PERFORMING CUISTODIAL STAFFING LEVELS AND ASSESSMENTS

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INTRODUCTION...

Today's Issues:

- Districts facing cuts
- Staff demands increasing
- Building use at lower costs
- Revenues are not keeping pace
- More business orientated
- COVID

Today's Challenges:

- Properly staff facilities to meet district expectations
- Become more efficient and streamlined
- Meeting/establishing acceptable levels of cleanliness
- Determining staffing levels and direct costs

Managing the work force

Put it to paper:

What is your mission-

- Daily or alternate cleaning
- Establish standards with your custodial staff for "the look"
- What does it take to maintain "the look"
- Define the term "clean"
 - Hospital Look: pristine
 - Shiny, No dirty Look: no soil, scuff marks
 - Clean, Satin Look: low gloss, no soil
 - Not a Priority: low gloss, ground in soil.

 Define the term "The Look" for each area...

- Floors: shiny/matt/yellowed
- Carpet: new/stained/worn
- Restrooms: spotless/stocked/odor free/grungy
- Classrooms: spotless/acceptable/grungy

CUSTODIAL FREQUENCY OF CLEANING

The following minimum cleaning standards are expected for all schools:

These are suggestions.

Follow your District's

expectations.

CLASSROOMS, RESTROOMS, OFFICES, LOCKER ROOMS, HALLS/STAIRS, ETC... Daily:

- **Clean glass/mirrors**
- Empty all trash containers/change liners as needed 2.
- **Empty pencil sharpeners** 3.
- **Straighten furniture** 4.
- Clean black/white boards and chalk trays (Who cleans them: teachers or custodians?) 5.
- Restock any paper, soap, hand sanitizing products, etc... 6.
- Sweep floors (dust mop) 7.
- Vacuum traffic lanes (some elem. carpets may require daily wall to wall 8. service)
- **Empty female receptacle boxes** 9.
- 10. Sanitize restroom fixtures
- Mop floors 11.
- 12. Disinfecting for COVID: Protexus sprayers, classroom bottles/rags, how many times a day

CUSTODIAL FREQUENCY OF CLEANING CONT.

Weekly:

- 1. Vacuum all carpeted areas (wall to wall)
- 2. Pick up Recyclables
- 3. Detail Cleaning, dust furniture, ledges, damp wipe handrails/door knobs, spot clean walls, etc.

Annually:

- 1. Wash student desks and all classroom furniture
- 2. Wash walls, clean windows inside and out, clean light fixtures, etc.
- 3. Clean and service Unit Vents
- 4. Strip floors as needed and wax tile floors or top scrub and recoat
- 5. Extract carpets

Semi-Annually:

- 1. Power wash/kaivac restrooms
- 2. Deep scrub restroom floors
- 3. Extract office/library carpets

ESTABLISH A WORK AREA SCHEDULE

- Determine staffing levels with standardized operations
 District Wide
- Indicates approximate schedule times per area
- Make additional tasks or special instructions if applicable
 - Areas do not include setup/takedowns/breaks
 - Can serve as a guide for substitute custodians
 - Consider rotational cleaning

Use data to determine the best cost solutions

NOTE that all facilities <u>do not</u> clean the same Multi story/floor finishes/correct equipment Work Area Schedule Example 1:

