



School Crossing Guard FAQ

What is a typical day like as a School Crossing Guard?

A typical day for a crossing guard may look as follows:

- There may be up to three shifts: one in the morning, one at lunch and one in the afternoon. However, only 10 per cent of locations have a lunchtime shift.
- The shift times vary depending on location, school board(s) serviced and range between 35 minutes to 90 minutes.
- There are over 100 crosswalk locations in the City of Vaughan (Concord, Kleinburg, Maple, Thornhill and Woodbridge). You may also view a [map of all crossing guard locations in Vaughan](#).

What is the pay rate of a School Crossing Guard?

- The rate of pay is \$17.12/hour
- The minimum number of hours paid is three hours per day – you must work the entirety of all your shifts in order to receive the three hours pay (if you work only one shift or part of a shift, you are paid only for the hours worked)
- Mileage rate is \$6 per day and is paid only when your residence is greater than five kilometres away from your assigned crosswalk location

How is the School Crossing Guard Program implemented?

- School Crossing Guard Guidelines are set by Ontario Traffic Council (OTC)
- The School Crossing Guard Program (SCGP) is outlined in the City of Vaughan's School Crossing Guard Policy
- Traffic data, speed, car counts, existing traffic controls (i.e. all-way stops, traffic signals), traffic studies and inspections also inform the policy

Is there a uniform?

Personal protective equipment (PPE) must be worn/used while on duty. This includes:

- A fluorescent and retro-reflective vest (provided by the City)
- A retro-reflective "STOP" paddle (provided by the City)
- A whistle (provided by the City)
- Proper footwear (not provided by the City)
- Winter accessories such as winter coats, hats, and gloves are also provided to each staff after three months of service with the program



What are the requirements to perform the job of School Crossing Guard?

- **Successful candidates will be required to:**
 - submit a clear vulnerable sector check from an accredited police service prior to gaining employment
 - possess general alertness and be extremely observant of surroundings and must be able to move briskly and repeatedly in and out of the intersection and stand for 45 to 90 minutes for all shifts
 - stand for an extended period of time while carrying and raising a “STOP” sign at shoulder height (weight of approximately 1 pound) for up to one minute frequently
 - possess courteous and pleasant demeanour and have the ability to interact effectively with children, pedestrians, school staff and other patrons
 - have good vision and hearing to effectively see and hear oncoming traffic from a safe distance
 - work in all forms of weather, including extremes of heat, humidity, cold, rain, snow, sleet and wind and be capable of working under road conditions with exposure to traffic noise and some exhaust from vehicles

How long are the shifts of a School Crossing Guard?

- Generally, School Crossing Guards work between 45 to 90 minutes per shift depending if they work at a location that services both school boards (which have different school bell times). [View map for bell times.](#)

How long is the employment contract of a School Crossing Guard?

- School Crossing Guards at the City of Vaughan are on contract each year from September to June. We welcome School Crossing Guards to return to their designated posts each year, unless there are changes required due to operational necessities.

What is a standby guard?

A standby guard is a yearly contracted position with the City of Vaughan from September to the end of June. Standby Guards have the same rate of pay as full-time Guards. If you are a standby Guard, you are called in only when required, e.g. a full-time guard calls in sick/is on vacation, on leave or is absent for any other reason. While as much notice as possible is given to cover a vacant location, you may receive a call as early as 6:30 a.m. and be expected to cover that post the same day. Standby guards are mainly provided locations that are within the same community they reside. A flat mileage rate of \$6/day is provided when a standby guard is called into work. A standby guard is only paid when they are called in; there is no standby pay. PA days are counted as paid days. City of Vaughan standby School Crossing Guards receive the same training and personal protective equipment as full-time guards.

What environmental factors can I expect working outside in winter and summer conditions?

As a School Crossing Guard, you will be working outside for the entirety of your shift. This requires you to be mindful and prepared for any type of weather you could experience, from the extreme cold, icy conditions, snow, sleet and wind in the winter months to extreme heat and smog, sunny or rainy days in the summer. It is your

responsibility to protect yourself from the elements and wear the proper PPE provided (hat, jacket, vest, etc.) and other personal clothing that will keep you healthy, safe and feeling comfortable in any weather condition. Proper footwear must be worn while on duty and is not provided by the City of Vaughan.