



POSITION: Custodian
SUPERVISOR: Facility Manager

STATUS: Non Exempt
DATE: March 2026

Job Summary: Maintain cleanliness and functionality of school facilities and grounds through routine cleaning, maintenance and waste disposal.

Required Spiritual Qualities

It is expected that the Custodian will:

- Acknowledge Christ as Savior and seek to live as His disciple.
- Believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God, our standard for faith and practice.
- Believe and actively support Coulee Christian School's **Statement of Belief**.
- Demonstrate a desire for spiritual growth as evidenced by his or her prayer life, Bible study, and spiritual outreach to others.
- Be a **Christian role model** in attitude, speech, and actions toward others. This includes being committed to God's biblical standards for personal conduct, marriage, gender identity and sexuality.
- Demonstrate evidence of the fruit of the Spirit when interacting with others.
- Actively participate in a local Bible-believing church and share faith with others.
- Have a Christ-centered home.

Required Professional Qualities

It is expected that the Custodian will:

- Possess evidence of other adequate preparation, background, or experience as determined by the Supervisor.
- Possess the ability to interact effectively with peers and supervisors, possessing humility and willingness to be a team player.
- Demonstrate a sensitivity and ability to interact effectively with staff, parents, volunteers, and children.
- Manage a fast-paced, multifaceted job with stability, objectivity, and optimism.
- Understand the importance of discernment, discretion, and confidentiality in the operation of the school.
- Develop and maintain rapport with students, parents, and staff by treating others with courtesy, patience, friendliness, dignity, respect, and a good sense of humor.
- Communicate effectively, professionally, and timely by responding to all emails within 24-48 hours on school days, as this is the main method of communication between administration and employees.
- Maintain a personal appearance that is a Christian role model of cleanliness, modesty, and good taste consistent with school policy.

- Be open and flexible to new school initiatives.
- Demonstrate a reasonable level of computer literacy. Basic proficiency is needed in word processing, e-mailing, and accessing the internet. The Custodian should be able to use a website to upload, create, and submit documents.
- Possess customer service and public relations skills necessary to market the school to potential families, as well as the general public.

Required Personal Qualities

It is expected that the Custodian will:

- Sign and live by Coulee Christian School's **Lifestyle Statement** as a condition for employment and continued employment in this ministry.
- Be an enthusiastic visionary, encouraging, self-starter with a high energy level.
- Meet everyday stress with emotional stability, objectivity, and optimism.
- Defend principles and conviction in the face of pressure and partisan influence.
- Recognize his or her own mistakes and take measures to correct them.
- Be servant-hearted & willing to assist others.
- Use acceptable English in written and verbal communication. Speak with clear articulation.
- Respectfully submit to constituted authority.
- Seek to appreciate and understand the uniqueness of the community.
- Place his or her school ministry ahead of other jobs, coaching or volunteer activities.
- Be able to meet the physical demands of the position as outlined in Coulee Christian School's **Physical Requirements** for this position or negotiate reasonable accommodations with Supervisor.

Essential Job Functions - Accountabilities

It is expected that the Custodian will:

- Sweep & vacuum floors daily.
- Clean all restrooms, common areas, offices and large gathering spaces.
- Dispose of waste.
- Assist with unloading of deliveries and transport of items to appropriate rooms.
- Help with set up & tear down for special events & school initiatives.
- Wash windows and wipe high-traffic areas.
- Stock all cleaning supplies.
- Assist with assembly of new furniture & equipment.
- Complete general maintenance of building and equipment at school facilities.
- Assist with snow removal & salting of sidewalks and parking lots.
- Maintain the exterior grounds.

Minimum Requirements:

It is expected that the Custodian will:

- Possess two or more years of general maintenance experience.
- Have the ability to prioritize and respond to needs in a timely manner.
- Able to be a self-starter and take ownership of assigned duties.
- Have a passion for working in a dynamic, child-centered environment.
- Maintain a valid driver's license in order to commute between multiple campuses.

Working Relationship and Scope: Reports directly to the Supervisor noted above. Works closely with all school staff members, students, families, volunteers, and outside vendors.

Acknowledgment: This job description describes the general nature and level of work performed by the employee assigned to this position. It does not state or imply that these are the only duties and responsibilities assigned to the job. The employee may be required to perform other job-related duties as requested by the Supervisor. All requirements are subject to change over time and to possible modifications to reasonably accommodate individuals with a disability.

I acknowledge that this job description is neither an employment contract nor a legal document. I have received, read, and understand the expectations for the successful performance of this job.

Printed & Signed name of Employee

Date

Printed & Signed name of Supervisor

Date