

LYNDEN CHRISTIAN SCHOOL

Custodian Job Description

General Statement

The Custodian is responsible to the Head Custodian and the principals of the areas of assignment he/she is to work in accordance with the policies and regulations that have been developed by the Buildings and Grounds Committee, School Board and Administration.

The High School Custodian is responsible for providing quality performance of duties and does so in a spirit of respect and cooperation with all employees and students of Lynden Christian Schools. He/she is also responsible for soliciting the same performance from his staff, providing Christian leadership and encouraging respect and cooperation.

I. General Tasks and Responsibilities.

- A. Be responsible for the general cleanliness, maintenance of equipment and facilities, and safety of the High School Building ("Building").
- B. Be responsible for the building, equipment, and set-up and take down tasks necessary to carry out the programs and operations of the schools (Chapels, programs, special events, etc.)
- C. Secure the Building and access gates by 4:00pm daily.
- D. Insure that the HV AC, plumbing, electrical, and fire alarms systems are in proper working order. Report problems to the Head Custodian and participate in remedies.
- E. Sweep hallways after recesses and when needed. F. Keep restrooms supplied.
- G. Remove snow and ice when necessary.
- H. Remove debris from roofs, gutters, and other areas as needed.
- I. Be aware of use of fire alarm and prevention equipment. Be aware of and prevent fire hazards.
- J. Be aware of and eliminate other hazards to the student population. Be prepared for emergency situations and assist in resolution.
- K. Empty garbage in the building.
- L. Clean up any "special" situations or problems in the building. M. Clean windows and door glass regularly.
- N. Keep trash can areas clean and sanitary.
- O. Be responsible for maintaining "Green" cleaning program.

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- P. Be responsible for recycling in the building.
- Q. Scrub or strip and refinish floors and clean carpets in the Building at Christmas and Summer break with assistance. Deep clean schools during summer break with assistance. Supervise the assistants.
- R. Be responsible for milk cooler.
- S. Assist when needed at special events, athletic events, and other programs. Additional pay may be appropriate as established by Buildings and Grounds committee.
- T. Perform additional work when needed that is not covered by Utility and late shift custodians. (Spot mopping, extra clean-up, staff restrooms, extra garbage removal, etc.)
- U. Keep the Building in general in good repair and clean.
- V. Provide teachers with equipment necessary for them to participate in the cleanliness of the school.

II. Supervisory Responsibilities

- A. Be responsible for overseeing the duties of the Utility Custodian in the Building.
 - i. Monitor workmanship.
 - ii. Inform of special events and special help needs in advance.
 - iii. Insure Utility Custodian is aware of chapel, game, and program set-up responsibilities.
 - iv. Provide equipment and supplies necessary to do work.
- B. Be responsible for late shift custodian/company.
 - i. Monitor workmanship.
 - ii. Specify duties and communicate with custodian/company.
Duties include cleaning floors 2-3 times weekly in the Building, cleaning restrooms, emptying garbage, and other duties deemed necessary.
 - iii. Resolve conflicts and problems with help of Head Custodian.
 - iv. Evaluate the position regularly.
- C. Keep equipment in good repair and supplies in stock.
- D. Perform preventative maintenance and communicate regularly with the Head Custodian regarding needs and opportunities.

III. Other

- A. Monitor the exteriors and lawns around the building and report problems and needs to the Head Custodian.

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- B. Be available and willing to perform other duties that are necessary for the operation of Lynden Christian Schools.
- C. Communicate with teachers, staff, and administrators regarding their needs and problems and work with them to resolve any issues.
- D. Assist in evaluations of other custodians, sweepers, and summer help.

This is not a comprehensive job description meant to cover all possible duties. Duties and responsibilities may be added or subtracted as necessary to maintain the campus in an efficient manner. Other projects and jobs may be assigned outside the scope of this job description when necessary.

Lynden Christian School

APPLICANT INSTRUCTIONS

Thank you for your interest in Lynden Christian School. We value your time and appreciate your efforts to provide us with all the information below. We would like you to know that it is the policy of Lynden Christian School not to discriminate on the basis of race, color, national origin, sex, age, or disability in employment, nor in its programs or activities as required by federal and state laws (to the extent applicable to the school). As a religious educational institution, Lynden Christian School does reserve the right and responsibility to select individuals whose beliefs are consistent with our mission.

