

# Parent Handbook for

CareBare



Childcare LLC

(419) 913-ABCD

CareBare Childcare LLC  
6214 N Summit St  
Toledo, Ohio 43611  
(419) 913-2223  
[Carebare18@bex.net](mailto:Carebare18@bex.net)

## **Philosophy and Goals**

CareBare Childcare LLC was established to provide quality, loving care for children (ages 6wks to 12 years old). The staff recognizes the importance of balanced growth, so they provide opportunities for mental, physical, and emotional growth through a variety of creative experiences. Children are encouraged to learn and explore at their own speed in areas that interest them. We are pleased that you have chosen to include us in the growth and development of your children.

## **License**

At the end of the handbook, you will find an attachment about licensing and other valuable information. Please take the time to read this information.

## **Admissions**

A child is enrolled in the center only after the administrator confirms the availability of space and the required paperwork is received, reviewed, and approved by the administrator. This includes basic enrollment and health information. Any change to this information must be communicated to the office immediately so that current information is always on file. This is for the safety of your child. A medical form signed by a physician or certified nurse practitioner is required to be submitted within 30 days of admission. This medical must be updated every 13 months.

## **Hours and Days of Operation**

The center will be in operation Monday through Friday 6:00am to 6:00pm year-round except the following holidays:

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day (and Friday after)
- Christmas Eve and Christmas Day

Should any holiday fall on a weekend, our center will be closed either the Friday before or the Monday after the holiday, whichever is closer to the holiday. Additional closings may occur during the Christmas week; however, a minimum of two-week notice will be given. Full Tuition is due for the weeks in which these falls. The exception will be if the entire week of Christmas is closed. The center will also be closed two days during the year for staff development. Notice of planned days off will be posted in advance.

**Staff/Child Ratios and Maximum Group Size**

CareBare Childcare LLC will not exceed the following state required ratios:

- 1:5 or 2:12            Infants (0-12 months) (In same room)
- 1:6 or 2:12            Infants (12 months-18 months)
- 1:7                      Toddlers (18 months-30 months)
- 1:8                      Toddlers (30 months to 36 months)
- 1:12                     Preschoolers (3 years to 4 years)
- 1:14                     Preschoolers (4 years until eligible for K)
- 1:18    Young School Aged (eligible for school and less than 11 years)
- 1:20    Older School aged (at least 11 and less than 15 years)

Because we desire to provide a higher level of quality care, we will strive to maintain a 1:3 ratio in the infant room and a 1:5 ratio in the toddler room. Ratios for toddlers and preschoolers may be doubled for 2 hours at naptime if all children are resting quietly on their cots and enough staff is in the building to meet the regular required staff/child ratio if there is an emergency. Also please refer to our staff/child ratio signs posted at the entrance of each classroom entrance.

The maximum group sizes are as follows:

12	Young Infants
12	Older Infants
14	Toddlers 18 months-30months
16	2 ½ - 3 years old
24	3-year-old
28	4 to 5-year-olds
36	Young School-age Children
40	Older School-age Children

Maximum group size is defined by the number of children in one group that may be cared for at any time. Limitations do not include naptime, lunch time, outdoor play, or special activities.

### **Curricula and Learning**

We provide a rich learning environment with curricula that are developmentally appropriate to the specific ages in each classroom. We have a flexible daily routine that allows children to advance at their own pace. We strongly believe that learning happens through play. Learning and exploring are hands -on and are facilitated through interest areas. Our program is designed to enhance children's development in the following areas: creativity, self-expression, decision making, problem solving, responsibility, independence, and reasoning. We encourage openness to that which is different from us and the ability to work and play with others.

### **Daily Schedules**

The children's daily schedule is flexible enough to provide adaptability when necessary but structured enough to provide predictability for the children. We want them to view their school as a safe and comforting place, where they know what to expect and when to expect it.

