



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

January 17, 2023

Nicole Osantowski
1390 McKenzie Rd.
Bad Axe, MI 48413

RE: License #: DC320298621
Investigation #: 2023D0026008
Early Years Preschool & Childcare Center

Dear Nicole Osantowski:

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:

R400.8125(2)	Staff; volunteer; requirements
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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, caregivers, parents of children and others with relevant information.
- I completed an onsite inspection on 12/28/2022.

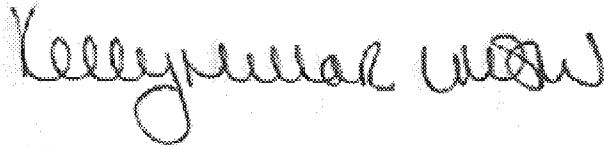
As a result of this investigation, I recommend no change to the current license status. I did not find any violations. The special investigation report is attached.

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.

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available, and you need to speak to someone immediately, please contact the local office at (517) 284-9731.

Sincerely,

A handwritten signature in cursive script, appearing to read "Kelly Millar LMSW". The signature is written in black ink on a white background.

Kelly Millar, LMSW, Licensing Consultant
Child Care Licensing Bureau
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
989-385-6683

enclosure

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

I. IDENTIFYING INFORMATION

License #:	DC320298621
Investigation #:	2023D0026008
Complaint Receipt Date:	12/27/2022
Investigation Initiation Date:	12/28/2022
Report Due Date:	02/25/2023
Licensee Name:	Nicole Osantowski
Licensee Address:	1390 McKenzie Rd. Bad Axe, MI 48413
Licensee Telephone #:	(989) 315-1491
Administrator:	N/A
Licensee Designee:	Nicole Osantowski
Name of Facility:	Early Years Preschool & Childcare Center
Facility Address:	602 North Pt. Crescent St Bad Axe, MI 48413
Facility Telephone #:	(989) 269-2383
Original Issuance Date:	01/02/2009
License Status:	REGULAR
Effective Date:	06/02/2021
Expiration Date:	06/01/2023
Capacity:	44
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
Virginia Dorsch is a CCSM at Early Years Preschool & Childcare Center, she has used strangulation to silence her own children.	No

III. METHODOLOGY

12/27/2022	Special Investigation Intake 2023D0026008
12/28/2022	Contact - Telephone call made Attempted telephone call to complaint source. Voicemail left requesting a call back.
12/28/2022	Special Investigation Initiated - On Site 10:40 AM to 12:40 PM Unannounced onsite inspection completed. Interviews with Nicole Osantowski, Virginia Dorsch, Emily Ainsworth, Darnell Beedle, and Deanna Arnott.
12/28/2022	Contact - Telephone call received Received a voicemail from complaint source.
12/28/2022	Contact - Telephone call made Attempted telephone call with complaint source. A voicemail was left requesting a call back.
12/28/2022	Contact - Telephone call made Attempted call to non-household adult 1. A voicemail was left requesting a call back.
12/28/2022	Contact - Telephone call made Attempted telephone call to non-household adult 2. A voicemail was left requesting a call back.
12/28/2022	Contact - Telephone call made Attempted telephone call to non-household member 3, number is disconnected.
12/28/2022	Contact - Telephone call received Received a voicemail from non-household adult 2.
12/28/2022	Contact - Telephone call made Telephone call with non-household adult 3, interview conducted.

12/28/2022	Contact - Telephone call made Telephone call with non-household adult 4, interview conducted.
12/28/2022	Contact - Telephone call made Attempted telephone call to non-household adult 5. A voicemail was left requesting a call back.
12/28/2022	Contact - Telephone call made Attempted telephone call to childcare staff member 1. A voicemail was left requesting a call back.
12/28/2022	Contact - Telephone call made Attempted telephone call to Child A's mother. This number is not a working number.
12/28/2022	Contact - Document Sent Email sent to licensee, requesting updated phone number for Child A.
12/28/2022	Contact - Telephone call made Telephone call with Child B's mother, interview conducted.
12/28/2022	Contact - Telephone call made Telephone call with Child C's mother, interview conducted.
12/28/2022	Contact - Telephone call received Received a voicemail from non-household adult 1.
12/28/2022	Contact - Telephone call made Telephone call with non-household adult 1, interview conducted.
12/28/2022	Contact - Document Received Received an email from licensee with updated number.
12/28/2022	Contact - Telephone call received Received a text from childcare staff member with updated number and copy of final text she sent to her daughter.
12/28/2022	Contact - Telephone call received Received a voicemail from non-household member 5.
12/28/2022	Contact - Telephone call made Telephone call with complaint source, interview conducted.
12/29/2022	Contact - Telephone call received

