

**KERRVILLE INDEPENDENT SCHOOL DISTRICT  
JOB DESCRIPTION**

**TITLE: DIRECTOR OF MAINTENANCE**

**Wage/Hour Status:** Exempt

Revised: 12-09-09

**QUALIFICATIONS:**

**Education / Certification:**

- Bachelor's degree preferred, high school diploma required

**Special Knowledge / Skills:**

- Knowledge of basic principles of construction, school plant maintenance, and custodial operations
- Ability to manage budget and personnel
- Ability to coordinate multiple district projects
- Ability to implement policy and procedures
- Ability to interpret data
- Ability to read blueprints and schematics
- Strong organizational, communication, and interpersonal skills

**Experience:**

- Three years supervisory experience in maintenance operations preferred
- Five years experience in maintaining a large plant or building preferred
- Two years supervisory experience in facilities renovation and construction preferred

**REPORTS TO:**

- Assistant Superintendent for Business Services

**JOB GOAL:**

- Direct and manage maintenance and district custodial operations. Maintain physical school plant in a condition of operating excellence so that full educational use may be made at all times. Provide students with a physical learning environment that is safe, clean, attractive, and functional.

**RESPONSIBILITIES AND DUTIES:**

**Building Maintenance and Repair**

- Direct and manage custodial, maintenance and repair, security, and central warehouse operations of district.
- Receive and process work orders for repair and maintenance of buildings and grounds.

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- Develop and maintain written departmental procedures for maintenance, repair, operations, and security of all district buildings and equipment.
- Prepare plans and specifications for contracted repair work and site improvement for submission to purchasing department for bids.

### **Policy, Reports, and Law**

- Implement federal and state law, State Board of Education rule, and local board policy in maintenance area.
- Ensure that all physical and computerized reports, records, and other documents required in maintenance area are compiled, maintained, and filed.
- Supervise data preparation necessary to process maintenance payroll.

### **Budget and Inventory**

- Administer maintenance budget and ensure that programs are cost-effective and funds are managed prudently.
- Compile budgets and cost estimates based on documented program needs.
- Plan and direct inventory and stock control program for equipment and supplies.
- Initiate purchase orders and bids in accordance with budgetary limitations and district policies.
- Replace and maintain a current inventory of supplies and parts to avoid delay when reordering.
- Approve and forward invoices and purchase orders for maintenance department to accounting department.
- Recommend disposal of obsolete equipment and purchase replacement equipment when necessary.

### **Personnel Management**

- Assign work to maintenance personnel and oversee completion.
- Prepare, review, and revise job descriptions in maintenance department.
- Evaluate job performance of employees to ensure effectiveness.
- Recruit, train, and supervise maintenance personnel and make sound recommendations about personnel placement, transfer, retention, and dismissal.

### **Safety**

- Maintain safety standards in conformance with federal, state, and insurance regulations and develop a program of preventive safety.
- Ensure that equipment is maintained in operating and optimum condition.

**Other**

- Perform disaster duty when needed.
- Attend professional growth activities to keep abreast of innovative techniques in maintenance operations.
- Respond to after hour emergencies as needed.
- Perform other duties as may be directed by Assistant Superintendent or Superintendent.
- Conducts oneself in a professional manner in accordance with district expectations and the Texas Education Agency Code of Ethics.

**SUPERVISORY RESPONSIBILITIES:**

- Supervise and evaluate performance of skilled craftsmen, head custodians, grounds supervisors, warehouse supervisors, security personnel, and support staff assigned to maintenance department.

***Mental Demands / Physical Demands / Environmental Factors:***

Frequent district-wide travel; occasional prolonged and irregular hours; work indoors and outdoors to conduct on-site inspections of all maintenance facilities and construction projects.

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The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

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**TERMS OF EMPLOYMENT:**

Work year determined by Board; salary according to current schedule.

**EVALUATION:**

Performance of this job will be evaluated annually in accordance with provisions of the District Policy Manual.