#### **A typical infant's day would include:**

6:30-8:30	Individual Activities-Exploration of Materials
8:30-9:15	Snack (Individual Feeding Schedules are Followed throughout the Day.)
9:15-9:30	Clean Up Snack, Diaper Checks
	<b>Individual Nap Schedules are Followed Throughout the Day</b>
9:30-10:30	Small Group Time
10:30-10:45	Outside Play/Indoor Gross Motor Activities
10:45-11:00	Set Up Lunch, Diaper Checks
11:00-11:30	Lunch
11:30-11:45	Clean Up from Lunch, Diaper Checks
11:45-2:00	Individual Activities for Those Awake
2:00-2:30	Snack
2:30-2:45	Clean Up, Diaper Checks
2:45-3:15	Small Group Time-Exploration of Materials
3:15-4:00	Outside Play/Indoor Gross Motor Activities
4:00-4:15	Diaper Checks
4:15-5:00	Individual Activities
5:00-6:00	Quiet Activities

**A typical toddler's day would include:**

6:30-8:30	Supervised Free Choice Time
8:15-8:30	Diaper Checks/Toileting Older Children
8:30-9:15	Self-Initiated Breakfast Snack, Learning Centers Open, Teacher Assisted Stations
9:15-10:00	Group Activities: Circle Time, Self-Selected/Teacher Facilitated Activities
10:00-10:20	Snack
10:20-10:30	Diaper Checks/Toileting Older Children
10:20-11:00	Outdoor Play
11:00-11:30	Wash Hands, Lunch
11:30-12:00	Clean Up, Diaper Checks/Toileting Older Children, Stories, Songs
12:00-2:30	Nap
1:30-2:30	Individual Activities as Children Awake, Diaper Checks/Toileting Older Children
2:30-3:30	Individual/Group Activities, Learning Centers Open
2:30-3:00	Self-Initiated Snack
3:30-4:15	Outdoor Play
4:15-6:00	Diaper Checks/Toileting, Self-Selected Activities, ALL Learning Centers Open

**A typical Preschoolers Day would include:**

6:30-8:30	Arrival and Free Choice Time
8:30-8:45	Potty Break, Wash Up for AM Snack
8:45-9:00	AM Snack, Clean Up, Table Toys
9:00-9:15	Circle Time, Weather, Stories, Songs
9:15-10:15	Learning Stations-Sensory Motor, Science, Construction
10:15-10:45	Outside Play/Gross Motor
10:45-11:00	Potty Break, Wash Up
11:00-11:30	Learning Stations-Art, Music, Dramatic Play, etc.
11:30-12:00	Story Time, Manipulatives, Math, Wash Up for Lunch
12:00-12:30	Lunch Time
12:30-12:45	Potty Break, Clean Up from Lunch
12:45-2:30	Rest Time, Stories
2:30-3:00	Potty Break, Wash Up for PM Snack, Quiet Activities
3:00-3:15	Snack
3:15-3:45	Outside Play/Gross Motor
3:45-4:15	Planned Activities-Art, Science, Music, etc.
4:15-6:00	Free Choice Until Departure

## Tuition/Fees and Payment Policies

### Full Time (weekly basis):

**If payment is not received by Monday at drop-off of the week of care the account will be considered delinquent.**

(See delinquent payments below.)

In the event of illness, full payment is expected, except for an extended illness. An extended illness is an illness that keeps the child out of the center for more than 5 consecutive weekdays. Half payment is required for extended illnesses to maintain the child's space. Our Tax ID number is available upon request.

### Contracted Hours:

**When your child becomes enrolled at CareBare Childcare, you will be required to provide the staff with a weekly schedule. If your child is in attendance for more than 24 hours in a week (M-F), they will be considered full-time and full-time tuition is due.**

**Vacations:** The center must be notified of vacation dates at least 2 weeks in advance. Each child is granted 5 free vacation days (after 90 days of attendance). These days may be used individually or for an entire week. If the child is on vacation more than 5 days, the normal rate will be charged after the first week.

**Holidays:** Full tuition is due for any period including holidays.

**Delinquent Accounts:** A fee of \$5.00 per day will be charged to the account if payment is not received by the designated date. (Please see above.)

**School Delays/Cancellations:** Our program will operate a full day program for school-agers when school is closed for vacations, delays, or cancellations unless parents are made aware of specific closings for holidays.

**Late Pick-Up:** If a parent realizes that circumstances beyond their control are going to delay pick-up, a phone call is requested. Do not tell us you are running late, ask if we can accommodate. Please remember our staff is anxious to get home on time to their families and commitments. This is important as many children fear they have been forgotten when parents do not arrive at their usual times.

**Withdrawals:** Parents wishing to withdraw their child(ren) may do so at any time. A one-week notice, in writing, is greatly appreciated.

