

**JOB DESCRIPTION**  
**Cumberland County School District**

**CUSTODIAN**

**Purpose Statement**

The job of Custodian was established for the purpose/s of providing custodial services at assigned site(s); ensuring an attractive, sanitary and safe environment for students, staff and visitors; performing a variety of special cleaning operations; and assisting in preparing facilities for classroom activities and campus events.

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**Essential Functions**

- ‘ Attends meetings, in-service training, workshops, etc. for the purpose of gathering information required to perform job functions.
- ‘ Cleans assigned facilities and/or grounds (e.g. classrooms, offices, gym, restrooms, multipurpose rooms, grounds, etc.) for the purpose of maintaining a sanitary, safe and attractive environment.
- ‘ Informs students and other site personnel for the purpose of providing information and direction regarding activities, safety issues and/or proper maintenance of facilities and equipment.
- ‘ Monitors activities in and around work areas (e.g. halls, multipurpose rooms, lunch room, restrooms, grounds, etc.) for the purpose of preventing injuries and ensuring site safety.
- ‘ Performs minor, job related, maintenance on custodial equipment, classroom furniture and fixtures (e.g. change vacuum cleaner bags, etc.) for the purpose of ensuring proper functioning and usability of items.
- ‘ Performs summer maintenance (e.g. strip/wax floors, moves furniture, painting, etc.) for the purpose of completing and/or facilitating summer construction.
- ‘ Prepares site for daily operations (e.g. opening gates, raising flags, sweeping walkway, etc.) for the purpose of ensuring facilities are operational and hazard free.
- ‘ Replenishes classroom and rest room supplies (e.g. paper towels, soap, etc.) for the purpose of ensuring adequate quantities for daily use.
- ‘ Responds to immediate safety and/or operational concerns (e.g. facility damage, vandalism, alarms, etc.) for the purpose of taking appropriate action or notifying appropriate personnel for resolution.
- ‘ Responds to inquiries from staff, students, parents, and/or visitors for the purpose of providing information, taking appropriate action and/or directing to appropriate personnel for resolution.
- ‘ Secures facilities and grounds (e.g. doors, gates, alarms, lights, etc.) for the purpose of minimizing property damage, equipment loss and/or potential liability.
- ‘ Supports District maintenance staff (e.g. grounds, trades, general maintenance, etc.) for the purpose of completing site custodial activities.

**Other Functions**

- ‘ Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.

## **Job Requirements: Minimum Qualifications**

### **Skills, Knowledge and Abilities**

SKILLS are required to perform multiple tasks with a potential need to upgrade skills in order to meet changing job conditions. Specific skill-based competencies required to satisfactorily perform the functions of the job include: operating equipment used in industrial maintenance including electrical cleaning equipment, common tools, etc.; and adhering to safety practices.

KNOWLEDGE is required to read technical information, compose a variety of documents, and understand complex, multi-step written and oral instructions. Specific knowledge-based competencies required to satisfactorily perform the functions of the job include: methods of industrial cleaning; safety practices and procedures; and English and/or bilingual grammar/punctuation/spelling/vocabulary.

ABILITY is required to use job-related equipment. Flexibility is required to work with others in a variety of circumstances; and operate equipment using standardized methods. Ability is also required to work with a wide diversity of individuals; utilize a variety of job-related equipment. Some problem solving may be required to identify issues and select action plans. Problem solving with equipment is limited to moderate. Specific ability-based competencies required to satisfactorily perform the functions of the job include: adapting to changing work priorities; communicating with diverse groups in English and/or Spanish; meeting deadlines and schedules; working as part of a team; and working with constant interruptions.

### **Responsibility**

Responsibilities include: working under direct supervision using standardized routines; providing information and/or advising others; and operating within a defined budget. Utilization of some resources from other work units may be required to perform the job's functions. There is a continual opportunity to have some impact on the organization's services.

### **Working Environment**

The usual and customary methods of performing the job's functions require the following physical demands: significant lifting, carrying, pushing, and/or pulling; some climbing and balancing; frequent stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity. While performing the duties of this job, the employee is required to talk and hear. This position is very active and requires standing, walking, bending, kneeling, stooping, crouching, crawling and climbing for extended periods of time. The employee must frequently lift and move items over 50 pounds, climb ladders and the ability to clean overhead such as cleaning air vents, windows, and changing ceiling tiles. Must be able to use power equipment, such as burnisher, scrubber, mower, weed eater, vacuum. Must work with chemicals such as bleach, wax stripper, bathroom cleaners. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Generally the job requires 5% sitting, 70% walking, and 25% standing. The job is performed under minimal temperature variations and under conditions with some exposure to risk of injury and/or illness.

**Experience** Job related experience is desired.

**Education** High School diploma or equivalent.

**Equivalency** .

### **Requirement**

Pre Employment Proficiency Test  
This is non-certified position.

### **Continuing Ed. Training**

None Specified

### **Certificates & Licenses**

None Specified

### **Clearances**

Criminal Justice Fingerprint/Background Clearance

### **LSA Status**

Non Exempt

### **Approval Date**

**06/28/18**

**Salary Grade**