

**CUSTODIAN (Night Shift)**  
**San Jose/Evergreen Community College District**

Direct Link: <https://www.AcademicKeys.com/r?job=269247>

Downloaded On: Dec. 11, 2025 7:04am

Posted Dec. 9, 2025, set to expire Dec. 21, 2025

**Job Title** CUSTODIAN (Night Shift)  
**Department** Facilities  
**Institution** San Jose/Evergreen Community College District  
San Jose, California

**Date Posted** Dec. 9, 2025

**Application Deadline** 12/21/2025

**Position Start Date** Available immediately

**Job Categories** Classified Staff

**Academic Field(s)** Facilities/Maintenance/Transportation

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**Job Description**

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**CUSTODIAN (Night Shift)**

**San Jose/Evergreen Community College District**

**Close/First Review Date:**12/21/2025

**Work Location:** San Jose City College

**Position Description:**

**POSITION SUMMARY**

The Custodian will report to the Custodial Supervisor at San Jose City. The work schedule is 12

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months per year; Monday through Thursday; 8:00 p.m. - 4:30 a.m. (A 5% night shift differential will added to the salary).

This position is represented by the California School Employees Association (CSEA), Chapter 363.

**POSITION PURPOSE**

Reporting to a Custodial Supervisor or assigned administrator, perform a wide variety of custodial, maintenance, and moving tasks in the care, cleaning and setup of assigned classrooms, offices and facilities and keep them in a clean, sanitary, and safe condition.

**DUTIES AND RESPONSIBILITIES**

1. Sweep, scrub, mop, wash, polish, strip and wax concrete, linoleum, tile, and wood floors using various low and high speed power machines; scrub, clean, and seal cement, terrazzo and ceramic tile floors.
2. Operate a hot water pressure (steam) cleaner in the cleaning of aggregate and cement floor surfaces.
3. Burnish, re-stripe and refinish hardwood gymnasium and other hardwood flooring.
4. Scrub baseboards and walls; vacuum, shampoo and spot-clean carpeting; clean ceilings, air vents, and light fixtures.
5. Dust, wash, and polish furniture and woodwork; wash and clean windows, walls and chalkboards, whiteboards and smartboards.
6. Clean and maintain restrooms, shower and locker rooms, cafeterias, offices and related facilities.
7. Empty and clean waste receptacles; sweep sidewalks, pick up papers and clean drinking fountains.
8. Replenish supplies and fill paper and soap dispensers; deliver supplies, furniture and equipment from one campus location to another.
9. Turn out lights, lock doors and windows, and set alarm to ensure security of the buildings and restricted areas.

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10. Use a variety of electrical, mechanical, and hand tools to move, set up and knock down staging, seating, and audio-visual equipment used for community or District activities and events.
11. Operate manual sprayers for insecticides inside buildings.
12. Assemble, set up, or move furnishings such as desks, file cabinets and chairs including heavy items such as fireproof cabinets, weight room equipment and computer equipment.
13. Operate District vehicles such as a flatbed truck, a manual transmission moving van and other vans, station wagons, dump truck, gas and electric forklifts.
14. Set up and work off scaffolding, ladders, and other equipment at heights to 30 feet to clean windows and vents.
15. Test new products and equipment; report (oral or written) on results.
16. Use materials such as cleaning products, chemicals, floor finishes, strippers, insecticides and pesticides.
17. Carry portable radio or cell phone during work and be available for general custodial duties anywhere on campus.
18. Observe and report conditions which may indicate vandalism, illegal entry or fire hazard.
19. Work as a team for the set up and cleanup of athletic, community service and college events.
20. Input work orders; fill in for a custodian at any district location as assigned.
21. Lift, carry, and move heavy objects.
22. Replace carpet tiles and make minor repairs to furniture as needed.
23. Assist in compiling District property inventories.
24. Assist in the training of new Custodial employees.
25. Perform other related duties as assigned.

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**KNOWLEDGE, SKILLS AND ABILITIES**

**Knowledge of:**

1. Effective and safe methods used in general custodial/janitorial work;
2. Operation and use of power driven equipment, including light truck, moving van, forklifts and utility vehicles.
3. Operation, use, and maintenance of wet and dry vacuum machines, low and high speed floor machines, rotary and "steam" carpet shampoo machines, high pressure "steam" cleaners, and power driven sweepers.
4. Operation and maintenance of hand sprayers for insecticides.
5. Safe and proper method of collecting and disposing of hazardous materials.