CUSTODIAL WORK AREA SCHEDULE SCHOOL-Admin building

SHIFT- 6a.m. - 2:30

AREA-As noted

TIME	М	Т	\sim	ТН	FR	WORK AREA DUTIES					
6:00 6:15	×	×	×	×	×	Disarm alarm system in basement. Make rounds. Turn on lights-open doors. Park AV van outside.					
6:15 7:45	×	×	×	×	×	Clean bathrooms103, 135, 138, and womens south hallway restroom. Dry mop/wet mop. Refill paper products. Note: Set meeting rooms up before cleaning bathrooms, if changes are needed.					
7:45 9:15	×					Clean main entry. Clean rooms 134A, 134, 136A, 136, 138, 138A, 140, 100, 100A, 102, 102A. Vacuum, dust mop where needed. Clean upper level entrys daily.					
7:45 9:15		×				Clean main entry. Clean rooms 104A, 104, 106, 108, 108A, 110, 112, 114, 113, 117, 119, 121A.Vacuum, dust mop where needed. Clean upper level entrys daily.					
7:45 9:15			×			Clean main entry. Clean rooms 116A, 116B, 116, 116C, 116D, 118A, 118, 118B, 118C, 120, 122, 122B, 122, 122C, 125. Vacuum, dust mop where needed. Clean upper level entrys daily.					
7:45 9:15				×		Clean main entry. Clean rooms 124A, 124B, 124, 126, 128, 127, 127A, 127B, 129, 129A, 130A, 130, 130B, 130C, 132A, 132, 133A, 133. Vacuum, dust mop where needed. Clean upper level entrys daily.					
7:45 9:15					×	Clean rooms G104, G106, G108, G110A, G110B, G110C, G110D, G112A, G112C, G112, G112B. Vacuum, dust mop where needed. Clean North and South basement entries. Vacuum hallway G005. Clean lower level receiving area. Clean lower level restrooms-G102, G114 after rooms are done.					
9:15 9:45	×	×	×	×	×	Break					
9:45 10:45	×	×	×	×	×	Check meeting rooms after break for setup. Deliver mail and ups packages. Dust mop/autoscrub hallways as time allows.					
10:45 12:00	×	×	×	×	×	Maintenance/repairs. Bulbs, ballasts, etc. Clean interior areas as needed Gym, storage areas etc. Detail clean rooms that were on todays cleaning schedule as time allows. Glass, windows, phones, dusting etc. Recycling. Dust mop/autoscrub hallways as time allows. Pick up garbage in lower level offices. Clean lower level restrooms at this time (Mon thru Thurs)					
12:00 12:30	×	×	×	×	×	Lunch					
12:30 2:30	×	×	×	×	X Pick up garbage from all 1st floor rooms at this time. Clean lou pickup garbage/vacuum. Check for Parcel delivery-Speedee/Fe etc.Check for meeting room setups. Detail clean rooms that we cleaning schedule as time allows. Glass, windows, phones, du						

SPECIAL NOTES

(1). Meeting rooms 137, 101, 138 and 104 are used almost daily. Will need vacuuming daily.

(2) In winter time, this person comes in at 4a.m. to shovel snow when needed. Also checks walks daily in winter before leaving for salting/shoveling.

(3) Board of Ed meets twice monthly. Setup board rooms during day.

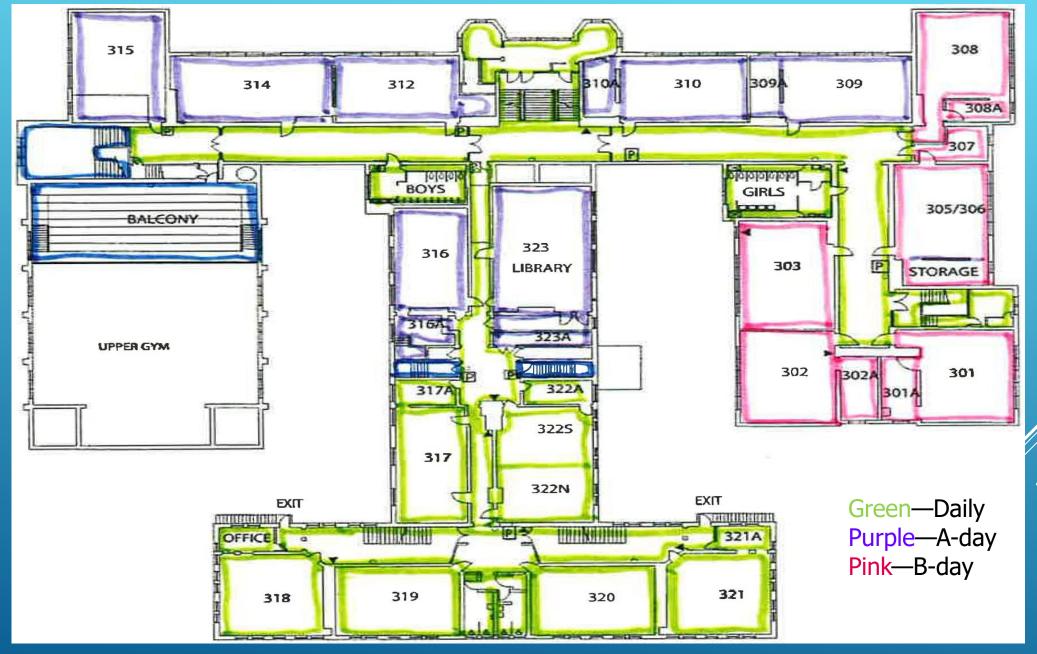
(4) Additional duties include-all recycling in the summer/daily.(also during school year if no students available). Run errands to Post Office. Maintain Board of Ed vehicle.A15

(5) Monitors parking lot and grounds for garbage etc.

