



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

April 26, 2023

Debra Schroeder
G3253 N. Center Rd.
Flint, MI 48506

RE: License #: DG250401570
Investigation #: 2023D0354009
Debra Schroeder

Dear Mrs. Schroeder:

I conducted a special investigation because the child care licensing division received information regarding your facility that related to licensing rules or law. The information was related to the following:

- R 400.1910(1) Ratio of personnel to children.
- R 400.1908(1) Capacity.
- R 400.1911(1) Care; supervision; children.
- R 400.1925(1)(d) Comprehensive background check; fingerprinting.

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

- I interviewed: the licensee, child care staff member, parent, and other people with relevant information.
- I completed an on-site inspection on the following date: 02/16/2023.

As a result of this investigation, I found the following violations:

- R 400. 1925(1)(d) Comprehensive background check; fingerprinting.**
- R 400. 1905(3)(a) Training.**
- R 400. 1905(3)(b) Training.**
- R 400. 1905(3)(c) Training.**
- R 400. 1905(4)(a) Training.**
- R 400. 1905(4)(b) Training.**
- R 400. 1905(4)(c) Training.**
- R 400. 1905(4)(d) Training.**
- R 400. 1905(4)(e) Training.**
- R 400. 1905(4)(f) Training.**
- R 400. 1905(4)(g) Training.**

- R 400. 1906(1)(g) Records of a licensee; child care staff member; child care assistant.
- R 400. 1904a(2)(a) Child care staff member; employment requirements.
- R 400. 1904a(2)(b) Child care staff member; employment requirements.
- R 400.1919(2) Communicable disease; immunization; mental and physical health; physician attestation; tuberculosis. Child care assistant; requirements.
- R 400.1919(3) Communicable disease; immunization; mental and physical health; physician attestation; tuberculosis. Child care assistant; requirements.
- R 400.1922(4) Nighttime Care.

I recommend no change to the current license status.

Due to the violations, you must send us a corrective action plan by 05/16/2023. You can use our [corrective action plan](#) form or create your own.

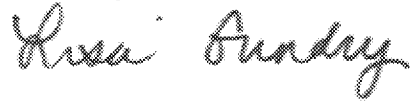
If you need help writing the corrective action plan, please contact me. If you do not send a corrective action plan, you may face disciplinary action. The corrective action plan must include the following:

- 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.

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"/>

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,

A handwritten signature in cursive script that reads "Lisa Gundry".

Lisa Gundry, Licensing Consultant
Child Care Licensing Bureau
611 W. Ottawa St.
P.O. Box 30664
Lansing, MI 48909-8164
(810) 931-1220

enclosure

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

I. IDENTIFYING INFORMATION

License #:	DG250401570
Investigation #:	2023D0354009
Complaint Receipt Date:	02/13/2023
Investigation Initiation Date:	02/16/2023
Report Due Date:	04/14/2023
Licensee Name:	Debra Schroeder
Licensee Address:	G3253 N. Center Rd. Flint, MI 48506
Licensee Telephone #:	(810) 736-9399
Administrator:	N/A
Licensee Designee:	
Name of Facility:	Debra Schroeder
Facility Address:	G3253 N. Center Rd. Flint, MI 48506
Facility Telephone #:	(810) 736-9399
Original Issuance Date:	10/11/2019
License Status:	REGULAR
Effective Date:	04/11/2022
Expiration Date:	04/10/2024
Capacity:	14
Program Type:	CHILD CARE GROUP HOME (CAPACITY 7-12)

II. ALLEGATION(S)

	Violation Established?
The home is out of child to staff ratio. Licensee Debra Schroeder works alone without a second caregiver.	No
The home is over capacity.	No
Unapproved staff are caring for the children.	Yes
They are not always in observance of the children. This is constantly occurring.	No
Additional Findings	Yes