**Inclement Weather:** On rare occasions, it may be necessary to close the center due to poor weather conditions. When a level 2 snow emergency arises, your child/ren should only attend the center if and only if you are required to work. If a level 3 snow emergency is announced, Care Bare

Childcare will be CLOSED and if your child is already in attendance, he/she must be picked up within 1 hour of announcement.

**Disenrollment:** If at any time your account is more than one week delinquent, your child will be dis-enrolled from the program. Other instances of disenrollment include: three written warnings of disruptive behavior in classroom, aggressive behavior towards oneself, staff or other children, any other terms that may cause immediate termination of services at CareBare Childcare.

**Absent Policy:** If your child(ren) is marked absent without relaying reason for absence with the center by phone call or in writing for two consecutive weeks, your child(ren) will be considered dis-enrolled and removed from attendance sheet.

**Supervision Policy**

A major responsibility of the staff is to ensure the health and safety of each child entrusted in our care. Staff persons are alert to the safety needs of their children, anticipate possible hazards, and take necessary appropriate precautionary and preventative measures.

**Custody Agreements:** If there are custody issues involved with your child, you must provide the center with court papers indicating who has permission to pick up the child. The center may not deny a parent access to their child without proper documentation.

**Arrival/Departure:** Any special messages, medications, special pick-up notes, etc. are to be given to the teacher. Children may not be dropped off at the entrance of the building or be sent inside alone. Staff must be made aware of each child's presence before the parent departs. At the time of pick-up parents are asked to contact their child's supervising staff member to ensure that staff is aware that the child has been picked up. Parents are responsible for the supervision of their child before sign-in and after signing them out.

**Supervision of Infants/Toddlers/Preschoolers:** At no time will a child be left unattended. Staff will always supervise children, including naptime. If a child becomes ill, they may be isolated in a section of the room not in use, but within the sight and hearing of a staff member.

**Supervision of School-age Children:** School-age children may run errands inside the building or use the restroom alone or in groups of no more than 6 children without adult supervision if the following conditions are met:

- children are within hearing distance of a teacher
- the teacher checks on the children regularly until they return and
- the restroom is for the exclusive use of the center

One group of no more than 6 school children, fourth grade age or older, may engage in activities which pose no physical risk to their safety in a room without a childcare staff member, if the teacher can always see or hear the children and checks on the children periodically.

**Children Arriving at the Center for Other Programs:** At times it may be necessary for a child to arrive at the center from another program (Example: Child arrives after a part time Head Start program or a school age arrives at the center after school). If a child is scheduled to arrive and does not, we will first contact the parent to confirm that the child is scheduled to be at the center that day, and then contact the program that they are to have arrived from. We will then consult with the parents to determine further action. For this reason, it is very important that parents contact the center when their child is not going to be attending.

**Release of a Child:** Staff will release children only to people on the release form provided by the parent. If an emergency arises the parent must provide verbal permission to pick up their child. Staff will check the IDs of anyone they do not recognize. Please let the person entitled to pick the child up be aware of this ahead of time so they bring a picture ID, and they are not offended. School aged will not be released for specific activities. The children's safety is our priority! Staff will not release children to anyone, including parents, who appear to be under the influence of drugs or alcohol. Emergency contacts will be called to transport the child home. Police will be notified if necessary.

**Transitioning:** You will be notified when your child is ready to move up to the next classroom. As part of the procedure, center staff will develop a transition plan. This plan will include the beginning and the end of the transitioning period and include a transition schedule. The plan will be signed by the parents. Parents may also request to have their child transitioned. These requests will be accommodated if it is in the best interest of the child and space is available in the next room.

**Child Abuse Reporting:** All staff members are mandated reporters on child abuse. If staff have suspicions that a child is being abused or neglected, they **MUST** make a report to the local children's services agency.

**Emergency Transportation of Children:**

The center will not transport children in emergency situations. If a child requires transportation, the parent or the emergency squad will be contacted.

If the parent/guardian refuses consent to transport for emergency services, the child may still enroll into the program. However, if an emergency arises where immediate attention is needed, CareBare Childcare



will seek ambulatory services at cost to the parent. If there is no agreement on emergency transportation, care will be refused at CareBare Childcare.