(6) First thing on Wednesday and Friday mornings, recycling must be taken from upper level loading dock to south east corner of building under outside camera.

Work Area Schedule Example 2:

Alternate Day Cleaning



TRANSITION TO THE

HOW TO

PERFORM CUISTODIAL ASSESSMENTS/

Remember slide 2.... Today's Issues & Today's Challenges

Assessments will help you:

Determine proper custodial staffing levels Determine best types of staffing such as

Full time, Part time,

Full time school year, Part time school year

Don't forget...part time can be **4**, **5** or **6** hours or any combination there of

Important to differentiate between your **"service**" custodians (daytime staff) and your **"production**" custodians (night time staff)

Why, How and Where to start assessments:

Why: Because areas seem unfair, Someone thinks staffing is wrong, This process helps support your staffing needs.

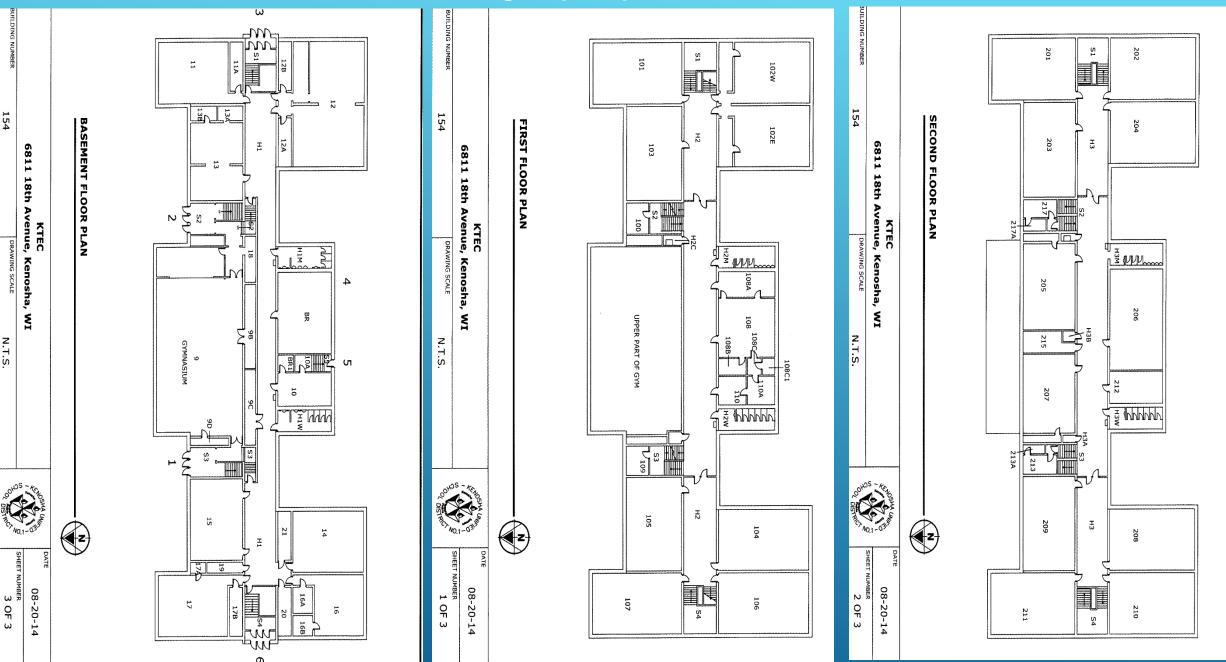


How: You will need UPDATED maps of your schools

Where to start: You will need to interview your staff for current accurate areas.

At this time, **DO NOT DEBATE** these times.

Basic Building Map---updated with correct room numbers



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CLEANING GUIDELINES: Classrooms and Offices, Restrooms/Locker Rooms, Halls/Entrances, Shop Areas

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TASKS: Classrooms	DAILY	AS NEEDED
Empty waste baskets	Х	
Empty pencil sharpeners	Х	
Sweep floors (dust mop)	Х	
Vacuum carpets	Х	
Close and lock windows	Х	
Close and lock doors	Х	
Wash chalkboard/whiteboard		Х
Spot clean floors (wet mop)		Х
Clean and sanitize dispensers	Х	
Clean and sanitize	Х	
sinks/fountains	^	
Spot clean glass	Х	
Spot clean walls/door frames		Х
Clean/arrange furniture	Х	
Change/report burned out		Х
lights		^