III. METHODOLOGY

02/13/2023	Special Investigation Intake 2023D0354009
02/15/2023	Contact - Document Sent Sent email to complainant for additional information
02/16/2023	Special Investigation Initiated - On Site Inspection completed onsite from 1:05pm to 2:10pm. Interviewed licensee Debra Schroeder and child care staff member Henry Schroeder
02/16/2023	Contact - Telephone call made Telephone with the complainant
02/16/2023	Contact - Telephone call made Telephone interview with Child A (female, age 11) and Child B's (female, age 3) Mother
02/16/2023	Contact – Telephone call made to CCSM2. No answer. Unable to leave a message
02/19/2023	Contact - Document Received Received documentation from Mrs. Schroeder
02/23/2023	Contact - Document Received Received documentation from Mrs. Schroeder
04/21/2023	Inspection Completed-BCAL Sub. Compliance
04/21/2023	Exit Conference

ALLEGATION: The home is out of child to staff ratio. Licensee Debra Schroeder works alone without a second caregiver.

INVESTIGATION:

On February 16, 2023, I interviewed the complainant. They were concerned that when the home has over six children that either Mrs. Schroeder or CCSM1 is not always home, meaning they are out of ratio with that many children. They were not sure when this has happened or how often. They have not observed this firsthand, but they were made aware of it. They did not have specific dates or which children were there. They are aware of the ratio rule requirements and feel that this situation is too much for one person to handle.

On February 16, 2023, I completed an unannounced onsite inspection at the home at 1:05 pm. Licensee Debra Schroeder and Child Care Staff Member 1 (CCSM1) were present and working in the home. I observed five unrelated children being cared for, which is within ratio for two caregivers. Mrs. Schroeder denied that the home is out of ratio. She had no idea where this complaint could have come from and why someone would make this allegation. She stated that they are both always home and equally caring for the children. CCSM1 lives in the home and works there, so they are both always present if she has over six unrelated children.

On February 16, 2023, CCSM1 denied that the home is ever out of ratio and corroborated Mrs. Schroeder's statements.

On February 16, 2023, I reviewed the attendance records for the previous two weeks. On the days when there were over six children in care, CCSM1 was written on the staff schedule for that week, therefore making them within ratio for personnel to child.

It should be noted that on December 15, 2022, Mrs. Schroeder was approved by the department for a variance on this rule, increasing the ratio and capacity of the home from 1:7 for personnel to child.

On February 16, 2023, I interviewed Child A (female, age 11) and Child B's Mother. She stated that she has never seen more than ten children there. She is not sure of the licensing ratio requirements, but she feels that the children are safe there.

APPLICABLE RULE	
R 400.1910	Ratio of personnel to children.
	(1) The ratio of personnel to children present in the home at any 1 time must be not less than 1 member of the personnel to 6 children. The ratio must include all children in care who are not related to any personnel and any of the following children who are less than 6 years of age:

	<p>(a) Children of the licensee.</p> <p>(b) Children of a child care staff member or child care assistant.</p> <p>(c) Children related to any member of the household by blood, marriage, or adoption.</p>
ANALYSIS:	The home is within ratio.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: The home is over capacity.

INVESTIGATION:

On February 16, 2023, the complainant stated that they have seen “quite a few kids in the home at one time, not over 12 but usually more than seven are there.” They did not have specific dates, times or which children are present.

On February 16, 2023, I observed five unrelated children in the home and two caregivers. The home was not over capacity. Mrs. Schroeder and CCSM1 denied that the home is ever over capacity. Currently she has 13 total children enrolled. Due to the variance that was approved in December 2022, for this rule, she is allowed to have 14 unrelated children in care at one time, as long a second staff member is present. Mrs. Schroeder stated that she has not had any more than 12 children at once anyways, and this is usually only for a short period of time each day after school.

Recent attendance records did not show over 12 children in care at one time.

CCSM1 denied that the home is over capacity and corroborated Mrs. Schroeder’s statements.

On February 16, 2023, Child A and B’s Mother denied that she has ever seen more than ten children there.

