

CUSTODIAL HANDBOOK

2022-2023



Park Hill School District

Building Successful Futures • Each Student • Every Day

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INTRODUCTION

The purpose of this Handbook is to provide an easy reference for custodians in the Park Hill School District. This Handbook is not intended to create any employment rights or benefits and does not modify, amend or supersede state or federal law, board policy or any contract.

EMPLOYMENT PROCESS

Applications for all job vacancies must be completed on-line at www.parkhill.k12.mo.us. Candidates who have applied in the district are considered for vacancies on the basis of:

1. Completed application which is screened by Human Resource Services.
2. Interview and reference checks of candidate by Custodial Manager or his/her designee.
3. Recommendation for hire forwarded to Human Resources for review, interview and approval.
4. Candidate submits to and passes background check, fingerprinting, and essential functions test.

POSTING OF VACANCIES AND REQUEST FOR TRANSFER

Openings will be posted on the Park Hill website at <http://www.parkhill.k12.mo.us> . Request for transfer must be made online at this location. Employees requesting a transfer will be notified of the outcome.

PERSONNEL RECORDS

Many personnel records are now accessible electronically, using a district user name and password. Recent records such as salary information and hiring documents are held electronically on Talent Ed Records, which is accessible to any employee using his/her district log-in information. Talent Ed Records is located at <https://parkhill.tedk12.com/records/login> .

Current or past performance evaluations can be found on Talent Ed Perform located at <https://parkhill.tedk12.com/perform/login.aspx> and is accessible to any employee using his/her district log in information.

Human Resource Services also maintains a paper file on all employees. An employee may review any hard copy information in his/her file by requesting an appointment with the Assistant Superintendent of Human Resource Services.

TRAINING

In addition to this Handbook, training and information may be shared periodically. Online training modules will also be required annually in order to comply with state and insurance requirements.

EMPLOYMENT TESTING

Prior to beginning duty, new employees will be required to complete and pass an essential functions test to determine if the assigned job functions of lifting, twisting, bending and other physical requirements of the job can be met on a daily basis. Employment is conditional upon successfully passing the test. The district reserves the right to request additional essential functions tests or other assessments as needed within its discretion.

GENERAL RESPONSIBILITIES

ABSENCE REPORTING

Every custodian is required to call in before his/her shift if he/she is sick or there is an emergency. Second and third shift custodians must call in by 12:00 p.m. Calls go to your **Head Custodian, Evening Custodial Supervisor at 816-359-6945 and the Custodial Manager at 816-359-6823**. Inclement weather does not change your report responsibility.

CHECK-IN/OUT PROCEDURES

All custodial personnel are required to clock in on time at the start of their shift. Check with the Head Custodian for any special instructions.

Custodians are required to clock out and clock in for lunch. At no time will a custodian be absent from his/her building for longer than thirty (30) minutes without prior approval of supervisor.

Upon completion of their shift, all custodial personnel will stop working and clock out unless overtime has been authorized by a supervisor.

PERFORMANCE, PRODUCTIVITY OR DISREGARD OF DUTIES

Failure or refusal to perform work up to the standards expected by the District or at a level acceptable to the District or engaging in any conduct which, in the opinion of the District, constitutes a disregard of duties or of the employment relationship and may result in disciplinary action. Examples include, but are not limited to: leaving the premises or assigned work area during working hours without permission, walking off the job, wasting time or loafing, sleeping on the job, intentional restriction of productivity, abuse of scheduled work time, working off the clock, working unauthorized overtime, working without proper authorization, interfering with any other employee's performance, working elsewhere while on approved leave of absence from the District, working on or off the job in violation of any medical restrictions imposed by a health care provider.

