



Job Description

Prepared/Revised Date: **January 2021**

Job Title: **Custodian Substitute**
 Job Family: **Custodial**
 Pay Program: **Classified**
 Typical Work Year: **As needed**

Job Code: **1106**
 FLSA Status: **Non-Exempt**
 Shift Differential: **No**
 Pay Range: **G 3**

SUMMARY: Responsible for the cleanliness, sanitation, security and basic maintenance of the assigned school building, grounds and equipment.

ESSENTIAL DUTIES AND RESPONSIBILITIES: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Job Tasks Descriptions	Frequency	% of Time
1. Perform cleaning duties including removing trash and cleaning and/or sanitizing of all location's facilities, including, but not limited to, classrooms, restrooms, hallways, stairwells, common areas, offices, cafeteria, gymnasium, media center, locker rooms, auditoriums, stages and custodial offices/storage areas. .	D	63%
2. Assists with staff, public, students, teachers and community groups using the building during assigned shift. May perform set up and tear down of audio visual equipment, move furniture, assist users with setup and testing equipment, train users as needed, and troubleshoot any audio visual problems to ensure functionality. Answers questions, responds to requests and/or direct individuals to appropriate individuals or building areas.	D	7%
3. Assists with building operation for building use and events, including setting up, cleaning up, locking/unlocking areas for access and supporting individuals using building areas. Secure doors and turn out lights.	D	10%
4. May perform building and site safety and operational checks, including inspecting for hazards, wild animals, graffiti and vandalism. Respond to fire alarm and burglar alarms. Report findings to supervisor.	D	5%
5. Assist with mowing; edging; tree trimming; removing snow, ice and gravel; and cleaning outside windows, doors and lighting Clean debris from fence areas.	D	4%
6. Communicate with Supervisor about issues, supplies and needs for department either verbally or through a written communication log. Maintain radio contact.	D	5%
7. Perform seasonal, summer and project cleaning as planned and assigned by Supervisor.	W	5%
8. Perform other job-related duties as assigned.	Q	5%
	TOTAL =	100%

EDUCATION AND RELATED WORK EXPERIENCE:

- High school diploma or equivalent preferred.
- Minimum of 18 years of age.
- No experience required; experience in general cleaning, chemical handling and customer service preferred.

LICENSES, REGISTRATIONS or CERTIFICATIONS:

- Criminal background check required for hire.
- Ability to successfully complete a pre-hire, post-offer, physical examination.
- Safety, pesticide and AHERA (asbestos) training required within 6 months after entering position and attend follow-up training ongoing.

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:

- Ability to acquire skills necessary to operate various types of cleaning equipment.
- Ability to promote and follow Board of Education policies, District policies and building and department procedures.
- Ability to communicate, interact and work effectively and cooperatively with all people, including those from diverse ethnic and educational backgrounds.
- Ability to keep up-to-date technically and apply new knowledge to your job. Includes adapting to and mastering new system applications and processes as implemented by the district or department.
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize appropriate safety equipment and report unsafe conditions to the appropriate administrator.

MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:

- Operating knowledge of basic custodial equipment preferred at hire; required within 3 months after entering position.
- Operating knowledge of district information technology systems and any other department specific software and equipment required within 2 months after entering position.

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

	POSITION TITLE	JOB CODE
Reports to:	Head or Lead Custodian/Custodial Trainer	Various

	POSITION TITLE	# of EMPLOYEES	JOB CODE
Direct reports:	This job has no direct supervisory responsibilities.		

- Responsible for addressing the individuals' complaints and resolving their problems.

BUDGET AND/OR RESOURCE RESPONSIBILITY:

- This job has no budgetary responsibilities.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS: *The physical demands, work environment factors and mental functions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand				X
Walk				X
Sit		X		
Use hands to finger, handle or feed				X
Reach with hands and arms				X
Climb or balance		X		
Stoop, kneel, crouch, or crawl			X	
Talk		X		
Hear		X		
Taste	X			
Smell		X		

WEIGHT and FORCE DEMANDS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds				X
Up to 25 pounds				X
Up to 50 pounds			X	
Up to 100 pounds	X			
More than 100 pounds	X			

MENTAL FUNCTIONS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Compare		X		
Analyze		X		
Communicate		X		
Copy	X			
Coordinate	X			
Instruct	X			
Compute		X		
Synthesize	X			
Evaluate	X			
Interpersonal Skills		X		
Compile	X			
Negotiate	X			

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)		X		
Work near moving mechanical parts			X	

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Work in high, precarious places		X		
Fumes or airborne particles		X		
Toxic or caustic chemicals		X		
Outdoor weather conditions		X		
Extreme cold (non-weather)	X			
Extreme heat (non-weather)	X			
Risk of electrical shock		X		
Work with explosives	X			
Risk of radiation	X			
Vibration		X		

VISION DEMANDS:	Required
No special vision requirements.	
Close vision (clear vision at 20 inches or less)	X
Distance vision (clear vision at 20 feet or more)	X
Color vision (ability to identify and distinguish colors)	X
Peripheral vision	X
Depth perception	X
Ability to adjust focus	X

NOISE LEVEL:	Exposure Level
Very quiet	
Quiet	
Moderate	X
Loud	
Very Loud	