	Received a voicemail from non-household member 5.
12/29/2022	Contact - Telephone call made Telephone call with non-household adult 5, interview conducted.
12/29/2022	Contact - Telephone call made Attempted telephone call to Child A's mother. A voicemail was left requesting a call back.
12/29/2022	Contact - Telephone call made Telephone call with non-household adult 3, interview conducted.
12/29/2022	Contact - Telephone call received Received a voicemail from Child A's mother.
12/29/2022	Contact - Telephone call made Telephone call with Child A's mother, interview conducted.
01/05/2023	Exit Conference Completed exit interview with licensee.

ALLEGATION: Virginia Dorsch is a CCSM at Early Years Preschool & Childcare Center, she has used strangulation to silence her own children.

INVESTIGATION: On 12/28/2022, I attempted to contact the complaint source for clarification. A voicemail was left requesting a call back.

On 12/28/2022, I completed an unannounced onsite inspection at Early Years Preschool and child care center. I interviewed program director Nicole Osantowski. Ms. Osantowski knew what I was there for as child care staff member 1, Virginia Dorsch had contacted her yesterday via phone to let her know her youngest child who was an adult was harassing her via text and postings on Facebook. Ms. Osantowski has worked with as a co-worker and then when she bought the daycare, employed Ms. Dorsch for many years. There has been a long-standing issue between Ms. Dorsch and her youngest child. The last time Ms. Dorsch had spoken with her youngest daughter until just recently her youngest daughter had started texting and posting on Facebook about her. In the past Ms. Dorsch has come to work and had injuries from her youngest daughter that she saw on her. Ms. Dorsch has seemed to do so much better these last three and half years when she was not having contact with her youngest daughter. Ms. Dorsch has worked at the center for at least 17 years. She has no discipline in her file, she has not had any complaints by parents that Ms. Osantowski is aware of. Ms. Osantowski would leave her own children with her in a heartbeat. She has worked side by side for years together in the preschool room. Ms. Dorsch told her she was worried about her daughter

starting something like this. Ms. Dorsch's employment file was reviewed, annual evaluations were reviewed and all positive. There is no discipline in the file. Child information cards were provided for the preschool classroom where Ms. Dorsch is an assistant caregiver.

I completed an interview with child care staff member 1, Virginia Dorsch. Ms. Dorsch was tearful at times. She has worked at the child care center since at least May 2007. She is currently in the preschool room but has worked in the toddler room as well. She has been trained by the center and attended trainings at GSRP. She knows where this is coming from, she has been estranged from her youngest adult child for several years. She has two other daughters, and no minor children. She has no CPS history and has no criminal history. She denies she has been abusive to her own children, or any children at all. She is mandated reporter, she understands she has a duty to report child abuse and neglect, and that it is illegal to be abusive to children. She knew something like this would happen as she has not been in contact with her youngest child in approximately three and a half years, and just recently within the last few weeks her daughter had started texting her from new phone numbers. She went to the library and made copies of all the text she has received, and she also contacted Officer Hunt at the Bad Axe Police Department to express her concerns. She provided a copy of the text messages and Facebook posts her youngest daughter has been posting. Her daughter has struggled with issues since a young age, and they have been trying to be supportive as they could be, however, when her husband was sick with [REDACTED] it all came to a head and they stopped communicating. There were many issues through her childhood with behaviors into her young adult hood where she was manipulative and lied about things. She struggled with money and making decisions, she wanted to move back in at several points, but they would not allow her to. She denies she has ever strangled her child at any time. There was an incident at when her daughter was 11 years old when she called her a curse word while dinner was being made. She sent her daughter to her room and later went to the room to talk with her daughter about being called a curse word. Her daughter was lying on the bed with headphones in acting like nothing happened. She said she got very close to her and took her wrist in her hands and held them down on her chest and told her she would never call her that name again. She denies choking, strangling her or injuring her in any way. She told her to go and finish helping with dinner and that was the end of it. This is the incident in which her daughter is alleging she strangled her. She has always struggled in her relationship with her youngest daughter, her husband always got along better with her. When her husband was [REDACTED] her daughter was upset with him because he would not come out and check a sound in her car, even though he told her he was having a [REDACTED] and could not get sick so going outside was not an option. After that and an incident where they did not pay her car insurance, she stopped coming to see her dad and did not attend the [REDACTED]. During this time around Christmas when her daughter did not come, she called her at her husband's request and that is when her daughter accused her of strangling her as a child. She stated she said something to the effect "would it make you feel better if I said I strangled you," and her daughter stated, "you just admitted it." Then