CUSTODIAN EXPECTATIONS

- Custodial personnel shall have the building cleaned and ready for the next day's school sessions.
- Custodial personnel shall be responsible for the security of the building and its premises. Under no circumstances shall keys or security codes be given to any unauthorized personnel.
- Custodial personnel shall not use the building or any equipment therein for personal reasons unless authorized by the Director of Operations.
- Custodial personnel will not leave the building or premises prior to the end of a work shift without authorization. In the event it should become necessary to leave, the custodian should notify the principal's office during the school day and at night, the Head Custodian and the Evening Custodial Supervisor.

- Custodians will complete additional necessary assignments made by the Head Custodian, building administrators, Evening Custodial Supervisor, or Custodial Manager.
- All breaks, including lunch break, will be scheduled with the Head Custodian, Evening Custodial Supervisor, or Custodial Manager. A copy of scheduled breaks will be given to the Building Principal.
- Custodians will not have friends or relatives in their building during work hours.
- Personal telephone calls will be made during breaks or lunch period only, except in case of emergency. This includes cell phones. Cell phones should be placed on vibrate during the school day.
- Custodians need to be aware of building occupants and personal safety. Due to safety concerns, listening to music during the work shift is allowed as long as the volume and method allows for normal conversation to occur, only one earbud or earphone is used, and the music does not distract from personal awareness of occupants and activity occurring in the building.
- Any music played in the building by a custodian that may be heard by others must have appropriate content. Music containing profanity, discriminatory language, or derogatory names is not appropriate and should not be played in a manner that can be heard by co-workers, students, parents, or patrons.
- Upon completion of their shift, all custodians will stop working and clock out unless supervisor has authorized overtime. Under no circumstances will a custodian clock in or out for a co-worker.
- Custodians may be required to work additional hours in excess of their regularly scheduled shift to meet district needs as determined by the Director of Operations or designee.
- Unauthorized or inappropriate use of District time, materials, product, facilities, computers, telephones, televisions, equipment, vehicles, records or other District property for purposes not related to District business (including, but not limited to, seeking other employment, job prospecting or having any contact with prospective employers on District time or premises or by using District property, etc.)
- Custodians are required to read their district email accounts **a minimum of 3 times a week** to get pertinent and timely information.

HEAD CUSTODIAN EXPECTATIONS

- The Head Custodian will communicate with other day and evening personnel to ensure they are performing their assigned duties properly. The Head Custodian will inform those custodians of the areas needing improvement in cleaning should the building not be cleaned to his/her satisfaction. If improvement is not shown, the Head Custodian will consult with the Evening Custodial Supervisor, Custodial Manager, and/or Director of Operations for assistance.
- The Head Custodian will report any damage in the building and any needed repairs to the Building Principal. In the absence of the Building Principal, communication will be made to the Evening Custodial Supervisor or Custodial Manager.
- The Head Custodian will have input on the evaluation of custodians assigned to him/her. The Head Custodian's signature will appear on formal evaluations completed at the end of the school year.
- The Head Custodian is required to be on call for evening or weekend security checks when called.
- The Head Custodian will make additional assignments to custodians in his/her building as necessary and appropriate.

- Head Custodians may be required to work additional hours in excess of their regularly scheduled shift to meet district needs as determined by the Director of Operations or designee.
- Head Custodians should make every effort to be in attendance at special events during approved work times (e.g. math nights, school plays, carnivals, all other school events)
- Head Custodians are required to read their district email accounts and check School Dude daily in order to get pertinent and timely information from District personnel.

FREEZER AND COOLER CHECKS

Head Custodians and/or Assistant Head Custodians are required to check the temperatures of freezers and walk-in coolers on non-school days that occur Monday through Friday. Early detection of equipment failure is important to prevent significant costs in both repair and loss of food product. Temperatures should be:

- 0 to 5 degrees for freezers
- Less than 42 degrees for coolers.

If temperatures are outside of these parameters, call the Operations Manager (Jeremie Kahler) by phone at (816) 359-6731 and report the issue.

EMPLOYEE UNIFORM AND GROOMING

An initial issue of five (5) uniforms will be given to each new custodian at the completion of his/her probationary period. All custodial personnel will wear a complete uniform while performing their custodial duties. Badges are considered part of your uniform and must be visible at all times. If an employee comes to work without his/her badge they will be sent home to retrieve it on their own time.

