

## **TITLE: MAINTENANCE/GROUNDSKEEPER**

### **QUALIFICATIONS**

1. High school diploma or General Education Degree (GED)
2. Has a driver's license and excellent driving record
3. Relevant training preferred
4. Minimum experience in maintenance, cleaning methods and procedures, repairs, security, heating and ventilation, care of carpet, cleaning, housekeeping, and proper handling of hazardous materials, electrical, and plumbing and direct supervision of maintenance personnel, or an equivalent mix of maintenance and custodial experience of large corporate facilities including school maintenance experience preferred
5. Is familiar with material safety data sheets and asbestos abatement documents
6. Ability to respond to a wide variety of institutional situations and emergencies at any time, including fire alarms, sprinkler activation, heat, access, elevator, transportation, refrigeration, and safety problems that arise
7. Knowledge of building codes, federal and state law, administrative rules, and Board policy pertaining to fire, workplace safety, and the environment
8. Supervisory ability
9. Ability to pass a physical agility test being able to lift up to 90 lbs.
10. Ability to perform long periods of standing; walking; climbing; bending; stooping; kneeling; bending and twisting at the neck and trunk; moving of furniture; pushing/pulling items such as tables, bleachers, and scrubbing machines; frequent lifting of objects weighing up to fifty pounds and occasionally move objects weighing up to ninety pounds; and climbing ladders
11. Ability to use hands and fingers to handle or feel objects, to reach above the head and reach forward, to grasp tools
12. Have a working knowledge of budget procedures and the ability to provide cost estimates for necessary upkeep, and to work within specific budget guidelines
13. Self-motivated
14. Works well under pressure and deadlines
15. Works well with students, staff, and the community
16. Excellent interpersonal, communication, and organizational skills
17. Maintain confidentiality of staff and students

**PRIMARY RESPONSIBILITY TO**  
Building Principal and Superintendent

### **JOB SUMMARY**

To oversee the custodial operations of individual school facilities and ensure a safe, clean, and comfortable school environment. To maintain the physical grounds in an excellent condition so that full use of grounds are available at all times and are aesthetically pleasing to staff and the general public.

### **MAJOR DUTIES AND RESPONSIBILITIES**

#### Supervisory Duties

1. Schedule daily tasks, supervise the work of the custodians, and participate in daily

- cleaning of facilities
2. Participate in the assignment and scheduling of the custodial staff
  3. Assist in interviewing, screening, and recommending for hire, promotion, or termination of custodians
  4. Help new employees learn rules, procedures, and duties; and provide hands-on training
  5. Monitor the time records of custodians working during the day, certify them for salary payment, and turn time sheets in at the district office
  6. Evaluate the performance of custodians in accordance with Board guidelines, the superintendent's instructions, and any contract requirements
  7. Communicate information and needed repairs to night shift staff for further follow up or repair
  8. Work with the building principals in establishing guidelines for the division of responsibility for minor in-school repairs and emergency repairs
  9. If the Board adopts a dress code or uniforms for custodians, ensure that custodians conform to the dress code
  10. Periodically inform the Board of opportunities to improve the policy on uniforms

#### Essential Job Tasks

1. Climbing ladders
2. Lift up to 100 lbs. for freight deliveries (i.e. case of paper towels, snow melt, copy paper, cement bags)
3. Overhead, kneeling, crouching, or on back work while completing plumbing, electrical or cleaning tasks
4. Working in confined spaces (changing furnace filters)
5. Operation of machine shop tools and welding equipment for sharpening tools, fabricate parts for school supplies, etc.
6. Crouching when changing tire on heavy equipment and company vehicles
7. Bending, stooping and other position needed for servicing company vehicles and equipment
8. Lifting up to 100 lbs. when moving 3-inch irrigation pipe that are 40 feet long
9. Lifting buffer machine into and out of truck when moving between schools
10. Lifting up to 100 lbs., 44 inches high (i.e. cafeteria trash bags into dumpster)
11. Carry up to 100 lbs. 50 feet when moving 3inch irrigation pipe
12. Carry 60 lb. backpack sprayer
13. Operate buffer machines for cleaning floor/gym areas side to side motion
14. Push mower and crouching down for weeding
15. Digging with shovel for irrigation repair
16. Operate weedwacker/trimmer
17. Climbing in/out of lawnmower and tractor

