics, and written reference material.

Working Conditions

Work Environment:

- Computer, computer software programs and peripherals, teacher resource materials and equipment, copier, fax, and other equipment applicable to position.
- Frequent exposure to: temperature extremes (hot and cold), humidity extremes, noise. Occasional exposure to: biological hazards (communicable diseases, bacteria, insects, mold, fungi, etc).

Physical Demands/Requirements:

- Maintain emotional control under stress; work with frequent interruptions/deadlines; frequent sitting, standing, walking, climbing, balancing, pulling and pushing; reaching, repetitive hand motions, hearing, speaking clearly, visual acuity and prolonged data input; occasional lift/carry light, moderate 15-44 pounds.

Supervisory Responsibilities / Direct Reports

- Plumbing staff.

San Antonio ISD is committed to non-discrimination on the basis of race, color, ethnicity, culture, religion, national origin, age, sex, gender identity, gender expression, sexual orientation, appearance, immigration/citizenship status, home language, socioeconomic status, or disability in its educational programs, services, and District business functions.



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Information on persons designated to handle inquiries regarding non-discrimination policies can be found within SAISD Board Policies DIA(EXHIBIT) or FFH(EXHIBIT), available online at:
<https://pol.tasb.org/PolicyOnline?key=176>.

San Antonio ISD está comprometido a no discriminar por motivos de raza, color, origen étnico, cultura, religión, origen nacional, edad, sexo, identidad sexual, expresión de género, orientación sexual, apariencia, estado inmigratorio/de ciudadanía, idioma natal, estado socioeconómico o discapacidad en sus programas educativos, servicios y funciones de negocios del Distrito.

La información sobre las personas designadas para manejar consultas sobre las políticas de no discriminación se encuentra bajo las Políticas de la Junta Directiva DIA (Prueba documental) o FFH (Prueba documental) de SAISD, disponible en línea bajo: <https://pol.tasb.org/PolicyOnline?key=176>

Employee Signature: _____

Date: _____