SK: Restrooms/Locker Rooms	TASKS:
npty waste baskets	Empty w
npty sanitary napkin receptacles	Sweep f
ean and sanitize toilets	Vacuum
ean and sanitize sinks	Clean a
ean and sanitize urinals	Spot cle
ean and sanitize floors (wet mop)	Scrub flo
ean and sanitize dispensers	Spot cle
ean and sanitize showers	Change
ean glass/mirrors	
estock paper products	Clean c
estock hand soap	Burnish
oot clean walls	
oot clean/dust lockers	EXTERIO
oot clean partitions	Clean e
hange/report burned out lights	Clean/p

Halls/Outside Grounds waste baskets floors (dust mop) m mats/runners and sanitize sinks/fountains ean glass loors (auto scrubber) ean walls/locker fronts e/report burned out lights corners and edges floors OR OF BUILDING entrances pick up grounds

Daily = All school days As Needed = When used and/or requires cleaning

Carpet stains must be removed or reported

immediately

GRAFFITI MUST BE REMOVED IMMEDIATELY

Staff Required for Adequate Cleaning Level

Cleanliness Level	Minimum Area *	Maximum Area *
Spotless Cleaning	10,000	11,000
Intensive Cleaning	18,000	20,000
Cleaning to ensure health & comfort for building users	28,000	31,000
Cleaning not generally acceptable for school environments	45,000	50,000
Cleaning considered unhealthy	85,000	90,000
* Measured in square feet		

Remember: Primary and secondary building square footage per area will vary due to the needs at each learning level.

** Primary Levels will have higher cleaning times than secondary levels.

Gathering the Data



Employees: The Supervisor will provide each employee with a spread sheet OR building map to log the room numbers and cleaning times.

Supervisors: Will use the spread sheets to record the following data:

- each room number
- physically measure each room
- the estimated amount of cleaning time
- list any notes in the comments section (example: # of sinks, carpet, unusual items),



Employee Worksheet:

School Name: K-Tec East Employee: Dale Room Number and what the room is Clean Daily Emp Time Comments 1 SE hall x 38 min 2 bubblers, 4 door carpets 2 So. hall x 29 min 2 door carpets 3 NE hall x 38 min 2 bubblers, 4 door runners 4 Main hall stairs x 15 min Double wide staircase 5 South hall stairs x 10 min Typical stair case 6 Rm 12 Kindergarten x 38 min 1 sink, carpet, 2 restrooms 7 Restroom x 5 min 1 sink, 1 toilet 8 Restroom x 5 min 1 sink, 1 toilet, 1 urinal 9 Main office complex 26 min Includes principal office, conf. rm., carpet 10 Restroom x 4 min 11 Work Room x 4 min 12 Librarian's office x 4 min All carpet 13 Librarian's office x 6 min All carpet 14 AV office x </th <th>-</th> <th></th> <th></th> <th></th> <th></th>	-				
Image: Normal SectorImage: Normal Sector1SE hallx38 min2 bubblers, 4 door carpets2So, hallx29 min2 door carpets3NE hallx38 min2 bubblers, 4 door runners4Main hall stairsx15 minDouble wide staircase5South hall stairsx10 minTypical stair case6Rm 12 Kindergartenx38 min1 sink, carpet, 2 restrooms7Restroomx38 min1 sink, 1 toilet8Restroomx8 min1 sink, 1 toilet, 1 urinal9Main office complex26 minIncludes principal office, conf. rm., carpet10Restroomx5 min1 sink, 1 toilet11Work Roomx6 min112Library complexx42 minAll carpet13Librarian's officex6 minAll carpet14AV officex3 mintile	Schoo	I Name: K-Tec East			Employee: Dale
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Library complexx42 minAll carpet13Librarian's officex6 minAll carpet14AV officex3 mintile	11	Work Room	х	6 min	
13Librarian's officex6 minAll carpet14AV officex3 mintile	12	Library complex	х	42 min	All carpet
14 AV office x 3 min tile	13		х	6 min	
15	14	AV office	х	3 min	
	15				

• Please list each hall with its own time.

- Please list each staircase with its own time.
- Please list restrooms within classrooms separate.
- If you combine all offices within a room time, please note that as I do them separately.
 Example: Library, Main Office, etc...

REMEMBER....DO NOT DEBATE these times AT THIS MOMENT!!

