

HERE FOR
KIDS



Crossing Guards

CPS-City of Cincinnati
Joint Meeting

November 14, 2024



Shared Responsibility

Student pedestrian safety is a shared City-CPS responsibility.

City is generally responsible for pedestrian/traffic safety issues.

School district is generally responsible for school transportation.

In many other school districts in Ohio, the city or municipality is responsible for employing and paying for school crossing guards.

Historical Context

1999 Tax Abatement Agreement between CPS and the City of Cincinnati -City agrees to continue providing services benefiting the Board including school nurses and *crossing guards* without any reimbursement from CPS

C. City Services. In each year during the Term the City agrees to provide municipal services benefitting the Board in the form of school nurses, school crossing guards, and school resource officers, or other services mutually agreed from time to time between the City and the Board. The extent of these services will be determined by the City, following discussions with the Board, and shall be conditioned on annual appropriation of funds for these purposes as required by law. Provision of services by the City of a nature or extent different than that requested by the Board does not constitute a breach or default under this Agreement.

Historical Context

2008 Crossing Guards Agreement

The City discontinued paying for crossing guards, and CPS and the City entered into an agreement in which CPS reimbursed the City for the full cost of crossing guards:

CPS pays and reimburses to the City a fee equal to one hundred percent (100%) of all wages, overtime, applicable training costs, and other compensation and benefits for the crossing guards.

Historical Context

City continued to hire, train, and manage crossing guards under the 2008 agreement.

2020 Agreement

CPS continues to be responsible for 100% of all wages, overtime, applicable training costs, and other compensation and benefits of crossing guards.

-CPS charged an additional 7.5% of actual compensation costs as reimbursement for supplies and equipment purchased and “administrative costs.”

-CPS budgets between \$750k and \$1 million per year for crossing guards

2024 Extension

May 16, 2024 – Letter from Chief Theetge

“It is with regret that I am writing to inform you of the City’s preference not to renew our current service contract with Cincinnati Public Schools for school crossing guard services”



Historical Context

Six-Month Extension to 1/31/25

Contract renewed through January 31, 2025. Effective July 1, 2024, Board of Education is solely responsible for advertising, promoting, and recruiting to fill vacant positions.”

Vacant Crossing Guard Positions



Around 40% of CPS crosswalks don't have crossing guards; Most openings are on the west side of Cincinnati

(November 4, 2024)

Current Priorities

For the remainder of the 2024-25 school year: Starting February 1, 2025, retain as many crossing guards currently employed by the City as possible. CPS and the City are contacting crossing guards to encourage them to remain in their position. CPS is working to maintain, as closely as possible, the salary, benefits, and working hours for crossing guards.

- Challenges include differences in state retirement systems

- Differences in wage rates and other terms and conditions of employment -

Differences in criminal background check requirements



Current Priorities

For the 2025-26 school year and beyond:

- Review crossing guard assignments and prioritize locations for crossing guards. - Update school crossing guard wages, terms, and conditions to match CPS employee groups.
- Consider other options to fill crossing guard vacancies:
 - Part-time staff assigned in dining services, custodial, or paraprofessional positions - Student workers