



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
OFFICE OF THE SUPERINTENDENT
ROBERT W. RUNCIE
SUPERINTENDENT OF SCHOOLS

September 27, 2018

TO: School Board Members

FROM: Craig J. Nichols 
Chief Human Resources & Equity Officer

VIA: Robert W. Runcie 
Superintendent of Schools

SUBJECT: Revision to Item # GG-7 for the October 2, 2018 School Board Operational Meeting Agenda (Temporary Salary Schedule Rates for Campus Monitors)

The Executive Summary for Item # GG-7 on the October 2, 2018 School Board Operational Meeting Agenda (temporary Salary Schedule Rates for Campus Monitors) has been revised to include the effective date of pay rate change and language regarding the requirement for Private Providers to staff Campus Monitors, as well. Changes were incorporated based on feedback from School Board Members at the Agenda Planning Session on September 25, 2018. Added language includes:

- "private providers are also required to staff Campus Monitors for security purposes"
- "If approved, we are requesting that the proposed increase go into effect on July 1, 2018 to coincide with the start of the 18-19 School Year."

RWR/CJN:im

c: Senior Leadership Team

Exhibit 1

School Board Agenda Item GG-7

October 2, 2018

Executive Summary

Proposed Revised Temporary Salary Schedule Rates for the Temporary 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, (private providers are also required to staff Campus Monitors for security purposes). 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. If approved, we are requesting that the proposed increase go into effect on July 1, 2018 to coincide with the start of the 18-19 School Year. 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 the general fund of the District.