Recommended Cleaning Times

Hard Floors	Carpet	Gym/ Hallway	Auto Scrubber	Damp Mop	Glass Cleaning	Blackboard s	Bathrooms	Lunch Tables
(sq. footage)	(sq. footage)	(sq. footage)	(sq. footage)	(sq. footage)	(sq. footage)	(no. of bds.)	(no. of fixtures)	(no. of tables)
11min/1000	23min/1000	2min/1000	8min/1000	11min/1000	1min/50	2.5min/bd	3min/fixture	2min/table

Example: S.E. Hall—2500sq. Ft. / 1000 * 2 min = 5 min sweeping + bubbler(s) (5 min to sweep + 6 min for bubblers = 11 min)

Example: S.E. Hall—2500sq. Ft. / 1000 * 8 min = 20 min scrubbing (20 min + 11 min = 31 min total)

Example: CR—1120sq. Ft. / 1000 * 11 min = 12 minutes + sinks, boards, etc. (11 min sweeping + 2 min [20% damp mop] + 3 min sink + 1 min [2 boards, 5 min / 5 days] = 17 min)

Example: RR--10 fixtures * 3 min ea = 30 min cleaning



Supervisor's Worksheet/Spreadsheet

This can be done either long hand or with a tablet/lap top. Formulas are already put in for square footage (forms on flash drive)

	Ro	om		G	ass		Car	pet					
Classroom #	L	W	Sq Ft	L	W	Sq Ft	L	W	Sq Ft	Boards	Sink/Bub	RR Fix	Comments
Rm 103 K-grade	38	30	1140	1	3	3	9	6	54	2	2	3	
Rm 108 Restroom	12	8	96	2	3	6			0		3	6	3 sinks, 6 toilets & urinals
			0			0			0				
			0			0			0				
			0			0			0				
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	School: K-Tec Time Study Worksheet																								
			Hardwa	ood/Tile	Carr	pet(s)	Hallwo	w/Gvm	Auto So	rubber	Damp	Mon*	Glass C	leaning*	lunch	Tables	Wh/Bl k	ooards	Restro	om(s)	Water F	ountain	Sin	ık(s)	Total Time
Deer		Room		'1000 sq.		. ,											2.	.5	3 min	• •	3 min	s. per	3 mir	ns. per	Total fille
Room #	Room Type	Square Feet		t.		Ħ.		†.		t.	f			it.		x 2 min				ure	fixt			ture	
		1001	DA	JLY	DA	ALY	DA	ALY	DA	ALY	DA	ILY	DA	ALY	DAILY	DAILY	DAILY	DAILY	DA #	ALY.	DA #	ILY	DA #	AILY	
			Sq. Ft	Minutes	Sq. Ft	Minutes	Sq. Ft	Minutes	Sq. Ft	Minutes	Sq. Ft	Minutes	Sq. Ft	Minutes	Tables	Minutes	Boards	Minutes		Minutes		Minutes	Fixture	Minutes	Minutes
	Hallway	2500		0.00		0.00	2500	5.00	2500	20	0	0.00		0.00		0.00		0.00		0		0		0	25.00
PLES	C/R	850	850	9.34		0.00		0.00	0	0	170	1.87		0.00		0.00		0.00		0		0		0	11.21
EXAMPLES	C/R	1200	950	10.44	250	5.68		0.00	0	0	190	2.09		0.00		0.00		0.00		0		0		0	18.21
â	Restroom	245		0.00		0.00		0.00	0	0	0	0.00	2	0.04		0.00		0.00	5	15		0	3	9	24.04
_	Cafeteria	2376		0.00		0.00	2376	4.75	2376	19	0	0.00	12	0.24	12	24.00		0.00		0		0		0	48.00
H1W	Women's restroom	176		0.00		0.00		0.00	0	0	0	0.00	3	0.06		0.00		0.00	4	12		0	3	9	21.06
14	Math room	701	701	7.70		0.00		0.00	0	0	140.2	1.54		0.00		0.00	1	0.50		0		0		0	9.74
16	Staff lounge	529	529	5.81		0.00		0.00	0	0	105.8	1.16		0.00		0.00		0.00		0		0	2	6	12.98
17	Art room	734	734	8.07		0.00		0.00	0	0	146.8	1.61	15	0.30		0.00	1	0.50		0		0	2	6	16.48
S4	Stairs H2-basement (7 steps)	400	400	4.40	15	0.34		0.00	0	0	80	0.88		0.00		0.00		0.00		0		0		0	5.62
9	Gym	2409		0.00		0.00	2409	4.82	2409	19	0	0.00	4	0.08		0.00		0.00		0	2	6		0	30.17
				0.00		0.00		0.00	0	0	0	0.00		0.00		0.00		0.00		0		0		0	0.00
				0.00		0.00		0.00	0	0	0	0.00		0.00		0.00		0.00		0		0		0	0.00
	Total cleaning square footage														16		20		33		4		20		
	square roorage	; 37,047									*20% of		footage	of floor	10		20		55		0		20		
											and gla	SS													
	*Times w/auto scrubber are n	nore due l	lo damp	mop bei	na fiaur	ed at onl	v 20%																	Minutes	744
	of the room.						,																	Hours	12h24m
	DISCINFECTING CLASSROOM	S																							
	For a traditional 30 desk class	room: Sp	ray and	wipe ap	orox. 30	min																			
	CI	orox 360 c	approx 5	minutes																					
	Pro	otexus Elec	ctrostatio	c Gun ap	prox 5 r	nin																			Revised: May 2016
	Oxivir Wipes approx 15 minutes																								

