



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

February 14, 2023

Jennifer Eichmeier
North Central Area Schools
W5465 Third St
Hermansville, MI 49847

RE: License #: DC550408543
Investigation #: 2023D0784001
North Central Elementary

Dear Ms. Eichmeier:

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 400.8113 Program director qualifications; responsibilities.
R 400.8122 Lead caregiver; qualifications; responsibilities.
R 400.8131 Professional development requirements.
R 400.8182 Ratio and group size requirements.

The details of the allegations are in the attached report. To investigate the allegations, I completed an onsite inspection on 12.12.2022. I interviewed the licensee and caregivers.

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

R 400.8113 Program director qualifications; responsibilities
R 400.8122 Lead caregiver; qualifications; responsibilities
R 400.8112 Comprehensive background check; fingerprinting

Due to the violations, you must send us a corrective action plan by 3/2/2023. You can use our [corrective action plan](#) form or create your own.

If you need help writing the corrective action plan, please contact me. If you do not send a corrective action plan, you may face disciplinary action. The corrective action plan must include the following:

- How compliance with each rule will be achieved.

- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

	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 517.284.9730.

Sincerely,



Wendy Highland, M.Ed
 Child Care Licensing Consultant, CCLB/LARA
 611 W. Ottawa St. PO Box 30664
 Lansing, MI 48904
 517.284.9730

enclosure

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

I. IDENTIFYING INFORMATION

License #:	DC550408543
Investigation #:	2023D0784001
Complaint Receipt Date:	12/08/2022
Investigation Initiation Date:	12/12/2022
Report Due Date:	02/06/2023
Licensee Name:	North Central Area Schools
Licensee Address:	W5465 Third St Hermansville, MI 49847
Licensee Telephone #:	(906) 498-7737
Administrator:	Danielle Chartier, Designee
Licensee Designee:	Danielle Chartier, Designee
Name of Facility:	North Central Elementary
Facility Address:	W5465 Third Street Hermansville, MI 49847
Facility Telephone #:	(906) 498-7737
Original Issuance Date:	08/31/2021
License Status:	REGULAR
Effective Date:	02/28/2022
Expiration Date:	02/28/2024
Capacity:	42
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
The program director is not qualified.	Yes
The lead caregiver in the 2-1/2 year old room is not qualified.	Yes
The two child care staff members in the 2-1/2 year old room are not qualified.	No
A child care staff member was out of ratio.	No
Additional Findings	Yes

III. METHODOLOGY

12/08/2022	Special Investigation Intake 2023D0784001
12/12/2022	Special Investigation Initiated - Telephone Interviewed complainant 8:07am-8:20am on 12/08/2022
12/12/2022	Inspection Completed On-site On site 11:00am-12:17pm
12/12/2022	Exit Conference with Jennifer Eichmeier, school principal

ALLEGATION: The program director is not qualified.

INVESTIGATION: A phone interview was conducted with the complainant on 12/08/2022. The program director/licensee designee had been terminated on 11/22/2022 and the replacement was not qualified. The lead caregiver in the 2-1/2 year old room did not have the required trainings, nor did the two child care staff members who worked in the 2-1/2 year old room. On an unknown date, one child care staff member in the 2-1/2 year old room had “too many children.”

Jennifer Eichmeier, North Central Elementary School principal was interviewed. Danielle Chartier, program director and licensee designee had been terminated on 11/09/2022. When informed of the program director requirements, Ms. Eichmeier stated she would find a qualified program director for the child care program.

APPLICABLE RULE	
R 400.8113	Program director qualifications; responsibilities.
	(5) A substitute program director shall be appointed for a program director who has left employment or has a temporary absence that exceeds 30 consecutive workdays

	until return or replacement. A substitute program director shall at least meet the qualifications of lead caregiver. The department shall be notified when a substitute program director is appointed.
ANALYSIS:	Ms. Eichmeier did not notify the department of the appointment of a substitute program director.
CONCLUSION:	VIOLATION ESTABLISHED

ALLEGATION: The lead caregiver in the 2-1/2 year old room is not qualified.

INVESTIGATION: Ms. Eichmeier stated that that all lead caregivers were qualified.