Custodians are allowed to participate in designated school “Spirit Days” by wearing an alternate shirt with the logo of their assigned building in lieu of the regular custodial uniform shirt. Wearing a school logo shirt in lieu of the regular custodial uniform is only appropriate on the specific days that have been promoted to all building staff.

Custodians are required to wear non-slip shoes while on duty. Failure to wear non-slip shoes can result in being sent home without pay. An annual stipend of \$50.00 will be paid to all custodians in October of each year for the purchase of non-slip shoes.

The custodian plays an important role as a public relations agent for the District. Therefore, it is mandatory that he/she maintains a clean and neat personal appearance at all times. Uniforms will be clean when reporting for work and worn during the work shift along with the District identification badge. Employees that do not meet the standards are subject to disciplinary actions and at a minimum, may be asked to return home. Time spent returning home to change clothes is not compensated.

USE OF TOBACCO AND VAPING PRODUCTS

(Board Policy AH, revised 11-11-2021)

POLICY APPLICATION

To promote the health and safety of all students and staff, set a good example for students and to promote the cleanliness of district property, the district prohibits all employees, students and visitors from using, possessing, smoking, vaping, consuming, displaying, promoting or selling any tobacco products, imitation tobacco products, vaping products or tobacco-related devices in all district facilities, on district transportation and on all district grounds, including but not limited to outdoor smoking by adults on the parking lots surrounding the buildings in the district. This prohibition extends to all facilities the district owns, contracts for or leases to provide educational services, before and after school care, transportation services or early childhood development services to children. Custodians may use tobacco products only in their personal vehicles during designated break times.

DEFINITIONS

Imitation Tobacco Product – Any edible or nonedible nontobacco product designed to resemble a tobacco product intended to be used by children as a toy. Imitation tobacco products include, but are not limited to, chocolate cigarettes, bubble gum cigars, shredded bubble gum resembling chewing tobacco, pouches containing flavored substances packaged similarly to snuff, and shredded beef jerky in containers resembling snuff tins.

Smoking/Vaping – Inhaling, exhaling, burning or carrying any lit or heated cigar, cigarette, pipe or any other lighted or heated product that contains, is made of, or is derived from a natural or synthetic form of nicotine, tobacco or other plants and that is intended for inhalation. Smoking/Vaping also includes carrying or using an activated electronic smoking device.

Tobacco Product – 1) Any product, whether synthetic or natural, that contains, is made of, or is derived from tobacco or nicotine that is intended for human consumption by chewing, smoking, absorbing, dissolving, inhaling, snorting, sniffing or ingesting by any other means. 2) Any component, part or accessory of a tobacco product including, but not limited to, cigarettes; electronic smoking devices; cigars; little cigars; cheroots; stogies; periques; granulated, plug cut, crimp cut, ready rubbed, and other smoking tobacco; snuff flour; Cavendish; plug and twist tobacco; fine cut and other chewing tobacco; shorts; refuse scraps; clippings, cuttings and sweepings of tobacco; and other kinds and forms of tobacco.

Tobacco-Related Devices – Ash trays, rolling papers, wraps or pipes for smoking and any components, parts or accessories of electronic smoking devices.

Vapor Product – Any noncombustible product containing nicotine that employs a heating element, power source, electronic circuit or electronic, chemical or mechanical means, regardless of shape or size, that can be used to produce vapor from nicotine in a solution or other form. Vapor product includes any electronic cigarette, electronic gear, electronic cigar, electronic cigarillo, electronic pipe or similar product or device and any vapor cartridge or other container of nicotine in a solution or other form that is intended to be used with or in an electronic pipe or similar product or device. Vapor product does not include any alternative nicotine product.