**Guidance Policy:**

CareBare Childcare LLC staff believe that helping the child to learn self-control is very important. Our hope is that each child will learn self-discipline through careful guidance. Your child will be treated with love and respect. If children are treated with respect, they in turn learn to respect the teachers and their friends. Our expectations will be kept with the child's capabilities and the child will be made aware of those expectations. Positive reinforcement (commenting on children doing the "right" thing) and positive redirection (removing the child and giving them an appropriate activity) will be used. A child may be asked to sit for a short period of time to give the child a chance to regain control if they are having a difficult time. Time outs will be age appropriate in length and done within the classroom. Staff will not impose punishments for failure to eat, sleep or toileting accidents. This discipline policy applies to all staff and parents while they are at the center.

If a situation arises where a child is consistently endangering himself, peers, or staff, it may become necessary to disenroll the child. Every attempt will be made to work together with the parents and the child to correct the behavior. However, the safety of children is always our primary concern. The administrator would be in communication with the parents prior to this occurrence. If the child demonstrates behavior that requires frequent "extra attention" from the staff member, we may choose to develop and implement a behavior management plan. This plan would be developed in consultation with the parents and would be consistent with the requirements of Rule 5101: 2-12-22 OAC.

**Meals and Snacks:**

CareBare Childcare LLC provides breakfast at 7am, lunch at 11:30am and an afternoon snack at 2:30pm. Each of the snacks will contain at least 2 nutritional foods. The lunches will meet all childcare licensing requirements. Please let us know ahead of time if your child is not permitted to have any types of food due to allergies or religious beliefs. Mothers wishing to breastfeed children while in care at CareBare Childcare may do so at any time. Accommodation to space will be made upon request for those mothers in need of a private area to nurse or pump.

**Breastfeeding Mothers:**

CareBare Childcare is committed to providing a breastfeeding friendly environment for our enrolled children and staff. CareBare Childcare subscribes to the following policy:

- Breastfeeding mothers shall be provided with a place to breastfeed or express their milk.
- Breastfeeding mothers, including employees, shall be provided with a private and sanitary place (other than a bathroom) to breastfeed their babies or express milk. This area has an electric outlet, comfortable chairs, and nearby access to running water. Mothers are also welcome to breastfeed in front of others if they wish.
- A refrigerator will be made available for storage of expressed breast milk.
- Breastfeeding mothers and employees may store their expressed breast milk in the center refrigerator. Mothers should provide their own containers, clearly labeled with name and date.
- Sensitivity will be shown to breastfeeding mothers and their babies.
- The center is committed to providing ongoing support to breastfeeding mothers, including providing an opportunity to breastfeed their baby in the morning and evening, and holding off giving a bottle, if possible, when mom is due to arrive. Infant formula and solid foods will not be provided unless requested by the mother. Babies will be held closely when feeding.
- Staff shall be trained in handling breast milk.
- All center staff will be trained in the proper storage and handling of breast milk, as well as ways to support breastfeeding mothers. The center will follow human milk storage guidelines from the American Academy of Pediatrics and Centers for Disease Control and Prevention to avoid waste and prevent food borne illness.
- Breastfeeding employees shall be provided flexible breaks to accommodate breastfeeding or milk expression.
- Breastfeeding employees shall be provided with a flexible schedule for breastfeeding or pumping to provide breast milk for their children. The time allowed would not exceed the normal time allowed to other employees for lunch and breaks.

**Napping/Resting:**

CareBare Childcare will provide a quiet space for children who want to rest, nap, or sleep. Cribs and Cots will be provided and meet all the requirements of the Administrative Code. Nap and rest time shall be in accordance with the developmental needs of the child. Any child who does not fall asleep during a designated nap time shall have the opportunity to engage in quiet activities.

**Accidents/Emergencies:**

The center has devised several procedures to follow if an emergency would occur while a child is in the center's care. In the event of a fire or tornado,

staff would follow the written instructions posted in each classroom, describing emergency evacuation routes and the procedures to be followed to ensure that children have arrived at the designated spot. To prepare children for the unlikely need to evacuate, the center does conduct monthly fire drills, and periodic tornado drills. Should we need to evacuate due to fire or weather conditions, or the loss of power, heat, or water to the center, our emergency destination is in the parking lot in front of the center. If the immediate area must be evacuated, we will evacuate to the county library at the corner of 117<sup>th</sup> St and Summit St. A sign will be posted in front of the center indicating that we have been evacuated and the location where you can pick up your child. Parents will also be contacted as soon as possible to come to pick up your child. If a parent cannot be reached, we will contact the emergency contacts as listed on your child's enrollment information.

