



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

June 23, 2022

Shelley Ellis  
Hillsdale Community Schools  
30 S. Norwood  
Hillsdale, MI 49242

RE: License #: DC300364277  
Investigation #: 2022D0207009  
Bailey Elementary School

Dear Ms. Ellis:

I conducted a special investigation because the child care licensing division received a complaint against your facility that related to licensing rules or law. The allegations were related to the following:

R 400.8140(2)      Discipline.

The details of the allegations are in the attached report. To investigate the allegations:

- I interviewed the person who made the complaint, program director, licensee, child care staff member, witnesses, and parents.
- I completed an on-site inspection on the following date: 5/11/2022.

As a result of this investigation, I found the following violation(s):

**R 400.8140(2)      Discipline.**  
**R 400.8182(1)      Ratio and group size requirements.**

I recommend no change to the current license status.

The special investigation report is attached. Due to the violation(s) identified in the report, a written corrective action plan was required. On 6/23/2022, you submitted an acceptable written corrective action plan.

During this special investigation:	Yes	No
A rule or law violation was found and a serious injury or death occurred.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A rule or law violation was found and abuse and/or neglect of a child occurred.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

This report and any related corrective action plans must be filed in your licensing notebook. This report and any related corrective action plans will be online for parents to review under the [Statewide Search for Licensed Child Care Centers and Homes](#).

Sincerely,

*Charnell Lennox*

Charnell Lennox, Licensing Consultant  
 Bureau of Community and Health Systems  
 Unit 13, 7th Floor  
 350 Ottawa, N.W.  
 Grand Rapids, MI 49503

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
BUREAU OF COMMUNITY AND HEALTH SYSTEMS  
SPECIAL INVESTIGATION REPORT**

THIS REPORT CONTAINS QUOTED PROFANITY AND/OR SEXUALLY EXPLICIT LANGUAGE.

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	DC300364277
<b>Investigation #:</b>	2022D0207009
<b>Complaint Receipt Date:</b>	05/11/2022
<b>Investigation Initiation Date:</b>	05/11/2022
<b>Report Due Date:</b>	07/10/2022
<b>Licensee Name:</b>	Hillsdale Community Schools
<b>Licensee Address:</b>	30 S. Norwood Hillsdale, MI 49242
<b>Licensee Telephone #:</b>	(517) 437-4401
<b>Administrator:</b>	Shelley Ellis, Designee
<b>Licensee Designee:</b>	Shelley Ellis, Designee
<b>Name of Facility:</b>	Bailey Elementary School
<b>Facility Address:</b>	59 S. Manning Street Hillsdale, MI 49242
<b>Facility Telephone #:</b>	(517) 437-7369
<b>Original Issuance Date:</b>	10/14/2014
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	04/14/2021
<b>Expiration Date:</b>	04/13/2023

<b>Capacity:</b>	84
<b>Program Type:</b>	CHILD CARE CENTER

## ALLEGATION(S)

	Violation Established?
Child care staff member Jamie Sandahl spanked Child A on the playground.	Yes
Additional Findings	Yes

## II. METHODOLOGY

05/11/2022	Special Investigation Intake 2022D0207009
05/11/2022	Special Investigation Initiated - On Site Interview completed with building supervisor Josh Perrin from 11: 00 a.m. to 11:30 A.M.
5/11/2022	Contact- Face to Face Interview completed with reporting person.
05/12/2022	Contact - Telephone call made Phone call to Shelly Ellis program director.
05/16/2022	Contact - Telephone call made Phone call to child care staff member Jamie Sandahl.
05/16/2022	Contact - Telephone call made Phone call to Child A's mother, Child B's mother and Child C's mother.
05/25/2022	Contact - Telephone call made Phone call to Josh Perrin.
5/25/2022	Contact- Telephone call made Phone call to reporting person.
05/25/2022	Contact - Document Received email from Josh Perrin

05/27/2022	Contact - Document Received Email from superintendent Shawn Vondra
05/27/2022	Contact - Telephone call made Interview with superintendent Shawn Vondra
06/08/2022	Contact - Telephone call made Phone call to child care staff members Jessica Bain and Linda Fogarty. Left a message
06/21/2022	Contact - Telephone call made telephone call made to child care staff member Jessica Bain.
06/21/2022	Contact - Telephone call made telephone call made to child care staff member Linda Fogarty left a message.
06/23/2022	Exit Conference Completed with program director, Shelley Ellis
06/23/2022	Corrective Action Plan Requested and Due on 07/20/2022
06/23/2022	Corrective Action Plan Received
06/23/2022	Corrective Action Plan Approved