SMOKING CESSATION PRODUCTS

This policy does not prohibit adults from possessing and using products approved by the U.S. Food and Drug Administration for smoking cessation. Students may possess and use those products as allowed under policy JHCD.

SIGNAGE

Appropriate signage reflecting the content of this policy will be posted throughout the district at building entrances and other highly visible locations in all school buildings, indoor and outdoor athletic facilities and district-owned transportation.

CONSEQUENCES

Students and employees who violate this policy are subject to discipline in accordance with applicable Board policies. Employees may be disciplined or terminated for repeated violations. Visitors may be excluded from district property.

VACATION REQUESTS

All requests for vacation leave should be submitted through UKG/Kronos at least 48 hours in advance. Vacation requests are approved if building and student needs can be covered.

BLOCK OUT DAYS

There will be no vacations or personal business days approved for the five (5) days before school starts, five (5) days after the first day of school, or the last five (5) days of school. A request for exception must include written documentation of "extenuating circumstances" and be submitted to the Custodial Manager.

EVALUATIONS

Formative evaluations will take place throughout the year and include meetings and conferences as well as daily contact with supervisors. New employees shall receive an evaluation during their probationary period and continuing employees will receive an annual job evaluation by his/her supervisor. Employees may provide comments or written statements as an addendum to the evaluation. The general performance areas included in the annual evaluation are the following:

- Safety – ability to take every possible action to maintain the safety and security of the district.
- Adherence to Policy and Organizational Support – following procedures, protocols and guidelines.
- Communication Skills – effectively conveying information in a clear, professional, and courteous manner.
- Teamwork/Interpersonal Skills/Cooperation – ability to work cooperatively with others
- Attendance and Punctuality – attends work on a regular and punctual basis.
- Quality and Quantity of Work – Thoroughness, accuracy and completeness exhibited in routine assignments and special projects within assigned time.

- Dependability and Reliability – Assumes responsibilities and ensures tasks are completed without sacrificing accuracy or quality.
- Decision Making/Judgment/Problem Solving – identifying problems and drawing appropriate conclusions, communicating issues in an appropriate and timely manner.
- Job Knowledge –Depth of understanding of the content and procedures of the job.

Supervisors are evaluated on three additional performance areas:

- Leadership and Organization - Ability to convey instructions and organize tasks or people to carry them out.
- Development of Others – effectively coaching and motivating others.
- Resource Management – managing all assets effectively and efficiently.

EVALUATION TYPES

Formative evaluations will take place throughout the year and include custodial run checklists, meetings and conferences as well as daily contact with supervisors. Summative evaluations will consist of the Support Staff Performance Evaluation from a compilation of data from formative evaluations.

Probationary employees:

- Four custodial run checks will be completed by supervisor (one prior to end of probationary period).
- Two Support Staff Performance Evaluations will be completed by supervisor (one at 90 days and one near end of school year).

Non-probationary employees:

- A minimum of two formal custodial run checks per year will be completed by supervisor. One may be done with advance notice and with employee present.
- Additional run checks will be done as needed or requested.
- A Support Staff Performance Evaluation will be completed by the Head Custodian and/or the Custodial Manager at the end of the school year.

EVALUATION PROCESS

The Head Custodian or designated Assistant Head Custodian is responsible for completion of the periodic run checklist of custodians in his/her building. After discussion of the checklist by the supervisor and custodian, both will sign the checklist with one copy being retained by the supervisor and one copy for the custodian.

The summative evaluation will be completed online by the Head Custodian, Evening Custodial Supervisor, Custodial Trainer, or Custodial Manager for each custodian with input from the Building Principal, custodial run checklists and any memos or notes concerning merits or concerns. After discussion of the evaluation by the supervisor and custodian, it will be signed electronically.

If an employee wishes to respond in writing concerning their summative evaluation, he/she will have five working days after receiving the evaluation to submit written comments online, and the comments will become part of the official record.

Custodians working in more than one building will be evaluated by their supervisor in each building.