she posted it on Facebook, and her other daughters and her son-in-law went to her house and made her take the Facebook post down. Later, she made a post about her husband and something she said he did in front of their granddaughter, which was not true, and again her other daughter and son-in-law went to her house and made her take it down. Soon after this her husband [REDACTED] and she decided to set boundaries and not allow her to treat her this way. She told her she would not allow her to disrespect her anymore and then she blocked her on the phone and Facebook. At some point recently she unblocked her and got a new phone and started reaching out again. Most of the other family has not spoken with her either, except her god mother non-household member 3, [REDACTED] and her aunt, non-household member 4, [REDACTED]. Even those two people just of recent have told her they have washed their hands of her, as she is now accusing them of things. The only time in the last three and half years she has attempted to contact her daughter is when she was driving and a bill collector from ATT called her about a bill, she was near her daughter's house, so she stopped and tried to get her daughter to answer the door to talk to the bill collector. She provided several people to contact who would speak to her character and whether she should be allowed to be around children.

I completed an interview of child care staff member 2, Emily Ainsworth. Ms. Ainsworth has worked at the child care center since August of 2020. She has worked with Ms. Dorsch on many occasions. She is great person, a great teacher. The children adore her, she is very kind to the children and the parents. She is very goofy, and the children love that about her. When she reads them books, she becomes the character and uses funny voices, the children really love it. She has no concerns about Ms. Dorsch, and the children. She has never seen her be mean or use inappropriate discipline. She has not heard anyone parents or co-workers ever complain about Ms. Dorsch. She is always positive, always happy. She was sick for a while, and they were all worried she would not come back.

I completed an interview of child care staff member 3, Darnell Beedle. Ms. Beedle has worked at the child care center for 19 years. She has worked with Ms. Dorsch for many years. She has no concerns at all about here being around children. She has never had a problem with her. Ms. Dorsch has worked at the center the whole time she has, and she is very talented. She is great with the children, she has a lot of different ways she uses to teach the children, even children with difficult behaviors she is great with them. The kids adore her, she is funny, and they laugh all the time when they are with her. She has never had a bad vibe from Ms. Dorsch. She has never seen any inappropriate use of discipline. She has not heard any complaints from children or parents. For Christmas, she made each child an individually designed, hand sewn pillow. They kids got to come in and pick what they wanted and then she sewed them.

I completed an interview of child care staff member 4, Deanna Arnott. She has worked at the child care center for about a year and four months. She mostly works in the toddler room, but she has worked with Ms. Dorsch before. She is great with

the children, they love her. She has her own kids attending the day care and they ask for Ms. Dorsch even when she is not there. They love her and get overexcited to see her. She does not believe Ms. Dorsch has been disciplined, she has not heard of any complaints by children or parents.

On 12/28/2022, I received a voicemail from complaint source.

On 12/28/2022, I attempted to contact complaint source, a voicemail was left requesting a call back.

On 12/28/2022, I attempted to contact non-household member 1, [REDACTED] a voicemail was left requesting a call back.

