



Concordia Lutheran High School

Fort Wayne, Indiana

Custodian Position Description

The Role and Function of the Custodian

The role of the Custodian is to work in conjunction with all members of this ministry for the purpose of accomplishing this ministry as follows:

Concordia Lutheran High School pursues Christ-centered educational excellence that equips individuals for lifelong learning and service as disciples of Jesus Christ.

To this end, and in accordance with the institutional values of

Academic Excellence
Christian Faith
Diversity
Mission Partnerships
Relationships
Servant Leadership

The following behavioral norms are expected:

1. Commitment to Christian Living (Psalm 37:5-6, Proverbs 16:3)
2. Display of Professional Behavior (Mark 9:35, Luke 12:35)
3. Recognition of the Value of All (Isaiah 43:1, 1 Corinthians 12:12-13)
4. Pursuit of Excellence (2 Corinthians 8:7, Philippians 4:8)
5. Participation in ongoing Professional Development (Romans 12:2, Hebrews 12:11)

Positional Requirements

The Custodian will have a minimum of an associate degree or two years of directly related experience in some area of management, mechanical or electrical engineering, building maintenance, or HVAC systems, and should have over five years of similar or related experience.

Accountability

The Custodian is accountable to the Assistant Head of School through the Director of Buildings and Grounds of Concordia Lutheran High School for maintaining the land, buildings, and equipment in support of the Mission of Concordia Lutheran High School.

Salary and Benefits

Salary and benefits are established by the current compensation model, the employee benefits as outlined in the current Employee Handbook and chosen by the employee, and the individual employee annual review of their professional development. This is set at \$11 per hour. The hourly rate will increase for those with specific documented experience or certifications in facility management, HVAC, electrical, plumbing, or other mechanical/engineering areas.

Term of Service

The Custodian's offer of employment shall be on an annual basis. It is assumed that, given a positive performance review related to the professional development program, employment will be ongoing.