



## Position Vacancy

**Position:** Crossing Guards  
**Department:** Police  
**Salary Range:** \$23.69 per hour  
**Schedule:** Monday – Friday / School Year



**School Days:** Mornings and Afternoons - 45- and 90-minute shifts available. This position is covered by the Collective Bargaining Agreement between the City of Framingham and the Framingham Laborers' Public Employee Union, Local 1156.

The City's crossing guards perform a very vital task every day that our schools are in session by ensuring the safe passage of our students to and from school. Crossing guards attend yearly training in cardio-pulmonary resuscitation and first-aid in order to be prepared for any emergency that might arise while performing their duties. They can be counted on in any type of weather to be at their respective posts, serving the student population, and ensuring their safety.

### **Position Purpose:**

A School Crossing Guard's primary responsibility is to ensure the safe crossing of Framingham school children at designated crosswalks. A crossing guard shall use recognized hand signals to direct vehicles to stop/proceed. The Crossing Guard shall make sure that all vehicle traffic has stopped before allowing children to enter the crossing.

### **Essential Functions:**

*The essential functions or duties listed below are intended only as illustrations of the various type of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.*

1. Crossing Guards will, by means of clear hand signals, provide safe opportunities for school children to cross the stream of vehicular traffic, making use of such gaps in traffic, as may be available and stopping traffic in a safe manner when necessary.
2. Guards shall detain crossing children until safe opportunities and then direct the children to cross.
3. Crossing Guards may also be responsible for directing vehicular traffic. The Guard will provide safe passage of the children and the orderly movement of vehicular traffic.
4. Guards shall carefully document the description and registration number of all vehicles: involved in collisions, violating their signals, committing moving violations hazardous to the children under their charge, or violating regulations regarding stopped school buses. They will make full reports as to times, dates, details, and identifying information to the Safety Bureau at the conclusion of that particular tour of duty.

### **Qualifications:**

- Must possess at least a GED or high school diploma, and be able to competently perform the above-mentioned duties
- Must have satisfactory results of MA CORI/SORI background check
- Dependability and Punctuality
- Able to work outside in many types of weather.

*The City of Framingham is committed to the ongoing pursuit of strategic diversity initiatives that help to position diversity, equity, and inclusion as central to municipality and community-wide excellence in the City of Framingham. In doing so, Framingham strives for a city culture and environment that fosters a true sense of belonging for all, provides opportunity for everyone to participate equally and fully in the city, their communities and neighborhoods in ways that helps to develop each individual's capacity to confidently and competently engage within and across differences. Given an evolving national context and the richness in the demographic and linguistic profile of our city, the City of Framingham has made a significant commitment to addressing and enhancing its community climate, culture and multiplicity of service capabilities as a city.*

**The City of Framingham is an Affirmative Action Equal Opportunity Employer.**