



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

February 8, 2023

Arlene Juneac  
619 S Arcade Street  
Gladwin, MI 48624

RE: License #: DG260398611  
Kids R Us Daycare  
619 S Arcade Street  
Gladwin, MI 48624

Dear Ms. Juneac:

Attached is your renewal inspection report. You can find a copy of this renewal inspection report and any associated corrective action plans on our [website](#) under [Statewide Search for Licensed Child Care Centers and Homes](#). A description of when renewal inspection reports are completed can be found under [Overview of Licensing Reports](#).

1/27/2023, I found 21 violations. The violations are listed below and explained in the attached report:

<b>R 400.1902</b>	<b>Applicant; licensee; requirements.</b>
<b>R 400.1904a</b>	<b>Child care staff member; employment requirements.</b>
<b>R 400.1905</b>	<b>Training.</b>
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<b>R 400.1906</b>	<b>Records of a licensee; child care staff member; child care assistant.</b>
<b>R 400.1906</b>	<b>Records of a licensee; child care staff member; child care assistant.</b>
<b>R 400.1906</b>	<b>Records of a licensee; child care staff member; child care assistant.</b>
<b>R 400.1906</b>	<b>Records of a licensee; child care staff member; child care assistant.</b>
<b>R 400.1907</b>	<b>Child's records.</b>
<b>R 400.1919</b>	<b>Communicable disease; immunization; mental and physical health; physician attestation; tuberculosis.</b>
<b>R 400.1924</b>	<b>Hand washing.</b>

Due to the violations, you must send us a corrective action plan by 2/14/2023. 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.

Upon receipt of an acceptable corrective action plan, a regular license will be issued. You will receive it in the mail.

<b>During calendar year 2022:</b>	<b>Total</b>
Number of serious injuries that occurred in facility.	<b>0</b>
Number of deaths that occurred in the facility.	<b>0</b>
Number of substantiated cases of abuse and/or neglect of a child that occurred at the facility.	<b>0</b>

Please 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.

Per MCL 722.113g, this report and any related corrective action plans must be filed in your Licensing Notebook.

Sincerely,



DeAndre Lawson, Licensing Consultant  
 Bureau of Community and Health Systems  
 Suite 11  
 701 S. Elmwood  
 Traverse City, MI 49684

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
CHILD CARE LICENSING BUREAU  
RENEWAL INSPECTION REPORT**

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	DG260398611
<b>Licensee Name:</b>	Arlene Juneac
<b>Licensee Address:</b>	619 S Arcade Street Gladwin, MI 48624
<b>Licensee Telephone #:</b>	(989) 426-6144
<b>Licensee:</b>	N/A
<b>Name of Facility:</b>	Kids R Us Daycare
<b>Facility Address:</b>	619 S Arcade Street Gladwin, MI 48624
<b>Facility Telephone #:</b>	(989) 426-6144
<b>Original Issuance Date:</b>	07/22/2019
<b>Capacity:</b>	14
<b>Age Range:</b>	Ages Birth Thru 17 years

## II. METHODS OF INSPECTION

Date of On-site Inspection(s): 01/27/2023

	No. of Records Reviewed	
No. of children enrolled in care	23	10
No. of assistant caregivers employed	3	3
No. of child care children present at time of inspection	5	
No. of other children present at time of inspection	1	
No. of assistant caregivers present at time of inspection	0	
Licensee present at time of inspection?	Yes	
Persons Interviewed:	Licensee <input checked="" type="checkbox"/>	
	Assistant Caregivers <input type="checkbox"/>	

Approved child use space: The Playroom, the nap room, and the family room are all approved for child use

Exiting information (including second floor and basement): There are four exits in the child care home. The first exit is up the stairs near the playroom and provides egress to the driveway through the garage. The second exit is up the stairs near the family room to the front door which provides egress to the front yard. The third exit is in the kitchen/dining room which provides egress to the back yard. The fourth exit is in the family room and provides egress to the front yard.

Approved variances -  No  Yes Description: R 400.1910 Ratio of personnel to children.

Key Indicator Inspection: No

### Additional information:

- Pets? No  Yes  If yes, describe.  
Two dogs
- Hot tubs or spa pool? No  Yes  If yes, are there appropriate barriers?  
There is a hot tub in the back yard with a locking cover.
- Swimming pool? No  Yes  If yes, describe pool and barriers.  
There is a pool on the side of the home with a four foot high fence and a locking gate.
- Other water hazards? No  Yes  If yes, describe.
- Fireplace or wood burning stove? No  Yes  If yes, describe.  
There is a fireplace in the family room that is not used when children are in care.
- Fireplace/wood burner in use during child care hours? No  Yes  If yes, describe barriers to protect children from burns.

### III. DESCRIPTION OF FINDINGS & CONCLUSIONS

This renewal inspection involved a review of all applicable child care home administrative rules and statutes. Verification of compliance included direct observations of the physical environment and the program, discussions with staff, and a review of the home's records, including staff records and children's records. Staff records include background checks, medical clearance information, and training information. Children's records include child information cards and child in care statements/receipts.

At the time of the onsite inspection, Ms. Juneac was present with 5 child care children and 1 related child. I observed the children engaged in free play. The caregiver appeared bonded to the children and provided appropriate care and supervision.

During the inspection, the child care home was found to be in compliance with all applicable rules and statutes except for the following violations:

R 400.1902            Applicant; licensee; requirements.

(1) An applicant and a licensee shall meet all of the following requirements:

(d) Have proof of certification in both of the following:

- (i) Infant, child, and adult cardiopulmonary resuscitation (CPR).
- (ii) First aid.

Ms. Juneac did not have proof of certification in infant, child, and adult cardiopulmonary resuscitation (CPR) or first aid.