APPLICABLE RULE	
R 400.1908	Capacity.
	(1) The licensee shall ensure that the actual number of unrelated children in care at any 1 time does not exceed the number of children for which the child care home is licensed, not more than 6 children for a family child care home and not more than 12 children for a group child care home.
ANALYSIS:	The home is operating within its approved capacity of 14 unrelated children at one time.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: They are not always in observance of the children.

INVESTIGATION:

On February 16, 2023, the complainant stated that oftentimes CCSM1 is out in the garage working all day while Mrs. Schroeder is inside the home with all of the children. Sometimes this is up to 12 children at a time, which is too much for one person to handle. They feel that the home is “great and safe, and no one has been hurt” but that the department needed to know these things.

On February 16, 2023, I observed the children playing in the living room, attended by Mrs. Schroeder and CCSM1. Mrs. Schroeder denied that the children are not being observed or watched. They may use the bathroom or play in the nap room/play room by themselves, but they are always aware of their general whereabouts and what they are doing. There have not been any injuries or incidents. No parents have complained about this. She had no idea why someone would allege this. When they go outside, she always accompanies them.

On February 16, 2023, CCSM1 denied they are not in observance of the children’s whereabouts. CCSM1 denied spending all day in the garage while Mrs. Schroeder cares for all of the children alone.

On February 16, 2023, Child A and Child B’s Mother stated that she has no concerns with the care or supervision being provided in the home.

APPLICABLE RULE	
R 400.1911	Care; supervision; children.
	(1) A licensee shall ensure appropriate care and supervision of children at all times.
ANALYSIS:	Mrs. Schroeder is providing proper care and supervision in the home.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: Unapproved staff are caring for the children.

INVESTIGATION:

On February 16, 2023, the complainant stated that an unknown woman has worked in the home as a “fill-in person.” They did not know her name or have specific dates. Recently Mrs. Schroeder informed the parents that she and CCSM1 would not be in the home next Tuesday due to an upcoming medical appointment and that someone else would be there. The complainant did not know who that person was, but no one else is an employee there.

On February 16, 2023, Mrs. Schroeder stated that she and CCSM1 are the only persons who work in the child care home. She has previously used CCSM2 to work in the home on two occasions, when she had to leave for the day. Instead of closing the child care home, she had CCSM2 care for the children. Mrs. Schroeder checked her old calendars and noted that the last time was November 10, 2022. She denied using CCSM2 all of the time. She is not sure why anyone would make a complaint now. She asked what she is supposed to do next week when her and CCSM1 need to be gone all day for a medical appointment. I informed her that she would need to close the child care since she does not have another approved staff to work there. She indicated that she had planned to use CCSM2, but I told her that she cannot use her because she has not completed a background check yet or had any of the other required trainings and medical documents completed. Mrs. Schroeder agreed to not have her work and that she would have to close the home for the day, since it is too late to reschedule the appointment. She acknowledged that she did not fingerprint CCSM2 through the Michigan workforce background check website and did not verify her eligibility to work in the home prior to November 10, 2022. She agreed to complete the background check process, since she will likely need to use her in the future sometime.

On February 16, 2023, I conducted a search of the Michigan workforce background check website (CCBC) and did not see a profile for CCSM2 under Mrs. Schroeder's childcare license; therefore, her eligibility was not determined prior to contact with children.

On February 16, 2023, I attempted to contact CCSM2. I was unable to leave a message.

APPLICABLE RULE	
R 400.1925	Comprehensive background check; fingerprinting.
	(1) Pursuant to section 5n of the act, MCL 722.115n, prior to an individual having any unsupervised contact with children, the department shall determine the individual's eligibility to be any of the following: (d) A child care staff member.
ANALYSIS:	Mrs. Schroeder did not determine if CCSM2 was eligible to work in the home prior to contact with children on November 10, 2022.
CONCLUSION:	VIOLATION ESTABLISHED

ADDITIONAL FINDINGS:

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not have safe sleep practices to prevent sudden infant death syndrome training prior to caring for children.