#### Maintenance Emergencies and Safety

1. Respond to emergencies such as lock problems, core changes, elevator malfunctions, floods, sewage back-ups, and urgent cleanup of substances such as bodily fluids or broken glass
2. Use a cell-phone or two-way radio to communicate with other staff and emergency personnel to provide information regarding the incident
3. Call in and assist maintenance experts, such as plumbers, roofers, etc., during emergency

situations

4. Remain on school premises during working hours unless specific tasks off-campus
5. Be on-call and available for maintenance emergencies
6. Ensure that all federal and state law, administrative rules, and Board policy pertaining to plant maintenance and operation, fire, safety, and the environment are followed
7. Comply with all federal and state law, administrative rules, and Board policy pertaining to the storage and disposal of recyclables, trash, waste, and debris
8. Assist in updating safety and security plans and procedures for drilling, managing and responding to school emergencies
9. Act as the designated safety person for the district, and be responsible for all safety inspections for buildings according to local, state, and federal guidelines
10. Coordinate with local emergency responders during safety drills

#### Other Building Maintenance

1. Unlock building and disarm security
2. Check regularly to ensure that all exit doors and panic devices are working properly
3. Operate heat, ventilation, and air conditioning systems to provide temperatures appropriate to the season and to ensure economical use of fuel, water, and electricity
4. Examine school buildings on a regular basis for necessary repairs and maintenance
5. Confer with the building principal regarding necessary repairs
6. Conduct periodic inspections and tests of all electrical installations in the school to ensure their safe condition
7. Conduct an ongoing program of general and preventative maintenance, upkeep, and repair, making minor repairs and arranging for specialists to attend to major repair needs, unsafe situation, vandalism, or other damage to school property as needed
8. Arrange for and supervise maintenance work such as electrical, roofing, plumbing, fencing, asphalt, concrete, ceilings, and other work too extensive to personally complete
9. Estimate the cost of repair projects in terms of labor, material, and overhead
10. Move furniture or equipment within the building as required for various activities and as needed
11. Complete job orders as assigned
12. Plan and oversee all maintenance and repair work in the building
13. Establish and recommend priorities on repair projects
14. Identify maintenance problems, and troubleshoot or diagnose a problem and determine root causes and corrective action
15. Perform minor emergency repairs
16. If call in to take leave, communicate with night shift custodian and supervisor

#### Grounds Maintenance

1. Keep buildings and premises, including sidewalks, roof drains, driveways, and play areas neat and clean at all times
2. Develop schedules for routine grounds activities, as well as short and long range plans for construction, landscaping, and major repairs to or replacement of grounds equipment, and assist with such activities as necessary
3. Trim, mow, water, weed, and fertilize all planted areas as necessary
4. Ensure that sport fields are mowed for athletic events

5. Be responsible for all safety inspections to school grounds according to local, state, and federal guidelines
6. Maintain tools and equipment and guard against breakage, loss, and theft
7. Operate all maintenance vehicles in a safe and lawful manner
8. Be responsible for monitoring fuel and water systems according to state requirements
9. Snow removal, subject to call in

Other

1. Remain on school premises for entire shift unless required to leave for work-related errands or meetings
2. May be required to wear a standard uniform selected by the district for security purposes
3. Assist the business administrator with preparation and implementation of the Long Range Facilities Plan
4. Maintain and prepare work related records and reports as directed
5. Assist with the set-up and coordination of school and public use of facilities
6. Assume responsibility for his or her continuing professional growth and development through such efforts as attendance at inservices
7. Keep immediate supervisor informed of activities and any issues that may arise
8. Represent the school district in a positive manner
9. Know and follow school district policy and chain of command
10. Perform other duties as assigned

EVALUATION

Performance of this position will be evaluated annually by the building principal and/or superintendent in conformance with federal and state law, administrative rules, and Board policy.

TERMS OF EMPLOYMENT

This position shall be considered in all respects “employment at will”. The “employment period” and other descriptions and terms set forth in this job description shall not create a property right for the employee. These are set forth only to advise the employee of when and what type of services will be required by the district so long as the employment continues.

NOTE

*All certificated and non-certificated employees and other individuals are required to undergo a criminal history check and submit to fingerprinting. Any applicant convicted of any of the felony crimes enumerated in Section 33-1208, Idaho Code may not be hired, and any applicant convicted of any felony offense listed in Section 33-1208(2), Idaho Code shall not be hired.*

Legal Reference:	I.C. § 33-512 I.C. § 33-1210	Governance of Schools Information on Past Job Performance
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Printed Name

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Date

Signature