



Substitute Crossing Guard Job Description

An ESS school crossing guard assists students in crossing streets safely when entering and leaving school. This person is responsible for ensuring that traffic is managed properly during school hours and that students are made aware of hazards that may be posed to them when crossing the street.

Key Responsibilities

- Monitor and control traffic coming into and out of assigned school prior to and at the end of the school day
- Assist students in safely crossing intersections adjacent to school
- Stop traffic with sign and hand signals at or near school crosswalks and intersections
- Patrol street crossings and school entrances during the hours when students are going to and from school
- Instruct students in safety precautions when crossing the street
- Recognize and communicate potentially dangerous traffic situations
- Direct students to remain on curb until all traffic has stopped
- Place and remove caution signs and cones
- Perform other duties assigned by the school district or ESS

Knowledge & Skills

- Follow oral and written directions
- Flexible, friendly, and good at establishing quick rapport with students
- Ability to be firm yet courteous with public
- Maintain a high level of ethical behavior and confidentiality when dealing with student, staff and/or parent information

Special Requirements

- Attend an orientation/training session and complete required district and state credentialing requirements (Background check, Fingerprinting)
- Must be willing to work in inclement weather and heavily traveled areas

Physical Requirements

- Frequent walking, standing, lifting, and reaching; other physical activities may be required
- Vocal communication is required for giving direction to students and parents by means of the spoken word; hearing is required to perceive information at normal spoken word levels and listen for traffic noises
- Visual acuity is required for taking notice of surroundings and informing students, parents, and school staff of safe walking conditions
- Work outdoors in inclement weather including rain, fog, snow, sleet, cold, heat, and wind
- Daily personal and close contact with children
- Regular contact with other staff members and building administrator(s) is required on assigned days as a substitute

Advantages of Being an ESS Substitute Crossing Guard

- Flexible Hours - Choose the days and locations where you want to substitute; work up to 5 days per week
- Health Benefits - Receive a variety of insurance options including medical, dental, vision, life, disability, critical illness, and accident
- Weekly Pay & 401(k) - Gain fast access to your hard-earned wages and take advantage of the retirement through our tax-advantaged 401(k) plan
- Training - Participate in our interactive training course and accessible online modules ensure you are well-prepared
- Employee Programs - Enjoy our monthly raffles, Employee of the Month program, referral program, and employee discount program

ESS is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, disability or veteran status.