As part of the application process, please **complete the application form located on the website in the employment tab and submit it with a cover letter and resume**. Please address the points below in your cover letter, limiting your letter/response to two pages:

- Describe your relationship with Jesus Christ.
- Tell us about yourself, your background, and why you are interested in serving at Lynden Christian School.
- Describe your specific talents, abilities, and gifts as it relates to the position.

Please provide three references with current phone numbers and one reference should be your Pastor or Elder.

Once your application is complete, it will be sent to the hiring committee for review. After reviewing all completed applications, the hiring committee will contact those with the desired qualifications for an interview.

APPENDIX

MISISON OF LYNDEN CHRISTIAN SCHOOL

The mission of Lynden Christian School is to be an effective instrument of God. Together with Christian parents and the church, we educate children and young people so that they may grow and mature into perceptive and caring Christians. Finally, our goal is to produce citizens who will have a transforming influence in the world.

CONSTITUTION OF LYNDEN CHRISTIAN SCHOOL

ARTICLE II: BASIS

The basis of this Society is the infallible Word of God as interpreted by the Reformed Standards.

The Society is governed by the following guiding principles:

- (a) That all things have been created to the end that the Triune God may be glorified in and through them;
- (b) That God by His wise covenant arrangement has appointed the parent to be responsible for the training of the child to the end that God and His glory shall be central and supreme in life's total experience;
- (c) That the training of the child shall be continued under the parent's responsible supervision in a school that carries out the basic God-honoring, God-centered program begun in the home.

ARTICLE III: PURPOSE

The purpose of the Society is to maintain a school for the daily instruction of our children, such instruction to be in accordance with Art. II and directed toward the end that these children may occupy their places worthily in society, church, and state.

STATEMENT OF BASIS AND PRINCIPLES

The basis of Lynden Christian School is the Scriptures of the Old and New Testament, the infallible Word of God, as explicated in Reformed creedal standards. On this basis we affirm the following principles for Christian education:

THE BIBLE: That God by His Holy Word reveals Himself; renews man's understanding of God, of man himself, of his fellow man, and of the world; directs man in all his relationships and activities; and therefore guides His people also in the education of their children.

CREATION: That in their education children must come to learn that the world, and man's calling in it can rightly be understood only in their relation to the Triune God who by His creation, restoration, and governance directs all things to the coming of His kingdom and the glorification of His name.

SIN: That because of man's sin, which brought upon all mankind the curse of God, alienates him from his Creator, his neighbor, and the world; distorts his view of the true meaning and purpose of life; and misdirects human culture; man's sin also corrupts the education of children.

JESUS CHRIST: That: through our Savior Jesus Christ, there is renewal of our educational enterprise because He is the Redeemer of, and the Light and Way for, our human life in all its range and variety. Only through Him and the work of His Spirit are we guided in the truth and recommitted to our original calling.

SCHOOLS: That the purpose of Christian schools is to educate children for a life of obedience to their calling in this world as image-bearers of God; that this calling is to know God's Word and His creation, to consecrate the whole of human life to God, to love their fellow man, and to be stewards in their God-given cultural task.

PARENTS: That the primary responsibility for education rests upon parents to whom children are entrusted by God, and that Christian parents should accept this obligation in view of the covenantal relationship which God established with believers and their children. They should seek to discharge this obligation through school associations and school boards which engage the services of Christian teachers in Christian schools.

TEACHERS: That Christian teachers, both in obedience to God in cooperation with parents, have a unique pedagogical responsibility while educating the child in school.

PUPILS: That Christian schools must take into account the variety of abilities, needs, and responsibilities of young persons; that the endowments and calling of young persons as God's image-bearers and their defects and inadequacies as sinners require that such learning goals and such curricula will be selected as will best prepare them to live as obedient Christians; and that only with constant attention to such pedagogical concerns will education be truly Christian.

COMMUNITY: That because God's covenant embraces not only parents and their children but also the whole Christian community to which they belong, and because Christian education contributes directly to the advancement of God's kingdom, it is the obligation not only of the parents but also of this Christian community to establish and maintain Christian schools, to pray for, work for, and give generously in their support.

EDUCATIONAL FREEDOM: That Christian Schools organized and administered in accordance with legitimate standards and provisions for day schools, should be fully recognized in society as free to function according to their principles.