On 12/28/2022, I attempted to contact non-household member 2, [REDACTED] a voicemail was left requesting a call back.

On 12/28/2022, I attempted to contact non-household member 3, [REDACTED] this phone number is disconnected.

On 12/28/2022, I received a voicemail from non-household member 2, [REDACTED]

On 12/28/2022, I interviewed non-household member 2, [REDACTED] stated she has no concerns whatsoever about her mother Ms. Dorsch being around children or providing care for children. Her mother has been providing care for children her whole life. During their childhood there was no abuse which happened in their house. While they were disciplined, and sometimes that included a spanking, they were not abused. Nobody in their household was strangled. The discipline utilized was nothing out of the ordinary. Her mom would never harm anyone, let alone a child. She trusts her mother with her own children, and she would not let her near her children if she had any worries at all. She is a mandated reporter; her other sister works in a school as well. She has not ever witnessed anyone be strangled by her mother or anything like that happen. This is a situation of a mother disciplining her child and that child happened to be spoiled. Her mother has worked in child care her entire life and there is nothing she is concerned about for her mother or the children who attend the daycare.

On 12/28/2022, I interviewed non-household member 4, [REDACTED] She has no concerns about Ms. Dorsch being around or caring for children. Ms. Dorsch's youngest daughter has a vendetta against her mother for no reason. She has put her parents and all the family through a lot. Ms. Dorsch is well beyond and above being able to take care of children. Her own children in the past 40 years have been taken care of by Ms. Dorsch on several occasions. She has never seen anything abusive or remotely abusive. Ms. Dorsch's daughter is in her 20's and she has falsely accused her family of a lot of things, because she is mentally ill. She would leave all her children and her grandchildren with Ms. Dorsch.

On 12/28/2022, I attempted to contact non-household member 5, [REDACTED]
A voicemail was left requesting a call back.

On 12/28/2022, I attempted to contact child care staff member 1, Virginia Dorsch. I left a voicemail requesting a corrected number for non-household member 3, [REDACTED]
[REDACTED]

On 12/28/2022, I attempted to contact Child A's mother. A voicemail was left requesting a call back.

On 12/28/2022, I emailed program director Nicole Osantowski, requesting an updated phone number for Child A's mother.

On 12/28/2022, I completed an interview of Child B's mother. She has no concerns about Ms. Dorsch. She has been a teacher at the center forever and is excellent. She has an older son who also attended the child care center a well and he adores her as well as her younger child. She has always had a great experience there and is shocked someone would say she should not be around children.

On 12/28/2022, I completed an interview of Child C's mother. She has no concerns at all. She has two children who go there. She has always had good vibes from her, like a grandma vibe. Her son is in the toddler room and if it had been bad, she would not have sent her other child there. Never in a million years would she have imagined anyone saying this about Ms. Dorsch. She is very sweet, and she has not ever even heard her raise her voice there. When they had their new baby, and their older child was struggling a little, Ms. Dorsch sat with them and really listened and was so understanding and supportive.

On 12/28/2022, I received a voicemail from non-household member 1 [REDACTED]

On 12/28/2022, I completed an interview of non-household member 1, [REDACTED]
She has no concerns about her mother at all, absolutely no concerns about her working at a daycare. Nobody was strangled at their home. They were disciplined and at times that included being spanked, but they were not abused at all. She is a teacher; her other sister works in a school. They know what abuse is, nobody was abused at their home. They have been fighting with their mom to convince her to block their sister, but her mom is her mom and wanted to keep the line of communication open. She does not know what is going on with her sister or why she has started this all up again. Her mom usually does not let her see the messages and does not really tell her what her sister is saying because her mom knows she will put an end to it and say something to her sister about this. She herself has not talked to her sister in months when out of the blue she got a message from her asking if she was going by her maiden name as she got divorced, when she asked her why, her sister said she was filing a protection order against her. She has not talked to or seen her sister in years, it makes no sense why she would now suddenly need a protection order. Her sister makes up crazy things that are not true. The

things her sister says is not reality and she has no idea how she believes it to be true. Her mom needs to talk about these things with them, but her other sister does not like to talk about it. Her sister is going through something and nothing she is saying is true, it is so far-fetched. She believes her sister is having a breakdown.