While on site, child care staff members Megan Kleikamp and Brianna Beauchamp in the 2-1/2 year old room were interviewed. Neither one was qualified to be a lead caregiver and were unaware of who the lead caregiver for the 2-1/2 year old room was. Ms. Kleikamp and Ms. Beauchamp were the child care staff members responsible for this room. They both had been fingerprinted and completed the Health and Safety trainings but had completed no additional trainings.

Child care staff member Lindsey Belleful worked in both the 2-1/2 year old and 4 year old rooms. She did not know who the lead caregiver was for the 2-1/2 year old room. She has no early childhood education.

Child care staff members Shannon Pavlet and Jordan Linder have Associate degrees in Early Childhood but work in the 4 year old room.

APPLICABLE RULE	
R 400.8122	Lead caregiver; qualifications; responsibilities.
	(1) Lead caregivers are required only for groups of children who are preschool age and younger.
ANALYSIS:	Child care staff members Megan Kleikamp and Brianna Beauchamp, assigned to the 2-1/2 year old room, were not qualified to be lead caregivers. There is no lead caregiver in the 2-1/2 year old room.
CONCLUSION:	VIOLATION ESTABLISHED

ALLEGATION: The two child care staff members in the 2-1/2 year old room are not qualified as child care staff members.

INVESTIGATION: The employee files and MiRegistry trainings of Ms. Kleikamp and Ms. Beauchamp were reviewed prior to as well as on site during the inspection.

APPLICABLE RULE	
R 400.8131	Professional requirements.
	(5) Within 90 days of being hired, or the first day as an unsupervised volunteer, all child care staff members and unsupervised volunteers who work directly with children shall complete the following trainings, which may count toward annual professional development hours and are available on MiRegistry:
ANALYSIS:	Child care staff members Megan Kleikamp and Brianna Beauchamp, assigned to the 2-1/2 year old room, completed the required staff trainings.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: A child care staff member was out of ratio.

Child and staff attendance logs were reviewed for one month prior to this investigation. According to the documents reviewed, as well as observations of both the 2-1/2 year old and 4 year old rooms during the on-site inspection, appropriate ratio and group size requirements were maintained.

APPLICABLE RULE	
R 400.8182	Ratio and group size requirements.
	(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 shown in Table 4: (b) Preschoolers, 30 months of age until 3 years of age, 1 child care staff member to 8 children.
ANALYSIS:	A review of child and staff attendance logs one month prior to this investigation as well as during the on-site inspection determined the ratio of child care staff member to child was maintained in the 2-1/2 year old classroom.
CONCLUSION:	VIOLATION NOT ESTABLISHED

APPLICABLE RULE	
R 400.8182	Ratio and group size requirements.
	(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 or4 the licensee, must be as shown in Table 4: (c)Preschoolers, 3 years of age until 4 years of age, 1 child care staff member to 10 children.
ANALYSIS:	Child care staff members Megan Kleikamp and Brianna Beauchamp, assigned to the 2-1/2 year old room, completed the required staff trainings.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ADDITIONAL FINDINGS:

INVESTIGATION: A review of the Child Care Background Check (CCBC) for this child care license was conducted prior to the on-site inspection to determine eligibility and qualifications of all child care staff members.

APPLICABLE RULE	
R 400.8112	Comprehensive background check; fingerprinting.
	(3) An individual may serve as a child care staff member pending an eligibility determination by the department under section 5n(8) of the act, MCL 722.115n, and shall be supervised at all times by the licensee or a child care staff member who has been determined eligible.
ANALYSIS:	Child care staff member Jordyn Linder was observed unsupervised in the school hall with child care children. Her CCBC entry reads "eligible" but she is not connected in the CCBC portal.
CONCLUSION:	VIOLATION ESTABLISHED

IV. RECOMMENDATION

Upon receipt of an acceptable corrective action plan, I recommend no change in the status of this license.

Wendy J. Highland

02/14/2023

Wendy Highland
Licensing Consultant

Date

Approved By:

Rose A. Rafferty

02/14/2023

Rose A. Rafferty
Area Manager

Date