

Rationale for Custodial Staffing Increase and Position Reclassification

Recent organizational changes, including summer relocations, building renovations, and the opening of new campuses (ECH Watterson and W.E.B. DuBois), have significantly increased the total square footage requiring custodial services. These expansions have directly impacted the workload, scope, and operational demands placed on the custodial team.

The addition of new and renovated facilities has not only increased the number of spaces requiring daily cleaning, maintenance, and sanitation, but has also introduced more complex layouts and higher usage demands. To maintain established standards for cleanliness, safety, and operational efficiency, it is necessary to increase custodial staffing. The addition of four (4) custodial positions will ensure appropriate coverage across all sites, reduce workload strain on current staff, and support consistent service delivery across the expanded footprint.

In parallel, the increased number of custodial staff—particularly at Grace James—has expanded supervisory responsibilities beyond the current capacity aligned with a PO I role. The volume of direct reports, coordination requirements, and operational oversight now more closely align with the expectations and responsibilities of a PO II position. Reclassifying the position from PO I to PO II will ensure appropriate leadership capacity, improve staff supervision, and support effective management of custodial operations at this location.

The recurrent cost associated with these changes, including the addition of four custodial positions and the reclassification of the PO I to PO II role, will be \$242,032 and will be funded through the General Fund.

Together, these adjustments will position the organization to maintain high standards of facility care, support staff effectiveness, and ensure operational continuity in response to continued growth.

SUMMARY:

Location	Custodial Positions Added	Other Changes
Grace James Academy	2	Reclassify PO 1 to PO 2
Liberty High School	1	N/A
Atherton High School	1	N/A

Operations Proposed Changes for Positions Funded 100% by General Fund

New Hire/Incumbent	Position Number (if New, enter "New")	Position Title/Number of Days	Bargaining Unit (Salary Schedule)	Number of Positions	Position "Add" or "Delete"	Salary	Fringes	Total
New Hire	New	Custodian/26 1	CLAH - SEIU Custodians (1B)	2	Add	\$ 83,870	\$30,176	\$ 114,046
New Hire	New	Custodian/26 1	CLAH - SEIU Custodians (1B)	1	Add	\$ 41,935	\$15,088	\$ 57,023
New Hire	New	Custodian/26 1	CLAH - SEIU Custodians (1B)	1	Add	\$ 41,935	\$15,088	\$ 57,023
Incumbent	271944	Plant Operator I/261	CLAH - SEIU Custodians (1B)	1	Delete	\$ 58,490	\$21,045	\$ 79,535
Incumbent	271944	Plant Operator II/261	CLAH - SEIU Custodians (1B)	1	Add	\$ 68,741	\$24,733	\$ 93,474
TOTAL						\$177,991	\$64,040	\$242,031