



Loudoun County Public Schools

HUMAN RESOURCES AND TALENT DEVELOPMENT

JOB CLASS SPECIFICATION

Certified: 11/10/2023

Custodian

Pay Scale: B

Level: 1

FLSA Status: Non-Exempt

Job Family: Facilities Services

Primary Location: School-Based

Department Overview

The Department of Support Services supports the learning environment by providing high-quality, safe, comfortable, well-maintained educational facilities and grounds, and safe student transportation. Providing timely, responsive, effective, and professional support to our students, teachers, staff, and community is our department's goal and one of our core values. The department includes the following teams: Construction Services, Environmental Health and Safety, Facilities Operations, Management and Coordination, Planning and GIS Services, Sustainability, and Transportation.

Job Overview

This is routine custodial work in maintaining the cleanliness of school buildings and surrounding areas. An employee in this position receives classroom and hands-on training in the use of cleaning tools, equipment and supplies and safety and personal protection necessary to perform custodial work in Loudoun County Public Schools. There are daytime and evening shifts, though, most custodial staff work in the evening when buildings are not occupied, in addition to cleaning and performing duties necessary to support after hours school functions. During Holidays and extended breaks, custodial employees typically work the daytime shift due to students not being present. Work is also performed on adjacent exterior areas such as mowing grass, plowing snow and trimming bushes. The employee performs repetitive maintenance duties which are subject to specific procedures.

Roles and Responsibilities

The following information is intended to describe the overall nature and scope of the work being performed. This is not a comprehensive listing of all responsibilities or tasks; work may differ and other work may be assigned when deemed appropriate.

- Cleans and maintains classrooms, bathrooms, offices, and halls including vacuuming floors and carpets, wet mopping floors, emptying trash, dusting, washing walls and windows, cleaning water fountains, and lifting and folding cafeteria and portable tables
- Follow instructions regarding the use of chemicals and supplies. Use as directed
- Checks and refills toilet paper, paper towel, and soap dispensers
- Unclogs drains as necessary; changes light bulbs, installs ceiling tiles
- During school breaks, strips and/or scrubs floors, applies floor finish, cleans desks and chairs, cleans carpets and other detailed cleaning
- Performs exterior maintenance duties such as grass mowing, snow plowing, bush trimming, edging, and trash collecting
- Secures the building and activates/deactivates alarm systems on a routine basis

Qualifications

Below are the minimum qualifications for this job. Equivalent combinations of education and experience are also acceptable.

Education

Experience

Licenses and Certifications

Knowledge, Skills and Abilities

- Ability to operate a backpack vacuum, wet/dry vacuum, push mower, snow blower, backpack blower, hedge trimmer, floor scrubbing equipment and buffers
- Ability to shovel snow and rake leaves
- Working knowledge of methods, materials, and practices used in custodian work including the proper use and care of custodial equipment
- Knowledge of safe and efficient procedures for operating custodial equipment and conducting custodial operations
- Good human relations and communications skills

Physical Requirements

The following provides a brief description of physical requirements for this job:

While performing the duties of this job, the employee is frequently required to stand and walk for extended periods of time; use hands to finger, handle or feel objects or tools; and reach with hands and arms. The employee is regularly required to see, talk and hear. The employee is occasionally required to sit; stoop, kneel, crouch or bend, climb a ladder, and may be required to lift up to approximately 50 pounds. May be exposed to extreme temperatures or other inclement weather, and loud noises.

Equal Opportunity Employment

The Loudoun County School Board seeks to cultivate a high performing team of professionals focused on its mission and goals. The School Board values merit and excellence within its workforce and encourages the highest levels of professionalism for all its employees.

The School Board also recognizes and values the diversity of the students and broader community it serves and encourages diversity within its workforce.

The Loudoun County School Board is an Equal Opportunity Employer. The School Board does not discriminate against qualified applicants or employees on the basis of actual or perceived race, national origin, ancestry, color, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical conditions, marital status, age, religion, disability, genetic information, veteran status or any basis protected by law.

ADA Accommodations Disclosure

Under the Americans with Disabilities Act (ADA), Loudoun County Public Schools is required to provide reasonable accommodations to qualified employees with disabilities, unless doing so would pose an undue hardship. Qualified employees are those who hold the necessary education, skills, and experience for the job; and who can perform its essential responsibilities, with or without an accommodation.

Essential Personnel Disclosure

Employees who perform the responsibilities of this job are considered essential personnel. Essential personnel are designated employees who must report for work during a delay or emergency situations. A workplace emergency is an unforeseen situation that threatens the staff, pupils, or the public; disrupts or shuts down business operations; or causes physical or environmental damage. Emergencies may be natural or manmade. It is incumbent upon the supervisor to inform and confirm which essential personnel are required to work during emergency closings. Notification and confirmation of the expectation of essential personnel to report to work, or maintain as-needed status, will be executed with as much advanced notice as possible via in-person communication or email.