PAYROLL

NON-TEACHER RETIREMENT

All custodial personnel who are employed at least 20 hours per week on a regular basis are required by state law to be members of the (Non-Teacher) Public Education Employee Retirement System (PEERS). Information can be obtained online at www.psr-peers.org. The employee contributes 6.86% of income and the school district matches the employee contributions. A total of 14.5% goes toward non-teacher retirement.

SOCIAL SECURITY/MEDICARE

Federal guidelines require employees to contribute 1.45% of income for Medicare coverage. This amount is matched by the District.

YOUR TIMECARD – YOUR RESPONSIBILITY

Time worked will be recorded on UKG/Kronos terminals. Each custodian bears a personal responsibility to ensure his/her timecard is accurate for each pay period. Errors should be reported immediately to the Custodial Manager, Custodial Evening Supervisor and the designated Administrative Assistant. Timecards must be reviewed and approved by custodians at the end of each pay period, which is the 15th and end of each month.

RECORDING TIME WORKED/PAY DATES

Custodians will be paid on the 15th and end of each month except when either date falls on a holiday or weekend. In that instance, custodians will be paid on the last workday prior to the holiday or weekend.

Vacation leave, sick leave and personal business leave must be used before any unpaid days are granted. Unpaid days must be requested in advance through the Custodial Manager and will be granted only if it can be determined the employee can continue to meet District standards for the efficient operation of the District.

OVERTIME ROTATION

The Custodial Manager may exempt an employee from the overtime rotation at his/her discretion. For example, a third shift custodian may need an eight-hour break from work before starting another shift.

AT DIFFERENT BUILDING

An employee may work overtime in a different building by following the procedures below.

- Sign up for “Overtime Rotation” will occur during the first week of August and the first week of December for the following semester.
- Overtime will not interfere with primary assigned work shift.
- Overtime will not require additional keys and alarm codes. Custodian will work in the building with other staff assigned to that building. Custodians on light duty may return to the rotation when all necessary restrictions are removed.
- Overtime will be offered to custodians by phone or through the Head Custodian of the building, or to those who request to be on the Overtime Rotation. The request will be made to the Custodial Manager.
- Overtime work will be assigned as soon as practical after the need arises.

- The Overtime Rotation will start with the custodian with the most seniority and continue to the least seniority, then back to the top.
- If a custodian is offered overtime, and declines, the Overtime Rotation list will be marked with a PASS. Three (3) passes during a semester will remove that custodian from the overtime rotation for the remainder of that semester.

AT SAME BUILDING

Employees will be listed in seniority order.

Overtime assignment:

- Next overtime will be matched to the next person on the list.
- Scheduled day off—PASS—not eligible for overtime until rotation comes back to employee.
- Sick—PASS—not eligible for overtime until rotation comes back to employee.
- Personal Reason—PASS—employee is responsible for finding replacement to work in their place and notify Head Custodian at least 24 hours before scheduled overtime. PASS skips person until rotation comes up again.
- Multiple PASSES on the overtime rotation for personal reasons may result in discipline.

TRAINING OVERVIEW

SAFETY

- Use of equipment: ladders, lifts, stripping boots, etc.
- Lifting
- Slip, trips and falls
- Material Safety Data Sheets (M.S.D.S.)
- Student safety

INTERPERSONAL SKILLS

- Professionalism
- Diversity
- Responding to criticism
- Methods for resolving complaints

CLEANING EFFICIENTLY

- Classrooms
- Corridors
- Offices
- Restrooms
- Large areas
- Special areas

USING SUPPLIES AND EQUIPMENT

- Uses by type and application
- Mixing procedures
- Equipment care and use
- Minor equipment adjustments and repairs

- Other

SPECIAL CIRCUMSTANCES

- Snow and ice removal
- Set up for programs and games
- Debris removal from parking lot and around building
- Security alarm and fire alarm
- Other, as assigned

LEGAL TOPICS

- Mandated Reporter
- Harassment and Non-Discrimination
- Technology Use
- FERPA