



SCHOOL CROSSING GUARD SERVICES

City of Margate



Buffy A. Butler, MS, SHRM-SCP
NEXTAFF
4790 West Commercial Boulevard
Tamarac, Florida 33319
954.733.0777 Office
954.733.0444 Fax
www.nextaff.com

January 29, 2026



EXECUTIVE SUMMARY

NEXTAFF of South Florida is a **local company with extensive experience in School Crossing Guard program administration**. For nearly two decades, we have operated a fully managed model that includes recruiting, background screening, training, supervision, and dependable post coverage dedicated to school zone safety.

Our leadership is directly involved in advancing statewide standards. The owner of NEXTAFF of South Florida serves on the **Florida School Crossing Guard Training Program Guidelines Committee**, which is responsible for reviewing and updating the official statewide guidelines. She is also featured in Florida's training videos used for program coordinators throughout the state—reinforcing our commitment to professional excellence and industry best practices.

Over the years, we have successfully delivered School Crossing Guard and safety staffing services to municipalities and public agencies, including but not limited to:

- City of Cooper City
- City of Deerfield Beach
- City of Fort Lauderdale
- City of Pembroke Pines
- City of Pompano Beach
- Town of Davie
- Town of Jupiter
- Orange County Sheriff's Office
- Palm Beach County Sheriff's Office

Our strength lies in continuity of workforce, supervision, and field support. Many of our guards have served through multiple contract terms, demonstrating loyalty, professionalism, and commitment to community safety. With a dedicated office team, field coordination, and structured supervisory coverage, NEXTAFF delivers an experienced and reliable program built on responsiveness, consistency, and daily operational readiness.

As a local partner, NEXTAFF stands prepared to ensure a seamless contract transition, uphold safety standards, and protect the children and families of the community with the highest level of care and operational excellence.





COMPANY PROFILE

Proposer: The Butler Group of South Florida, LLC
d/b/a NEXTAFF

*A Florida Limited Liability Company
Organized in April 2004*

Providing School Crossing Guard Services Since 2009

Proposal: City of Margate
School Crossing Guard Services

Certifications: County Business Enterprise | Broward County
Minority-/Woman-Owned Business Enterprise | Florida

Headquarters: Service Office and Proudly Local
4790 West Commercial Boulevard
Tamarac, Florida 33319
954.733.0777 Office
954.733.0444 Fax
www.nextaff.com

West Palm Beach: 2054 Vista Parkway
Suite 400
West Palm Beach, Florida 33411

Authorized Personnel: Buffy A. Butler
FDOT Certified School Crossing Guard Trainer
954.733.0777
bbutler@nextaff.com





OUR PROJECT MANAGEMENT TEAM

Buffy A. Butler, Managing Member, *MS, SHRM-SCP, FDOT Certified School Crossing Guard Trainer*. With over 30 years' experience in Human Resources and Operations Management, Ms. Butler understands staffing and workflow. She oversees the overall management of the NEXTAFF offices in South Florida. She serves as contract liaison with local municipalities.

Ms. Butler was invited by the Administrator of the Florida Crossing Guard Training Program, Ms. Dana Crosby, to take part in the statewide committee which reviews and updates the Florida School Crossing Guard Training (Uniform) Guidelines. Currently, the committee is working on the 2026 Guidelines update. Ms. Butler appears in training videos for school crossing guards and program coordinators. See the links below (more information available on the Florida School Crossing Guard Training Program website).

<http://wbt.dot.state.fl.us/ois/FLCGVideo2018pc/FLCGPart2/>

[Florida School Crossing Guard Training Program](#)

Deborah Sandoval, a FDOT-certified School Crossing Guard Trainer, has an extensive background in retail and administrative office management. Mrs. Sandoval brings a wealth of experience, and a strong organizational skill set to our team. Her expertise in managing complex operations and ensuring seamless office functions makes her an invaluable asset to our firm. Mrs. Sandoval is committed to supporting our mission of providing reliable and efficient school crossing guard services to the communities we serve.