Lynden Christian School's Position Statement on the Sanctity of Human Life

Because human beings are created in the image of God their Creator, we affirm the following:

Each human being through the whole course of life, from their beginning in their mother's womb (see Psalm 139:13-16) through death, possesses God-given worth as His image-bearer, and is thus worthy of care and protection from the beginning of life until death.

Lynden Christian School's Position Statement on Human Sexuality and Gender Identity

Because human beings are created in the image of God their Creator, we affirm that all humans, male and female, homosexual, heterosexual, bisexual or otherwise have inestimable value and must be treated with dignity and respect.

As a community that seeks to be an authentic biblical community, Lynden Christian Schools is committed to addressing all issues of human sexuality and gender identity with grace and truth.**

We also affirm that one need not approve of a person's behavior in order to love them in Christ. God loves sinners, including those who sin differently than we do.

Lynden Christian School affirms the following interpretive framework regarding God's intent for human sexuality:

- A. The Creator's intent for human sexuality finds its fulfillment between a man and a woman within the bond of the marriage covenant. To experience the fullness of God's loving intent in human sexuality, sexual experience is intended to be celebrated between a man and a woman within that covenant union.

- B. Same gender and heterosexual lust is a condition contrary to God's created order which reveals the brokenness of our sinful world and the effects of sin on God's perfect intent for human sexuality. Being attracted to persons of the same sex is not culpable or sinful.
- C. Hetero-sexual practice outside the covenant of marriage and all homo-sexual practice is incompatible with the will of God as revealed in scripture and is sin demanding confession and repentance.
- D. God created two genders - male and female - determined biologically at birth.
- E. None of us has measured up to God's perfect will for our sexuality, and thus we are all in need of, and able to receive, abundant grace and forgiveness through our Savior Jesus Christ.
- F. We will communicate and uphold God's standards for human sexuality and gender identity with grace, mercy, compassion and equity.

In light of the above framework, Lynden Christian School commits itself to the following standards of Christian practice:

- A. Exercising patient understanding of and compassion for all students struggling with any issue of sexuality or gender identity.
- B. Ensuring an environment that is free from discrimination.
 - i. No student, heterosexual or homosexual, will be pressured to disclose their sexual orientation.
 - ii. No student will be expelled or excluded on the basis of their same gender attraction.
- C. Insisting upon an atmosphere that is a safe learning environment for all students.
 - i. Physical assault, harassment (snide remarks, jokes, innuendo, slogans, disparaging terms), or bullying on the basis of one's sexual orientation will not be tolerated. This policy extends to gestures, emails, text messages, notes and any other written or electronic form of threat or harassment.
 - ii. Gay or anti-gay militancy is regarded as incompatible with Christian community and therefore will not be tolerated.
 - iii. Public displays of affection between couples will not be allowed.
- D. Providing all students with the following:
 - i. A compassionate venue in which to engage in authentic dialogue about the very real, confusing and often painful issues related to human sexuality and gender identity.
 - ii. The assurance of confidentiality except in instances of suicidal ideation or other self-harming behaviors.
 - iii. School counselors who will offer biblical guidance, resources and options for referral for counseling.
 - iv. An assurance that the dignity of all students and families will be guarded.
- E. Acknowledging our own human frailty and dependence upon Christ for his humility, grace, and wisdom in our considerations of human sexuality, seeking always to love one another as He has loved us.

** Lynden Christian Schools has established this Position Statement on Human Sexuality and Gender Identity for a variety of reasons:

- To give clarity for staff, students, and families around these topics
- To provide direction for instruction around these topics
- To protect the organization legally, particularly in areas of employment and enrollment
- To direct policy making

* We acknowledge with gratitude the influence of the following institutions upon the writing of this document

- Society of Christian Schools In British Columbia, *Same Gender Attraction: A Discussion Among Our Christian School Communities*
- Seattle Pacific University, *Statement on Human Sexuality*
- Unity Christian School, *Guidelines for Respecting Diversity*

- Christian Reformed Church of North America, *Committee to Study Homosexuality, Report 42, art. 53*
- Christian Reformed Church of North America, *Pastoral Care for Homosexual Members*
- Edmonton Christian Schools, *Staff Guidelines for Creation a Safe and Caring School for Lesbian, Gay, Bisexual and Transgendered Students*