**ALLEGATION:** Child care staff member Jamie Sandahl spanked Child A on the playground.

**INVESTIGATION:** On 5/11/2022 I completed an onsite inspection and interviewed Josh Perrin, building manager. Mr. Perrin explained the center had a half day and the child care staff members were gone for the day but he is aware of the situation that resulted in the investigation. Mr. Perrin said he was informed that a witness saw

child care staff member Jamie Sandahl take her grandchild (Child A) who is enrolled in a different classroom onto the playground on 5/9/2022 and spank Child A on the buttocks several times. Mr. Perrin said Ms. Sandahl denied doing this. Mr. Perrin said he spoke to Child A's mother, and she was very hostile to him about the situation, using profanity and claiming she was the one who came into the school and spanked Child A. Mr. Perrin said there is no record of Child A's mother entering the center and the doors are always locked. A staff member sits at the front desk and hits a button to allow people to enter the building. They then have all visitors sign in and give the reason for their entrance into the building. Child A's mother did not sign in and no one recalls allowing her into the building. There is record of Child A being signed out for the day on 5/9/2022. Mr. Perrin explained that Child A has known behavior problems and often times Ms. Sandahl is called from her classroom to help calm Child A down and on 5/9/2022 Child A was having behavior issues that resulted in Ms. Sandahl being called out of the classroom to help. Child A continued to struggle with behaviors and Child A's mother was called to pick Child A up. I reviewed the discipline policy and it states that only redirection and positive discipline approaches are to be used.

On 5/11/2022 I completed an interview with the reporting person. They stated that they directly witnessed Ms. Sandahl bring Child A onto the playground from inside the school and spank Child A on the buttocks to a degree that made the reporting person uncomfortable. The reporting person said they immediately looked away because it made them uncomfortable, and they thought all that night about whether or not it should be reported.

On 5/12/2022 I interviewed program director Shelley Ellis. Ms. Ellis was informed of the investigation. She reported that she did not witness this incident. She said she has never had any concerns with Ms. Sandahl as a child care staff member. Ms. Ellis did state that at times Ms. Sandahl is called into Child A's classroom to help with Child A. That classroom has multiple children with behavior issues enrolled and at times it becomes too much for the child care staff members so they do call in Ms. Sandahl to deal with Child A.

I conducted phone interviews with Child A's mother, Child B's mother and Child C's mother on 5/16/2022. Child A's mother was extremely hostile throughout the interview and eventually hung up on me. She stated "This whole thing is fucking stupid, I am the one who beat (Child A's) ass, and I can beat my kids ass whenever and wherever I want to. I am not scared of CPS, no one can tell me I can't beat my kids ass" I asked Child A's mother where she spanked her child, and she said on the playground but did not give an exact location. She would not elaborate on what "beat my child's ass" meant other than to say "I means exactly what I said, I beat her fucking ass." Child A's mother said she was able to walk into the school without signing in or being buzzed in, but she was called to pick Child A. She said that she was called to pick Child A up because she was "acting up and I ain't going to be having kids that act that way in school so I beat her ass like I said and you aint going to tell me I can't" I informed Child A's mother that it is not appropriate to physically

discipline her child on school grounds and she told me to “fuck off” and hung up. Child B’s mother and Child C’s mother had no concerns for the care their children receive in Ms. Sandahl’s classroom and are happy with the center.

On 5/16/2022 I conducted a phone interview with Jamie Sandahl. She denied spanking Child A and said she knows better than to do that while at work. She said that she does get called in to discipline Child A when she is having behavior issues in the classroom, and typically she will take her into the hallway and speak to her to get her to calm down. She said for discipline she usually talks to the kids, redirects them and explains why they can’t do the behavior they were doing. Ms. Sandahl believes her daughter spanked Child A on school property, but she did not witness this happen.

I called the reporting person back on 5/25/2022 to clarify if they knew what Ms. Sandahl and Child A’s mother looked like. They confirmed that they do know what each person looks like.

I completed an interview with superintendent and licensee Shawn Vondra on 5/27/2022. Mr. Vondra reported that the school has a zero tolerance for inappropriate discipline of a child at any time and he feels that parties he has interviewed during their own internal investigation have had a difficult time speaking openly to him as an administrator.