Lynette Lebron, a FDOT-certified School Crossing Guard Trainer, has a solid foundation in sales and dedicated experience recruiting for school crossing guard positions. She is skilled in talent acquisition, team leadership, and driving recruitment strategies to meet business objectives. She is adept at building relationships and optimizing staffing solutions to enhance organizational performance. With a blend of recruitment expertise and sales acumen, Mrs. Lebron is committed to driving the team's and client's success.





ABOUT US

Founded in 1998, NEXTAFF currently has offices in Florida, Alabama, Arizona, California, Colorado, Georgia, Illinois, Indiana, Iowa, Kansas, Michigan, Mississippi, Missouri, North Carolina, Oregon, Tennessee, Texas, Virginia, and Wisconsin. ***Our South Florida office, which was opened in 2006, is independently owned and operated—and deeply rooted in the Northwest Broward community.***

Our ownership is proudly local. Our main office is in Tamarac, less than three miles from where the owner was raised in North Lauderdale. Her ties to this community run decades deep—from being the very first employee hired at Jordan Marsh in Coral Square as a high school student to still filling prescriptions at her longtime pharmacy inside Sam’s Club in Sunrise.

At NEXTAFF of South Florida, our commitment extends beyond staffing—we are entrusted with the safety and well-being of the community’s children. We do not simply assign personnel; we recruit, train, certify, and support professional school crossing guards who meet the highest standards of responsibility, reliability, and vigilance. Our approach ensures every post is staffed by individuals who understand the gravity of their role and the trust placed in them by parents, schools, and municipalities alike.

EXPERIENCE AND QUALIFICATIONS

Since 2006, NEXTAFF of South Florida has provided workforce solutions to public agencies and municipalities across the region. While our early work included large-scale event staffing—such as Sun Life Stadium (now Hard Rock Stadium) for NFL regular seasons, the FEDEX Orange Bowl, and Super Bowl XLI and XLIV—our core mission evolved toward public safety and school zone protection.

In 2007, we were entrusted with safety and security support for a multi-campus church serving more than 20,000 congregants and two schools. This partnership strengthened our expertise in child safety, operational vigilance, and incident response.

By 2008, NEXTAFF was awarded multiple contracts with Broward County, including general staffing, Information Technology, food services, and School Crossing Guard services. In 2009, the Town of Davie selected NEXTAFF to administer its School Crossing Guard program, recognizing our immediate responsiveness, seamless contract transition, and commitment to consistent post coverage.

Over the years, we have successfully provided School Crossing Guard services and support to the following municipalities and public agencies:

- Broward County
- City of Coconut Creek
- City of Cooper City
- City of Deerfield Beach
- City of Fort Lauderdale
- City of Lighthouse Point
- City of Margate
- City of North Miami Beach
- City of Oakland Park
- City of Pembroke Pines
- City of Pompano Beach
- City of Wilton Manors
- Orange County Sheriff's Office
- Palm Beach Sheriff's Office (Countywide)
- The Village of Miami Shores
- The Village of North Palm Beach
- Town of Davie
- Town of Jupiter

Proven School Crossing Guard Program Administration

NEXTAFF operates a fully managed School Crossing Guard program model that includes:

- Comprehensive Recruitment, Screening, and Training
- Field Supervision and Relief Staffing
- Attendance Monitoring and Incident Response
- High Retention Through Recognition and Support

A significant number of our guards achieve perfect attendance annually, and many have served through multiple contract terms—reflecting our culture of reliability, professionalism, and long-term commitment to community safety.





SCOPE OF SERVICES

NEXTAFF will provide temporary staffing, more specifically, school crossing guard services for your municipality school crossing guard program daily.

Staffing. Successful guards hired by NEXTAFF must possess the following qualifications:

- Good physical condition, including sight, hearing, and ability to move and maneuver quickly to avoid danger from errant vehicles;
- Ability to control a STOP paddle effectively to provide approaching road users with a clear, fully direct view of the paddle's STOP message during the entire crossing movement;
- Ability to communicate specific instructions clearly, firmly, and courteously;
- Ability to recognize potentially dangerous traffic situations and warn and manage students in enough time to avoid injury.
- Mental alertness;
- Neat appearance;
- Good character;
- Dependability; and
- An overall sense of responsibility for the safety of students.