**Skills and Ability to:**

1. Read, write, and speak English.
2. Understand and carry out oral and written instructions specified in English.
3. Exercise judgment in carrying out assigned tasks without detailed instructions.
4. Operate office equipment, computers, smartphones and tablets with related software.
5. Use cleaning materials and equipment with skill, efficiency, and safety.
6. Perform sustained physical labor requiring lifting and carrying up to 50 pounds without assistance.
7. Safely operate custodial power driven equipment and floor cleaning machines and equipment.
8. Safely work on scaffolding and ladders at heights up to 30 feet.
9. Work in areas that may require use of respirator or protective clothing.

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10. Pass a complete physical examination prior to permanent appointment.

**Required Qualifications:**

**EDUCATION AND EXPERIENCE**

1. Completion of formal or informal education which assures the ability to read, write and speak at the level sufficient for successful job performance.
2. Experience in building or related cleaning work.

**Special Licenses, Certificates, etc.:**

1. Possession of a valid California Class C Drivers license.

**Desired Qualifications:**

**Districts Diversity Requirements**

- Demonstrated sensitivity, knowledge and understanding of the diverse academic, socioeconomic, gender identity, sexual orientation, cultural, disability, and ethnic background of groups historically underrepresented, and groups who may have experienced discrimination.
- Success integrating diversity as appropriate into the major duties outlined in the job description and in the duties listed in the Districts hiring policy; or demonstrated equivalent transferable skills to do so.

**Salary Range:**

\$60,635 - \$73,960 Annual Salary (Range 65: Classified Salary Schedule Fiscal Year 2025-2026).

Starting placement is generally at Step 1.

**Benefits:**

In addition to the salary, this position qualifies for the choice of one of the Districts excellent Health Benefits and Welfare plans, which the premium cost is 100% paid by the District for the employee and

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their eligible dependents, and one health plan costing an estimated \$60,000 for the District for fiscal year 2025-2026. We offer two medical plans (Anthem Blue Cross [PPO] and Kaiser Permanente (HMO)); dental (Delta Dental PPO); vision (VSP Choice); life insurance for the employee (The Hartford); life insurance for eligible dependents (The Hartford); a long term disability/income protection plan (The Hartford); and an employee assistance plan (Anthem EAP).

In addition, the District contributes an additional 26.81% of the employees salary towards an eligible employees pension (CalPERS).

Employees may also elect to participate in optional plans including purchasing additional life insurance for themselves and their eligible dependent(s); enroll in a medical, transportation, and/or dependent care Flexible Spending Account(s) (with the \$4 monthly administrative fee paid by the District); and set pre-taxed dollars aside to supplement their pension in a 403b (tax shelter annuity) and/or a 457 (deferred compensation) plan(s).

Classified employees also earn 10 to 22 days per year of vacation (based on years of service), and up to 12 sick leave days (pro-rated for less than full-time positions). There are currently 20 paid holidays.

**To be considered for this position please visit our web site and apply on line at the following link: <https://sjeccd.peopleadmin.com/>**

**About San Jose/Evergreen Community College District**

The District is represented by dedicated and talented employees who are passionate about providing our student population with the best educational experience possible. The District recognizes that cultural diversity in the academic environment promotes academic excellence; fosters cultural, racial and human understanding; provides positive roles models for all students, and creates an inclusive and supportive educational and work environment for its employees, students, and the community it serves.

As of fall 2017, with enrollment of approximately 18,500 per semester, and an extremely diverse student population (Hispanic/Latino 44%, Black/African-American 4%, Asian/Pacific Islander 32%, American Indian/Native American 0.5%, White/Caucasian 11%) attaining educational goals reflecting 45% - AA Degree and Transfer to a 4-Year College/ University, the Districts emphasis on student success makes it a recognized educational leader in the State.

The District encourages a diverse pool of applicants to serve as colleagues to an existing diverse group of managers, supervisors and confidential staff consisting of 29 % Hispanic/Latino, 13% Asian/Pacific Islander, 7% Black/African American, 23% White/Caucasian, and as well as encouraging

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applications from all qualified, outstanding applicants.

**Contact Information**

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

**Contact**

Facilities

San Jose/Evergreen Community College District

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