Custodial Services Training Specialist

Department: Maintenance and Facility Services
Job Code: 5193
FLSA: ☒ Exempt ☐ Non-Exempt
Salary Schedule: 82N
Reports To: Director of Maintenance and Facility Services
Work Days: 245
Board Approved Date: November 15, 2016
Work Hours: 8 hrs/day

JOB GOAL: Responsible for planning, developing, coordinating, delivering, and monitoring custodial services training while ensuring compliance with federal and state standards, laws, and regulations.

ESSENTIAL DUTIES & RESPONSIBILITIES:
The following statements of duties and responsibilities are intended to describe the general nature and level of work being performed by individuals assigned to this position. These statements are not intended to be an exhaustive list of all duties and responsibilities required of all personnel within this position.

1. Train employees in safe and effective maintenance and repair methods, using established Standard of Operation Procedures (SOP) and DSBPC I-Clean standards to ensure uniformity throughout the district.
2. Ensure compliance with established regulatory standards concerning safe use and application of chemical supplies. (OHSA, SDS’s)
3. Assist with establishing preventative and routine maintenance procedures to ensure proper working order of equipment and follow-up with staff to ensure timelines are being followed.
4. Assist with development of custodial performance standards and measurement systems to evaluate compliance.
5. Assist with training and onboarding of department new hires.
6. Audit staff to ensure quality standards are being achieved and provide additional training such as weekly, hands-on, shadowing, one-on-one, and team building when needed.
7. Assist in maintaining the custodial pool of applicants, verify applicant references and administer applicant testing.
8. Attend mandatory trainings, meetings, and learning opportunities to remain current in skills, knowledge, and certifications.
9. Perform other duties as assigned.

MINIMUM REQUIREMENTS:
Requirements are representative of minimum levels of knowledge, skills and/or abilities. To perform this job successfully, the incumbent will possess the abilities or aptitudes to perform each duty successfully. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

KNOWLEDGE, SKILLS & ABILITIES:
- Experience in training and building professional development programs.
- Working knowledge of custodial operations including, but not limited to, chemical usage and safety.
- Ability to skillfully use custodial equipment and tools, and knowledge of preventative maintenance practices.
- Ability to communicate effectively, orally, and in writing, including electronic media.
- General knowledge of county, state, and federal laws, rules, and regulations related to custodial services.
- New hires must meet physical requirements of Post Offer Employment Testing (POET); current employees are not required to have this screening.

EDUCATION, TRAINING & EXPERIENCE:
- High School diploma or equivalent
- Five years of experience managing custodial services
- OR
- Any equivalent combination of education and experience which provides the required knowledge, skills, and abilities to perform the essential duties and responsibilities of the position

CERTIFICATES, LICENSES, & REGISTRATIONS:
- Pasco I-Clean Master Custodian certification or equivalent
- Florida Limited Lawn and Ornamental Pesticide License
- Must have valid FL Commercial Driver License Class B (CDL B) permit with air brake and/or other appropriate endorsements, or must obtain within 180 days of hire. Must maintain as a condition of continued employment.
Custodial Services Training Specialist

PREFERRED QUALIFICATIONS:
- Experience as a Plant Manager
- Knowledge of applicable DSBPC policies, procedures, and regulations.
- Experience working in schools and with community or governmental agencies.

SUPERVISORY RESPONSIBILITY: None

PHYSICAL REQUIREMENTS (Describes physical conditions of this position):

- Sedentary Work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently to lift, carry, push, pull or move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
- Light Work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently. If the use of arm and/or leg controls require exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated as Light Work.
- Medium Work: Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently and/or up to 10 pounds of force constantly to move objects.
- Heavy Work: 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.
- Very Heavy Work: Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

PHYSICAL ACTIVITY:
(Physical activities of the job are listed below and are with or without accommodations for disabilities for this position. Frequency of each applicable activity is noted according to the following: R = Regularly; F = Frequently; O = Occasionally, S = Seldom)