Average Time Worksheet... Seems like you're duplicating data entry

Everyone's Time Averaged

	K-Tec East									
	Room Number and what the room is	Length	Width	Square Feet	Cleaned Daily	Employee Time	Supervisor 's Time	Spread Sheet Time	Average Time	Comment s
1	HIW	23.5	7.5	176.25	х	12	15	21	17	7 fix, 1 mirror
2	Room 14	30.5	23	701.5	х	6	10	9	10	
3	Room 16 Lounge	23	23	529	Х	10	12	13	12	2 sinks
4	Room 20 Kiln/storage	15	5	75	х	1	1	1	1	
5	Room 17 Art	8.5	3	25.5	Х	12	20	16	19	2 sinks
6		29	23.5	681.5	Х				0	door glass
7		6	4.5	27	Х				0	
8	S4 (H2 - H1)	10	5	50	Х	9	5	2	4	glass/carpet
9	Room 19 Phy Ed Office	10	4	40	х	5	1	1	1	
10	Room 15 SS/Lang Arts	23	29	667	х	8	12	9	11	glass
11	S3 (H2 - H1)	5.5	4.5	24.75	х	9	5	2	4	glass, 7 steps
12		3.5	4.5	15.75	х		-		0	
13	S2 (H2 - H1)	5.5	4.5	24.75	х	4	5	2	4	7 steps
70	Room 211	38.5	22.5	866.25	Х	12	15	15	15	1 fix, glass
71	S4 (H3-H2)	14	10	140	Х	5	10	2	7	20 steps
72	Room 210	39	22	858	Х	12	15	15	15	1 fix, glass
73	Room 208	39	22	858	Х	12	15	15	15	1 fix, glass
74	H3W	24	8	192	X	7	15	21	17	7 fix, glass
75	Room 212	24.5	12	294	х	3	5	4	5	glass
76	Room 206 (comp lab)	22	39	858	х	12	18	23	20	CARP, gl, 1 fix
77	НЗМ	23	8	184	Х	8	20	27	22	9 fix, glass
78	Room 204	39	21	819	х	15	20	15	18	glass, fix
79	Room 202	39.5	22	869	х	12	12	6	10	1 fix, gl, carp
80	S1 (H3-H2)	14	10	140	Х	5	5	3	4	20 steps
81	НЗ	13.5	200	2700	Х	10	35	25	32	2 fix, gl
82				0	Х				0	
83				0	Х				0	
84			Talat	0 Minutes	Х	105	007	744	0	
	What it t	Ισται	Minutes		605	806	744	718		
	to clean	daily	Tota	Il Hours		10h5m	13h26m	12h24m	11h58m	
										Mar-16

Starting time (M –TH)	8am	Ending time	3pm
Starting time-Fri	8am	Ending time (early release)	2pm
HC— (5am-1:30p)			Total clean time: 150 mins prior to start of school
FT Cust— (1:30p-9:30p)	Loses 90 min due to his start time/school end time	Loses 40 min clean time: lunch/break	Total clean time: 350 min clean time (5hr 50min)
PT Cust— (3p-9p)	Loses 5 min due to school end time (students clear area)	Loses 20 min clean time: lunch/break	Total clean time: 335 min clean time (5hr 35min)

Questions:

* What can be cleaned after the start of school? (areas not high in demand: offices, custodial areas, etc...)

* Can anything get done on an **as needed** basis? (an area that doesn't get used every day: music room, stage, etc...

