

Exhibit 1

School Board Agenda Item GG-7

October 2, 2018

Executive Summary

Revised Temporary Salary Schedule Rates for the Campus Monitors

Summary:

The Before and After School Child Care department is in the process of hiring 75 temporary (part time) Campus Monitors to provide security services for students and staff participating in the Before and After School Child Care (BASCC) programs. Efforts to attract candidates to the temporary (part time) Campus Monitor positions at the current rate of \$8.25/hour (Florida's minimum wage), have proven to be very difficult.

To promote better attraction and retention of candidates for this position, we are proposing to increase the rate to \$13.12, which will align with the minimum hire-in rate for permanent, regularly assigned BCPS Campus Monitors. Based on feedback from candidates and School Board Operated Program (SBO) administrators, the hiring rate of \$8.25 has prevented the filling of the temporary campus monitor vacancies.

The campus monitor program for the BASCC programs was successfully launched over the summer, providing a dedicated staff member to conduct campus checks, gate access support, hallway checks as well as visitor monitoring across the campus when camps or special programs were run on district school campuses.

Financial Impact:

The cost to adjust the temporary rates for Campus Monitors is estimated at \$1,069,425.63, inclusive of 17.78% fringe. The source of funding for this expense is covered in the fees charged to the parents in the Before and Aftercare programs. This will have no impact to the general fund of the District.