On 12/28/2022, I received an email from program director with updated phone number for Child A.

On 12/28/2022, I received a text message from child care staff member 1, Virginia Dorsch, including an updated phone number for non-household member 3, [REDACTED] and an additional text she sent to her youngest daughter telling her to no longer contact her.

On 12/28/2022, I received a voice mail from non-household member 5, [REDACTED]

On 12/29/2022, I attempted to call non-household member 5, [REDACTED]. A voicemail was left requesting a call back.

On 12/29/2022, I interviewed non-household member 5, [REDACTED]. She has known Ms. Dorsch her entire life, she is an excellent child care provider and would do anything for a child. She has never been abusive. She has her own grandchildren around Ms. Dorsch and never had any concerns. Ms. Dorsch listens to the children, really listens to what they want or need, she knows how to talk with children. She is wonderful. She made all the children at the daycare their own pillows from hand. She has a heart of gold. She raised a very difficult child, and there is a lot of years between her middle and youngest child. Ms. Dorsch has worked very hard for the last three years to build her life back up after her [REDACTED] and she stopped communicating with her youngest daughter. She is a very caring person, and she has not ever seen any abuse happen. She has put up with more than her fair share of issues and abuse from her youngest child. She feels very safe and good about leaving any child with Ms. Dorsch. The kids at the daycare love her and she has done a good job there for many years.

On 12/29/2022, I attempted to contact Child A's mother. A voicemail was left requesting a call back.

On 12/29/2022, I interviewed non-household member 3, [REDACTED]. I would trust her one hundred percent with my children, she has always watched my children and has never had any problems. She totally trusts her. She is not abusive in any way, she is good with all children, children with special needs. She has never seen any abuse whatsoever.

On 12/29/2022, I interviewed the complaint source, who believes Ms. Dorsch is not fit to be around children nor should she be allowed to work in a day care unsupervised. Complaint source has no knowledge of Ms. Dorsch abusing any child

at the daycare. However, believes Ms. Dorsch was abusive to her own child by choking/strangling her once around age 11. Complaint source believes Ms. Dorsch choked her other children as well, even though they deny it. Complaint source admits Ms. Dorsch has worked in child care for most of their life, and even though they have always had these concerns, only recently felt safe enough to report them.

On 12/29/2022, I received a voicemail from Child A's mother.

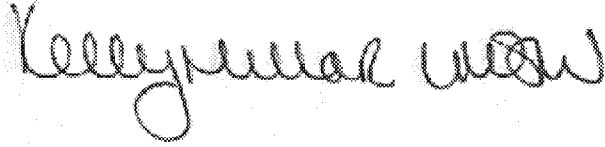
On 12/29/2022, I completed an interview with Child A's mother, she has no concerns. She has never had any reason to believe Ms. Dorsch was abusive or harmed children. She handmade pillows for all the children at the daycare. She has an older child who is old enough to go to after school latchkey and prefers to come to the daycare because she loves it so much. She is great with the children, she is Polka the clown around town, she does great story times that the children love. She is very sweet, always bringing in extra treats around holidays and just being good to the children.

On 1/5/2023, I completed an exit interview with program director Nicole Osantowski.

APPLICABLE RULE	
R 400.8125	Staff; volunteer; requirements.
	(2) All staff and volunteers shall act in a manner that is conducive to the welfare of children.
ANALYSIS:	CCSM 1 Virginia Dorsch has been cleared on the comprehensive background check, she has no CPS history or criminal history which would bar her from working with children. Collaterals with co-workers, parents of children who have been enrolled in child care at center, family members, and friends of family have been interviewed and overwhelmingly deny Ms. Dorsch is a threat to children or that she was abusive towards her own children or any children.
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

I recommend no change to the license.



Kelly Millar
Licensing Consultant

1/17/2023
Date

Approved By:



Crecendra Boone
Area Manager

01/17/2023

Date