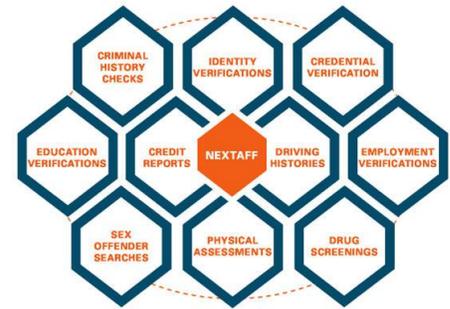
Training and Certification. With over 25 certified Florida Department of Transportation School Crossing Guard trainers on staff, we ensure all school crossing guard candidates prior to assuming any post are certified in accordance with Section 316.75 of the Florida Statutes. All guards must successfully complete the following as identified in the Florida School Crossing Guard Training Guidelines.

- Classroom instruction: pass at least 75 percent of the items on the written examination;
 - Practical training: perform each of the duties listed on the performance checklist satisfactorily; and
 - Supervised duty: perform satisfactorily all of the duties listed on the performance checklist in at least the second of two observations, under the following conditions: (1) trainer does not intervene after starting checklist entry for an observation, (2) each observation is conducted during a regular shift at
-

a crosswalk to which the guard is assigned during that shift, (3) observation is continued for at least 30 minutes, or for duration of the guard's shift duty at the crosswalk if it is less than 30 minutes, and (4) if the guard performs crossing duty in both the morning and the afternoon, one observation should be conducted in the morning and the other in the afternoon.

We conduct training sessions regularly for guards to complete the certification and recertification processes to ensure compliance with Florida Department of Transportation School Crossing Guard Program.

Background Checks and Quality Control. NEXTAFF reduces hiring risks by providing screening services that are user-friendly and accurate. We have aligned with one of the nation's leading screening providers to offer our clients the greatest speed, accuracy and technology in the screening industry. We do not believe that one size fits all philosophy, so we tailor our screening to our client's needs and requirements, where possible.



Therefore, **all school crossing guards** will be screened in accordance with your agency's requirements of a comprehensive background check to include state and national level in addition to sexual predator/offender checks, additional fees may apply.

NEXTAFF's partner has established a "single blind" Quality Assurance Program for researchers conducting research on behalf of the company. Prior to receiving client research requests, a perspective researcher is given a "blind" sample of criminal research requests with "known records" mixed in. The company has a collection of "known records" for nearly every jurisdiction in the United States. The perspective researcher is required to return the "known records" with 100% accuracy and within an acceptable time frame prior to being placed on the approved list of researchers. Once approved, each researcher is secretly tested each quarter with a "known record" sent along with the standard research request lists. Failure to return the "known record" with 100% accuracy results in removal from the approved list of researchers.

Our partner's custom software system incorporates a quality assurance capability as well. As orders are received and processed electronically or by fax, a second processor must perform a quality assurance audit of the order. As results are received, trained researchers and results specialists perform the initial data entry into our system. These results are not official and not visible to the client until a *second results specialist* reviews the entry and marks it as accurate in the database, thus allowing the result to be visible to the client.

Note: Re-checks (background screenings) are performed on each guard returning to service at the beginning of each school year.

NEXTAFF employs a telephone answering service, so, calls are answered after hours by a live person. Calls from school crossing guards are relayed in the following

manner, by immediate dispatch to our on-call manager, and then by e-mail and text message to an additional manager on staff, so, there is redundancy built into our system.

Equipment and Appearance. All school crossing guards employed by NEXTAFF are generally required to wear a standard uniform. Detailed uniform requirements are ultimately determined by our client. Additionally, at the desire of our clients, guards can be equipped with the following items in accordance with the requirements of the Florida Department of Transportation.

- Retro Reflective Vest
- Whistle
- Retro Reflective Stop Paddle
- Hi-Visibility Raingear



Pricing: The cost to provide the City of Margate with school crossing guards and a dedicated school crossing guard supervisor will be **\$21.00 per billable hour**.