In the unlikely event there would be an environmental threat or a threat of violence, the staff will: secure the children in the safest location possible, contact and follow the directions given by the proper authorities and contact the parents as soon as the situation allows. An incident report will also be provided to the parents.

There is always one staff member that has received training in First Aid/Communicable Diseases and CPR. In the case of a minor accident/injury staff will administer basic first aid and TLC. If the injury/illness were more serious, first aid would be administered, and the parents would be contacted immediately to assist in deciding an appropriate course of action. If an injury/illness is life threatening, the EMS will be contacted, parents will be notified, and a staff member will accompany the child to the hospital with all available health records. Staff may not transport children in their vehicles. Only parents or EMS will transport.

An incident/injury report will be completed, and given to the person picking up the child, on the day of the incident/injury, if any of the following occur: the child has an illness, accident, or injury which requires first aid; the child receives a bump or blow to the head; the child has to be transported by emergency squad; or an unusual or unexpected event occurs which jeopardizes the safety of the child. If a child requires emergency transportation, the report shall be available within 24 hours after the incident occurs. The center shall also verbally contact licensing personnel from the appropriate ODJFS office within 24 hours when there is a "general emergency" or "serious incident, injury or illness". The report will be provided to licensing staff within 3 business days of the incident.

### **Immunization Policy:**

A statement that the child has been examined and is in suitable condition for participation in group care is necessary. Your child must have a prescribed form filled out by a physician to become enrolled into the program. This includes records of immunizations. If you choose not to vaccinate your child, you should understand the risks. You need to know how to make it less likely that your child will get an infection or spread disease to others.

### **Management of Illnesses:**

CareBare Childcare LLC provides children with a clean and healthy environment. However, we realize that children become ill from time to time. If this is your child's first group care experience, it is possible that they may experience more frequent illnesses at the beginning before their immune system becomes more active. We observe all children as they enter the program to quickly assess their general health. We ask that you **do not** bring a sick child to the center. They will be sent home! Please also plan ahead and have a backup care plan in place if you are not able to take time off from work/school.

**A child with any of the following symptoms will be immediately isolated and discharged to the parent or emergency contact:**

- Temperature of 100 degrees F - in combination with any other signs of illness
- Diarrhea (more than 3 abnormally loose stools within 24-hour period)
- Severe coughing (causing the child to become red in the face or to make a whooping sound)
- Difficult or rapid breathing
- Yellowish skin or eyes
- Redness of the eye or eyelid, thick and purulent (pus) discharge, matted eyelashes, burning, itching or eye pain
- Untreated skin patches, unusual spots, or rashes
- Unusual dark urine or gray or white stools
- Stiff neck with an elevated temperature
- Evidence of untreated lice, scabies, or other parasitic infestation
- Vomiting more than once or when accompanied by any other sign of illness
- Sore throat or difficulty swallowing

Any child demonstrating signs of illness not listed above will be isolated and carefully observed for symptoms. The child's parent will then be notified. If a child does not feel well enough to participate in center activities, the parent will be called to pick the child up. Anytime the child is isolated they

will be kept within sight and hearing of a staff member. The cot and any linen that has been used will be washed and disinfected before being used again.

Parents will be notified by a sign on the door and email if children have been exposed to a communicable illness not limited to but including COVID.

Children will be readmitted to the center after at least 24 hours of being free of fever and other symptoms. If they are not symptom free a doctor's note will be required stating that the child is not contagious. A negative COVID test will be required upon return. Parents who do not wish to have their child immunized may still enroll into the program with signed consent from the physician.

**Medications:** The center will administer medications to a child only after the parent completes a Request for Medication form. All proper sections must be completed, and the medication handed to the teacher each day.

Medications will be stored in a designated area inaccessible to children.

Medications may NOT be stored in a child's cubby or bookbag. The only exception to this requirement is for school age children that require the immediate use of an inhaler for medical conditions. School-agers will only be permitted to maintain control of their inhalers. Parents must sign a release form stating that they are permitting their child to always have access to the inhaler. The child must always keep the inhaler on his/her person; it may NOT be stored in a cubby or bookbag. Anytime the child is unable to maintain control of the inhaler it must be handed directly to the staff member responsible for the child.