The way the building is staffed right now:

150 clean minutes for HC (prior to start of school) 350 clean minutes for FT Cust (due to start time/breaks/school released) 335 clean minutes for PT Cust (start time/break) 835 total clean minutes (13hrs 55min)

K-Tec East Building Information Work Sheet

Have enough staff,

just not efficient in

area assignments

Determine amount of Ambush time per employee

Examples of Ambush time:

- Open building
- Set ups
- Boiler/Pool/Cooler
- Breakfast program
- Outside trash pick up
- Accept deliveries

- Secure building
- Take downs
- Maintenance
- Snow removal
- Assist rental groups
- Daily customer service, day and night

Observations & Things to Remember

Not all facilities clean the same:

- Multi-story buildings
- Elementary -vs- High Schools
- Floor Surfaces
- Gain productivity with proper equipment
- Building usage could affect staffing and/or cleaning areas
- Use data to determine building finishes

Staff all new and existing facilities according to the following:

- Standard cleaning times
- Cleaning standard square footage (slide 23)
- Areas ARE NOT staffed per student population. (population changes, square footage does not)
- Use data to determine most efficient staffing levels



Identify right sized equipment

Scrub path: 26-34"

Solution/Rec. Tank: 35 gal

Run time: 7 hours

Coverage: 35,500 sq ft/hr

Scrub path: 17-28"