I have attempted contact with child care staff members Jessica Bain and Linda Fogerty from Child A’s classroom on 6/8/2022 and 6/21/2022. I left messages on 6/8/2022. On 6/21/22 I was able to reach Jessica Bain but left another message for Ms. Fogerty. Ms. Bain reported that she did not witness the incident but likes to keep to her classroom when on the playground and focus on her kids. She did not have any concerns to report and confirmed that Ms. Sandahl is used to help when Child A misbehaves.

<b>APPLICABLE RULE</b>	
<b>R 400.8140</b>	<b>Discipline.</b>
	<b>(2) All of the following means of punishment are prohibited: (a) Hitting, spanking, shaking, biting, pinching, or inflicting other forms of corporal punishment.</b>
<b>ANALYSIS:</b>	Ms. Sandahl used inappropriate discipline on Child A.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

**ADDITIONAL FINDINGS: The preschool classroom is out of ratio at times.**

**INVESTIGATION:** During my onsite inspection and interview with Mr. Perrin he stated that when Ms. Sandahl is called out of the classroom to help with Child A, it leaves Ms. Sandahl's classroom out of ratio with 1 staff and 14 children and there have been staffing issues when people call in sick and a substitute is called in from the sub pool. Ms. Ellis also reported that the classroom is out of ratio when Ms. Sandahl is called out of the classroom.

Ms. Sandahl denied that her classroom is out of ratio when she is called out to help with Child A because she can call in an aide to help in her classroom.

Based on my interviews with the staff, the length of time that the classroom is out of ratio was not really known as it depended on the amount of time it took Child A to regulate herself or for Child A's mother to come pick Child A up.

<b>APPLICABLE RULE</b>																															
<b>R 400.8182</b>	<b>Ratio and group size requirements.</b>																														
	<b>(3) In each room or well-defined space, the maximum group size and ratio of child care staff members to children, including children related to a staff member or the licensee, must be as shown in Table 4:</b>																														
	<table border="1"> <thead> <tr> <th colspan="4">Table 4 Child Care Staff Member to Child Ratios</th> </tr> <tr> <th></th> <th>Age</th> <th>Child Care Staff Member to Child Ratio</th> <th>Maximum Group Size</th> </tr> </thead> <tbody> <tr> <td>(a)</td> <td>Infants and toddlers, birth until 30 months of age</td> <td>1 to 4</td> <td>12</td> </tr> <tr> <td>(b)</td> <td>Preschoolers, 30 months of age until 3 years of age</td> <td>1 to 8</td> <td>16</td> </tr> <tr> <td>(c)</td> <td>Preschoolers, 3 years of age until 4 years of age</td> <td>1 to 10</td> <td>30</td> </tr> <tr> <td>(d)</td> <td>Preschoolers, 4 years of age until school-age</td> <td>1 to 12</td> <td>36</td> </tr> <tr> <td>(e)</td> <td>School-agers</td> <td>1 to 18</td> <td>36</td> </tr> </tbody> </table>			Table 4 Child Care Staff Member to Child Ratios					Age	Child Care Staff Member to Child Ratio	Maximum Group Size	(a)	Infants and toddlers, birth until 30 months of age	1 to 4	12	(b)	Preschoolers, 30 months of age until 3 years of age	1 to 8	16	(c)	Preschoolers, 3 years of age until 4 years of age	1 to 10	30	(d)	Preschoolers, 4 years of age until school-age	1 to 12	36	(e)	School-agers	1 to 18	36
Table 4 Child Care Staff Member to Child Ratios																															
	Age	Child Care Staff Member to Child Ratio	Maximum Group Size																												
(a)	Infants and toddlers, birth until 30 months of age	1 to 4	12																												
(b)	Preschoolers, 30 months of age until 3 years of age	1 to 8	16																												
(c)	Preschoolers, 3 years of age until 4 years of age	1 to 10	30																												
(d)	Preschoolers, 4 years of age until school-age	1 to 12	36																												
(e)	School-agers	1 to 18	36																												

<b>ANALYSIS:</b>	During the moments when Ms. Sandahl was not in her classroom the classroom was left out of ratio.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

### III. RECOMMENDATION

I recommend no change in license status.

*Charnell Lennox*

6/23/2022

---

Charnell Lennox  
Licensing Consultant

Date

Approved By:

*Yolanda Sims*

6/23/2022

---

Yolanda Sims  
Area Manager

Date