**Prescription Medications** must be in their original container and administered in accordance with instructions on the label. Over the counter medications must also be administered in accordance to label instructions. If parents request any different dosage or usage, a physician must provide written instructions on the Request for Medication form. **Over the Counter Medications** will not be administered for more than 3 days without instructions from a physician. **The first dosage of any medication must be taken at home.**

**Food Supplements or Modified Diets:** If your child requires a food supplement or a modified diet, you must secure written information from your physician regarding this. Please speak with the administrator for more details regarding this.

### **Outdoor Play**

Research has shown that children stay healthier when they have daily outdoor play. Based on this information and state requirements, outdoor play will be included in our program daily. We will limit the amount of time outside when the temperatures are very warm or very cold. Children will not be

taken outside when the temperature (wind chill and heat index factored in) drop below 20 degrees or rise above 90 degrees. If the situation requires the center to adjust outdoor time due to unknown circumstances (rain, threatening weather, ozone warnings, etc.) the designated staff member will do so. On days that outdoor play is not provided due to these conditions, we will include a time for indoor gross motor activities such as hula hoops, obstacle courses, dancing and exercising in the cafeteria. It is the parents' responsibility to send your child with proper clothing so they may be comfortable and safe whenever we are outside. This includes snow pants, hats, mittens, and boots in the wintertime.

The center will not participate in any water/swimming activities during warm months.

### **Parent Participation**

Parents are encouraged to participate whenever possible in the activities at the center. Parents may wish to attend field trips. Teachers are available to discuss a child's progress or needs at any time. However, due to staff responsibilities and schedules, parents are asked to make appointments with staff when it is necessary to engage in any lengthy conversations. Teachers want to be able to focus on you and your child at these times without interruption.

If parents have any concerns or questions at any time, it is recommended that the following chain of command be used until an answer or solution is found.

1. Child's Teacher
2. Administrator

Employees with concerns are asked to follow the same chain of command, starting with the administrator.

Please feel free to bring concerns up when they occur. Often, they can be addressed when they are little problems, before they grow into bigger problems. Staff fully realize that you trust us with your little ones, and we want our relationship to be a good one.

### **Step-Up-To-Quality:**

After star rating is acquired through SUTQ, the center will perform periodic formal assessments on children enrolled and report child level data to ODJFS pursuant to 5101:2-17-02 of the Administrative Code.

Please be advised, if any situations arise that require center wide notification, you will be notified through phone call text or email. Our local television station **WTVG** will be utilized as well.

If you see anything or have questions or concerns about any policy in the handbook, please share this with the administrator so that it may be addressed appropriately.

## Center Parent Information

The center is licensed to operate legally by the Ohio Department of Job and Family Services. This license is posted in a noticeable place for review.

A toll-free telephone number is listed on the center's license and may be used to report a suspected violation of the licensing law or administrative rules. The licensing rules governing childcare are available for review at the center.

The administrator and each employee of the center is required, under Section 2151.421 of the Ohio Revised Code, to report their suspicions of child abuse or child neglect to the local public children's services agency.

Any parent of a child enrolled in the center shall be permitted unlimited access to the center during all hours of operation for the purpose of contacting their children, evaluating the care provided by the center or evaluating the premises. Upon entering the premises, the parent, or guardian shall notify the Administrator of his/her presence.

The administrator's hours of availability and child/staff ratios are posted in a noticeable place in the center for review.

The licensing record, including licensing inspection reports, complaint investigation reports, and evaluation forms from the building and fire departments, is available for review upon written request from the Ohio department of job and family services.

It is unlawful for the center to discriminate in the enrollment of children upon the basis of race, color, religion, sex or national origin or disability in violation of the Americans with Disabilities Act of 1990, 104 Stat. 32, 42 U.S.C. 12101 et seq.

For more information about childcare licensing requirements as well as how to apply for childcare assistance, Medicaid health screenings and early intervention services for your child, please visit <http://jfs.ohio.gov/cdc/families.stm>



This page needs to be signed and dated stating that you have read and understand the policies set forth in this handbook.

Signature\_\_\_\_\_ Date\_\_\_\_\_

WE WOULD LIKE TO THANK YOU FOR ANY INTEREST IN  
CAREBARE CHILDCARE LLC