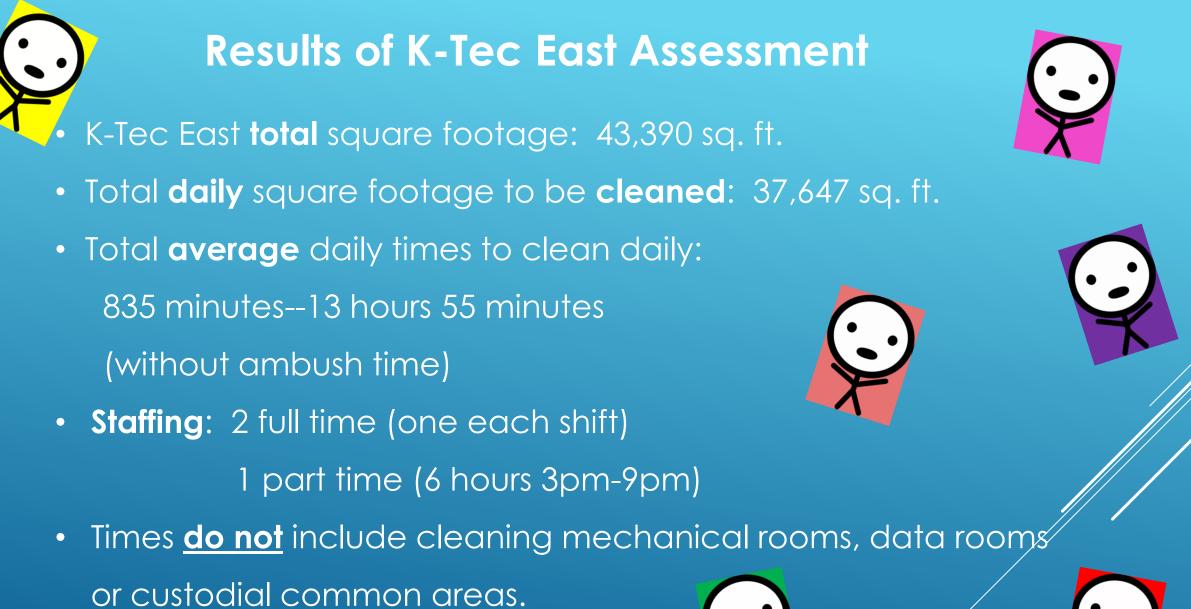
Solution/Rec. Tank: 17 gal

Run time: 3.5 hours

Coverage: 25,543 sq ft/hr

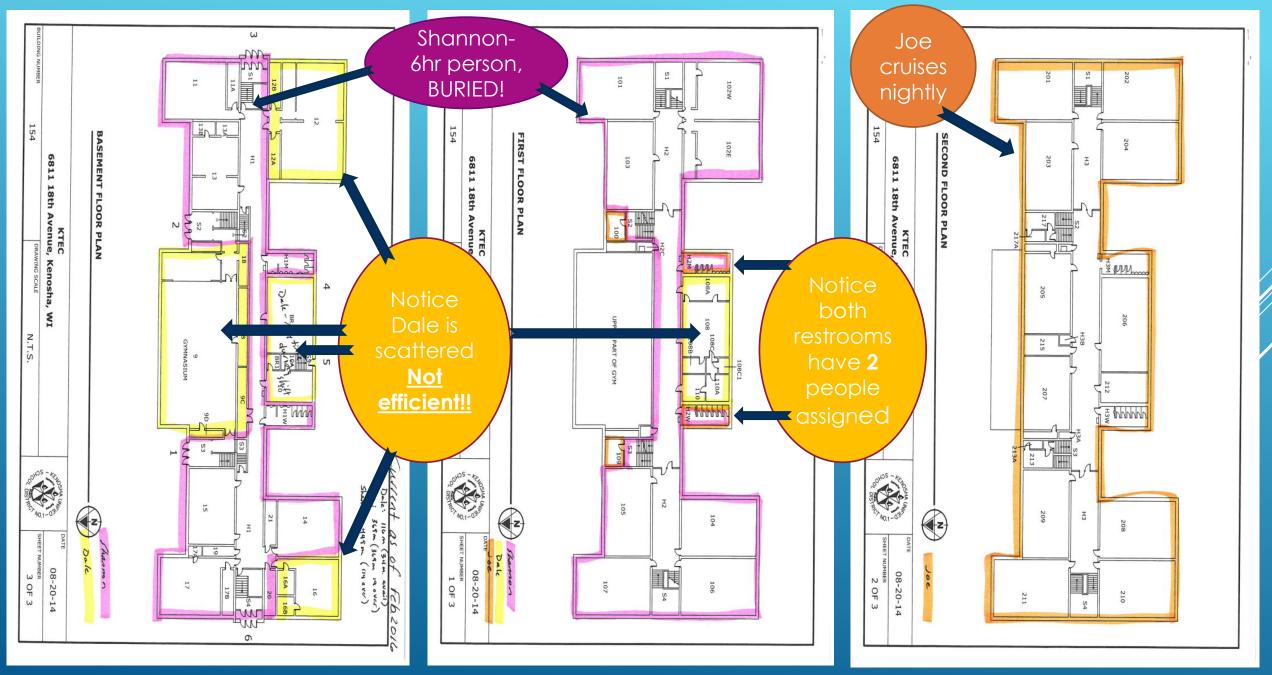




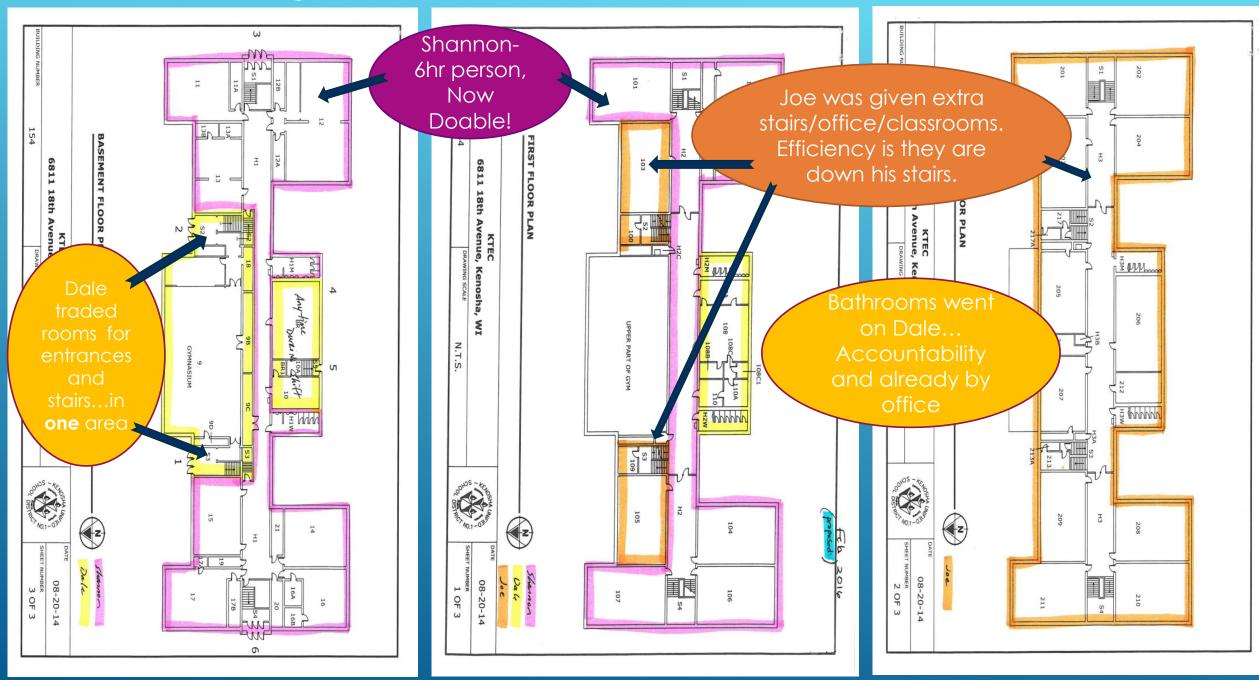


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K-Tec Original cleaning areas



K-Tec New cleaning areas



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