APPLICABLE RULE	
R 400.1905	Training.
	(3) A licensee shall ensure that child care staff members and child care assistants, prior to caring for children, have training that includes information on all of the following: (a) Safe sleep practices to prevent sudden infant death syndrome.
ANALYSIS:	CCSM2 did not have safe sleep practices to prevent sudden infant death syndrome training prior to caring for children.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not have recognition of and the reporting of child abuse and neglect training prior to caring for children.

APPLICABLE RULE	
R 400.1905	Training.
	(3) A licensee shall ensure that child care staff members and child care assistants, prior to caring for children, have training that includes information on all of the following: (b) Recognition of and the reporting of child abuse and neglect.
ANALYSIS:	CCSM2 did not have recognition of and the reporting of child abuse and neglect training prior to caring for children.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not have prevention of shaken baby syndrome, abusive head trauma, and child maltreatment training prior to caring for children.

APPLICABLE RULE	
R 400.1905	Training.
	(3) A licensee shall ensure that child care staff members and child care assistants, prior to caring for children, have training that includes information on all of the following: (c) Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment.
ANALYSIS:	CCSM2 did not have prevention of shaken baby syndrome, abusive head trauma, and child maltreatment training prior to caring for children.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not have child development training within 90 days of working in the home.

APPLICABLE RULE	
R 400.1905	Training.
	(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics: (a) Child development.
ANALYSIS:	CCSM2 did not have child development training within 90 days of hire or working in the home.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not have administration of medication training within 90 days of working in the home.

APPLICABLE RULE	
R 400.1905	Training.
	(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics: (b) Administration of medication.

ANALYSIS:	CCSM2 did not have administration of medication training within 90 days of hire or working in the home.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not have prevention of and response to emergencies due to food and allergic reactions training within 90 days of working in the home.

APPLICABLE RULE	
R 400.1905	Training.
	(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics: (c) Prevention of and response to emergencies due to food and allergic reactions.
ANALYSIS:	CCSM2 did not have prevention of and response to emergencies due to food and allergic reactions training within 90 days of hire or working in the home.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not have handling and storage of hazardous materials and the appropriate disposal of biocontaminants training within 90 days of working in the home.

APPLICABLE RULE	
R 400.1905	Training.
	(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics: (d) Handling and storage of hazardous materials and the appropriate disposal of biocontaminants.

ANALYSIS:	CCSM2 did not have handling and storage of hazardous materials and the appropriate disposal of biocontaminants training within 90 days of hire or working in the home.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not have precautions in transporting children training within 90 days of working in the home.

APPLICABLE RULE	
R 400.1905	Training.
	(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics: (e) Precautions in transporting children.
ANALYSIS:	CCSM2 did not have precautions in transporting children training within 90 days of hire or working in the home.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

Mrs. Schroeder acknowledged that CCSM2 did not have building and physical premises training within 90 days of hire or working in the home.

APPLICABLE RULE	
R 400.1905	Training.
	(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics: (f) Building and physical premises safety.
ANALYSIS:	CCSM2 did not have building and physical premises training within 90 days of working in the home.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

Mrs. Schroeder acknowledged that CCSM2 did not have emergency preparedness and response planning training within 90 days of hire or working in the home.

APPLICABLE RULE	
R 400.1905	Training.
	(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics: (g) All hazards emergency preparedness and response planning.
ANALYSIS:	CCSM2 did not have emergency preparedness and response planning training within 90 days of hire or working in the home.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not have a written statement signed and dated regarding child abuse and neglect at the time of hiring.

APPLICABLE RULE	
R 400.1906	Records of a licensee; child care staff member; child care assistant.
	(1) A licensee shall maintain a file for each child care staff member and each child care assistant that includes all of the following: (g) A written statement, signed and dated by the child care staff member or child care assistant at the time of hiring, indicating all of the following information: (i) The individual is aware that abuse and neglect of children is unlawful. (ii) The individual knows that he or she is mandated by law to report child abuse and neglect. (iii) The individual has received a copy of the licensee's discipline policy.
ANALYSIS:	CCSM2 did not have a written child abuse neglect statement at the time of hiring.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not have CPR training within 90 days of hire or working in the home.

