



## **Gilmer County Schools Job Description**

**Job Title: Custodian**

**Salary Schedule: Classified**

### **MAJOR FUNCTION:**

Perform custodial assignments in school buildings/facilities in a safe and cost-effective manner that supports the goals of the District.

### **MINIMUM QUALIFICATIONS:**

- High school diploma or equivalent.
- One (1) year of related experience is preferred.
- Industry certification preferred.

**Such alternatives to the above qualifications as the Board may find acceptable.**

### **KNOWLEDGE, SKILLS, AND ABILITIES:**

- Clear and concise oral and written communication skills; organizational and management skills.
- Knowledge of general policies and procedures for the functional area of assignment.
- Knowledge of HIPAA, Public Records, FERPA, and other laws/regulations related to student and employee privacy, public information, and records retention.
- Knowledge of and experience with industry-standard equipment, materials, chemicals, practices, computers, and applications.
- Ability to work with equipment and chemicals commonly used in custodial work.
- Ability to professionally and effectively respond to customer needs and requests for service or assistance.

**REPORTS TO:** Principal and Director of Maintenance & Facilities

### **ESSENTIAL JOB FUNCTIONS:**

- Clear and concise oral and written communication skills; organizational and management skills.
- Knowledge of general policies and procedures for the functional area of assignment.
- Knowledge of HIPAA, Public Records, FERPA, and other laws/regulations related to student and employee privacy, public information, and records retention.
- Knowledge of and experience with industry-standard equipment, materials, chemicals, practices, computers, and applications.
- Ability to work with equipment and chemicals commonly used in custodial work.
- Ability to professionally and effectively respond to customer needs and requests for service or assistance.

### **OTHER JOB FUNCTIONS:**

- Attend staff meetings and participate in conferences and other trainings to enhance job performance.
- Seek out professional development opportunities and maintain professional licensure and certifications.
- Promote the District's interest in increasing student achievement by working with the educational interests of students in mind at all times.
- Maintain positive communication with colleagues, community members, parents, and students to



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- promote an increase in community engagement in education.
- Support the retention of Highly Effective and Effective employees by exhibiting professionalism and making positive contributions to workplace morale.
- Promote a culture of high performance and continuous improvement by valuing learning and making a commitment to quality.

### **EXERTION TYPE:**

Heavy work. Position requires exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.

### **OTHER PHYSICAL REQUIREMENTS:**

The following selected physical activities are required to perform the essential functions of this position.

Physical Requirement	Description	Percent of Time
<input checked="" type="checkbox"/> Balancing	Maintaining body equilibrium to prevent falling and walking, standing or crouching on narrow, slippery, or erratically moving surfaces. This factor is important if the amount of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.	90%
<input checked="" type="checkbox"/> Climbing	Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like, using feet and legs and/or hands and arms. Body agility is emphasized. This factor is important if the amount and kind of climbing required exceeds that required for ordinary locomotion.	10%
<input checked="" type="checkbox"/> Crawling	Moving about on hands and knees or hands and feet.	20%
<input checked="" type="checkbox"/> Crouching	Bending the body downward and forward by bending leg and spine.	20%
<input checked="" type="checkbox"/> Feeling	Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips.	90%
<input checked="" type="checkbox"/> Finger Dexterity	Picking, pinching, typing or otherwise working, primarily with fingers rather than with the whole hand as in handling.	30%
<input checked="" type="checkbox"/> Grasping	Applying pressure to an object with the fingers and palm.	60%
<input checked="" type="checkbox"/> Hearing	Perceiving the nature of sounds at normal speaking levels with or without correction. Ability to receive detailed information through oral communication, and to make the discriminations in sound.	100%



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<input checked="" type="checkbox"/> Kneeling	Bending legs at knee to come to a rest on knee or knees.	20%
<input checked="" type="checkbox"/> Lifting	Raising objects from a lower to a higher position or moving objects horizontally from position-to- position. This factor is important if it occurs to a considerable degree and requires substantial use of upper extremities and back muscles.	50%
<input checked="" type="checkbox"/> Pulling	Using upper extremities to exert force in order to draw, haul, or tug objects in a sustained motion.	50%
<input checked="" type="checkbox"/> Pushing	Using upper extremities to press against something with steady force in order to thrust forward, downward, or outward.	50%
<input checked="" type="checkbox"/> Reaching	Extending hand(s) and arm(s) in any direction.	80%
<input checked="" type="checkbox"/> Repetitive Motion	Substantial movements (motions) of the wrists, hands, and/or fingers.	90%
<input checked="" type="checkbox"/> Seeing	The ability to perceive the nature of objects by the eye.	100%
<input checked="" type="checkbox"/> Sitting	Particularly for sustained periods of time.	10%
<input checked="" type="checkbox"/> Standing	Particularly for sustained periods of time.	90%
<input checked="" type="checkbox"/> Stooping	Bending body downward and forward by bending spine at the waist. This factor is important if it occurs to a considerable degree and requires full motion of the lower extremities and back muscles.	50%
<input checked="" type="checkbox"/> Talking	Expressing or exchanging ideas by means of the spoken word. Those activities in which they must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly.	20%
<input checked="" type="checkbox"/> Walking	Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.	90%

**TERMS OF EMPLOYMENT:** Work year and salary as established by the board.

**DAYS PER YEAR:** 260 Days per year

**SUPERINTENDENT APPROVED:** 9/18/23

**REVISED:**

**Every job duty in a job description need not always be specifically described, and any omission does not preclude the required performance of all duties that are job-related.**