- R Sitting: Resting with the body supported by the buttocks or thighs.
- R Standing: Assuming an upright position on the feet particularly for sustained periods of time.
- R Walking: Moving about on foot to accomplish tasks, particularly for long distances.
- F Climbing: Ascending or descending ladders, stairs, scaffolding, ramps, poles, etc. using feet and legs and/or hands and arms.
- R Balancing: Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces.
- R Bending: Lowering the body forward from the waist.
- R Stooping: Bending body downward and forward by bending spine at the waist through the use of the lower extremities and back muscles.
- R Kneeling: Bending legs at knee to come to a rest on knee or knees.
- R Crouching: Bending the body downward and forward by bending leg and spine.
- F Crawling: Moving about on hands and knees or hands and feet
- R Twisting: Moving body from the waist using a turning motion.
- R Reaching: Extending hand(s) and arm(s) in any direction.
- R Pushing: Using upper extremities to press against something with steady force in order to thrust forward, downward or outward.
- R Pulling: Using upper extremities to drag, haul or tug objects in a sustained motion.
- R Lifting: Raising objects from a lower to a higher position or moving objects horizontally from position- to-position through the use of the upper extremities and back muscles.
- R Finger Dexterity: Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm.
- R Grasping: Applying pressure to an object with the fingers and palm.
- R Feeling: Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips.
R | Repetitive Motions | Substantial and continuous movements of the wrists, hands, and/or fingers.
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R | Talking | Expressing or exchanging ideas by means of the spoken word. Those activities in which detailed or important spoken instructions must be conveyed accurately, loudly or quickly.
R | Hearing Acuity | The ability of perceive speech and other environmental sounds at normal loudness levels.
R | Visual Acuity | The power to see at a level which allows reading of numbers and text, operations of equipment inspection of machines, etc.

**WORKING CONDITIONS:**
(Conditions the worker will be subject to in this position with or without accommodations for disabilities. Indicate all that apply to the position with an “X”. Please note that there can be more than one condition.)

- [ ] Outdoors | The worker is subject to outside environmental conditions. There is not effective protection from weather conditions such as wind, moisture, sunlight, extreme temperature changes, etc.
- [ ] Indoors | The worker is subject to inside environmental conditions. There is protection from weather conditions but not necessarily from temperature changes.
- [x] Indoors and Outdoors | The worker is subject to both environmental conditions. Activities occur inside and outside.
- [x] Cold | The worker is subject to extreme cold. Temperatures are below 32 degrees for periods of more than one hour.
- [x] Heat | The worker is subject to extreme heat. Temperatures are above 100 degrees for periods of more than one hour.
- [x] Noise | The worker is subject to noise. There is sufficient noise to cause the worker to shout in order to be heard above the ambient noise level.
- [x] Vibration | The worker is subject to vibration. There is exposure to oscillating movements of the extremities or whole body.
- [x] Hazards | The worker is subject to hazards. This includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places and exposure to high heat or chemicals.
- [x] Atmospheric Conditions | The worker is subject to atmospheric conditions. One or more of the following conditions affect the respiratory systems or the skin: fumes, odors, mists, gases or poor ventilation.
- [x] Oils | The worker is subject to oils. There is air and/or skin exposure to oils and other cutting fluids.
- [ ] Respirator | The worker is required to wear a respirator.
- [ ] None | The worker is not substantially exposed to adverse environmental conditions (such as in typical office or administrative work).
- [ ] Other

**MACHINES, TOOLS, EQUIPMENT:**
(Machines, tools, equipment, electronic devices, vehicles, etc, used in this position.)

Custodial equipment, hand and power tools of all kinds, gages and electronic testers, ladders and scaffolding, lawn care equipment, furniture moving equipment, pallet jacks, dollies and other loading dock equipment, golf carts and utility vehicles, HVAC equipment, electrical panels, emergency generators, and general office equipment, including personal computers, fax machines, copiers, telephones, etc.

_Pasco County School District will provide reasonable accommodations to qualified individuals with disabilities to allow them to perform the essential functions of the job when such individuals request an accommodation._