APPLICABLE RULE	
R 400.1904a	Child care staff member; employment requirements.
	(2) Before caring for children at a child care home, an individual shall provide the licensee with all of the following: (a) A valid certification in infant, child, and adult CPR.
ANALYSIS:	CCSM2 did not complete CPR training within 90 days or hire.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not have first aid training within 90 days of hire or working in the home.

APPLICABLE RULE	
R 400.1904a	Child care staff member; employment requirements.
	(2) Before caring for children at a child care home, an individual shall provide the licensee with all of the following: (b) A valid certification in first aid.
ANALYSIS:	CCSM2 did not complete first aid within 90 days of hire.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not obtain a signed medical statement regarding her health before caring for children.

APPLICABLE RULE	
R 400.1919	Communicable disease; immunization; mental and physical health; physician attestation; tuberculosis.
	(2) A licensee shall obtain from a child care staff member and a child care assistant a written statement, signed by a licensed physician or his or her designee within 1 year prior to caring for children, that attests to the child care staff member's or child care assistant's mental and physical health. The attestation must be renewed at the time of subsequent renewals of the child care home's license.

ANALYSIS:	CCSM2 did not provide a signed medical statement from a physical or designee prior to caring for children.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, Mrs. Schroeder acknowledged that CCSM2 did not provide a TB test prior to caring for children.

APPLICABLE RULE	
R 400.1919	Communicable disease; immunization; mental and physical health; physician attestation; tuberculosis.
	(3) An applicant, licensee, child care staff member, child care assistant, and a member of the household who is age 14 or older shall provide written evidence of freedom from communicable tuberculosis (TB) prior to caring for children or living in the child care home.
ANALYSIS:	CCSM2 did not provide a TB test prior to caring for children.
CONCLUSION:	VIOLATION ESTABLISHED

INVESTIGATION:

On February 16, 2023, the complainant indicated that there are at least two children who stay overnight several times a week and they are aware that Mrs. Schroeder's license is only for day time hours. They are not sure which dates and specifically which children stayed, but it happens a lot.

On February 16, 2023, Mrs. Schroeder acknowledged that she has kept Child C (female, age 8) overnight on a few occasions. Child C is currently enrolled in the home, and she has occasionally slept over when her mother's work schedule required it. She was unaware that she could not allow this on occasion, because it is more like babysitting. I informed her that she could become approved for overnight care, but the department has to approve this first. We also evaluate whether they have appropriate bedding for them to sleep on, which is why the department has to approve nighttime care. Typically, Child C would sleep on the couch. Mrs. Schroeder agreed to submit a request to expand her hours for nighttime care for when this may be needed. On February 19, 2023, she sent me pictures of the recently purchased blow up mattress bedding that she plans to use.

On April 21, 2023, I conducted an exit conference with Mrs. Schroeder. She stated that CCSM2 has completed the background check process, and she is in the process of getting her medical documents and trainings completed. She plans to use her when needed, in the future.

APPLICABLE RULE	
R 400.1922	Nighttime care.
	(4) If nighttime care is provided, then children shall sleep in age appropriate cribs and beds. Port-a-cribs and play yards are not allowed for nighttime care.
ANALYSIS:	Child C was sleeping on un-approved bedding when she stayed overnight.
CONCLUSION:	VIOLATION ESTABLISHED

IV. RECOMMENDATION

Upon receipt and approval of a corrective action plan, I recommend no change in the status of the license.

Lisa Gundry

4/25/2023

 Lisa Gundry
 Licensing Consultant

 Date

Approved By:

Crecendra Boone

04/26/2023

 Crecendra Boone
 Area Manager

 Date