#### **REPEAT VIOLATION ESTABLISHED**

**LSR Dated 9/21/2020 and 1/23/2020**

**Corrective Action Plan Dated 10/24/2020 and 1/23/2020**

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:

(c) Proof of training in the prevention of infectious disease, including immunizations. Hours of training in the prevention of infectious disease from MiRegistry will be allowed to count for training hours to meet this requirement.

Ms. Juneac failed to ensure child care staff members Jamie Esiline, and Cheryl Muter completed training in prevention of infectious disease, including immunizations.

R 400.1905 Training.

(2) A child care staff member and a child care assistant shall complete not less than 5 clock hours of training each calendar year related to child development and caring for children, not including CPR, first aid, and infectious disease, including immunizations, training.

Ms. Juneac failed to ensure child care staff members Jamie Esiline, Jennifer Esiline and Cheryl Muter completed not less than 5 clock hours of training each calendar year related to child development and caring for children, not including CPR, first aid, and infectious disease, including immunizations, training.

**REPEAT VIOLATION ESTABLISHED**  
**LSR Dated 9/21/2020 and 1/23/2020**  
**Corrective Action Plan Dated 10/24/2020 and 1/23/2020**

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.

Ms. Juneac failed to ensure child care staff members Jamie Esiline, Jennifer Esiline and Cheryl Muter completed training that includes information on safe sleep practices to prevent sudden infant death syndrome prior to caring for children.

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.

Ms. Juneac failed to ensure child care staff members Arlene Juneac, Jamie Esiline, and Cheryl Muter completed training that includes information on recognition of and the reporting of child abuse and neglect.

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.

Ms. Juneac failed to ensure child care staff members Arlene Juneac, Jamie Esiline, and Cheryl Muter completed training in prevention of shaken baby syndrome, abusive head trauma, and child maltreatment.

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.

Ms. Juneac failed to ensure child care staff members Arlene Juneac, Jamie Esiline, and Cheryl Muter completed training in child development 90 days after being hired.

**REPEAT VIOLATION ESTABLISHED**  
**LSR Dated 9/21/2020**  
**Corrective Action Plan Dated 10/24/2020**

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.

Ms. Juneac failed to ensure child care staff members Arlene Juneac, Jamie Esiline, and Cheryl Muter completed administration of medication within 90 days of receiving a license or being hired.

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.

Ms. Juneac failed to ensure child care staff members Arlene Juneac, Jamie Esiline, and Cheryl Muter completed training in handling and storage of hazardous materials and the appropriate disposal of biocontaminants within 90 days after receiving a license or of being hired.

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.

Ms. Juneac failed to ensure child care staff members Arlene Juneac, Jamie Esiline, and Cheryl Muter completed training in precautions in transporting children within 90 days after receiving a license or of being hired.

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.

Ms. Juneac failed to ensure child care staff members Arlene Juneac, Jamie Esiline, and Cheryl Muter completed training in building and physical premises safety within 90 days after receiving a license or of being hired.

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.

Ms. Juneac failed to ensure child care staff members Arlene Juneac, Jamie Esiline, and Cheryl Muter completed training in all hazards emergency preparedness and response planning within 90 days after receiving a license or of being hired.

R 400.1905            Training.

(7) CPR and first aid training certification must be maintained according to the expiration dates on the individual's certification cards

Ms. Juneac failed to maintain CPR and first aid training certifications according to the expiration dates on the individual's certification cards for Arlene Juneac, Jamie Esiline, Jennifer Esiline and Cheryl Muter.

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:

(c) A statement signed by a licensed physician or his or her designee that attests to the individual's mental and physical health., and which must be updated as follows:

(i) For an applicant or licensee, within 1 year before issuance of the initial license and at the time of subsequent renewals.

(ii) For a child care staff member and a child care assistant, within 1 year prior to caring for children and at the time of subsequent renewals of the child care home's license.

Ms. Juneac failed to maintain a statement signed by a licensed physician or his or her designee that attests to the individual's mental and physical health for Arlene Juneac, Jamie Esiline, Jennifer Esiline and Cheryl Muter.

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:

(f) A completed and signed Michigan Child Care Background Check Consent and Disclosure form as required in R 400.1925.

Ms. Juneac failed to maintain a completed and signed Michigan Child Care Background Check Consent and Disclosure form as required in R 400.192(5) for Jamie Esiline, and Cheryl Muter.

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.

Ms. Juneac failed to maintain 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: the individual is aware that abuse and neglect of children is unlawful, the individual knows that he or she is mandated by law to report child abuse and neglect, and the individual has received a copy of the licensee's discipline policy for Jamie Esiline, and Cheryl Muter.

R 400.1907                      Child's records.

(2) Records in subrule (1) of this rule must be reviewed and updated annually or when information changes.

Ms. Juneac failed to ensure that records in subrule (1) of this rule were reviewed and updated annually or when information changes. I reviewed the files for 10 children. Out of the 10 child information cards reviewed, five were not updated annually.

**REPEAT VIOLATION ESTABLISHED**  
**LSR Dated 1/23/2020**  
**Corrective Action Plan Dated 1/23/2020**

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.

Ms. Juneac failed to ensure that Jamie Esiline, Jennifer Esiline and Cheryl Muter completed a TB test prior to caring for children.

**REPEAT VIOLATION ESTABLISHED**  
**LSR Dated 1/23/2020**  
**Corrective Action Plan Dated 1/23/2020**

R 400.1924                      Hand washing.

(2) Personnel shall ensure that children wash their hands at all of the following times:  
(b) After toileting or diapering.

Ms. Juneac failed to ensure a two-year-old female child washed their hands after diapering.

**I provided consultation and technical assistance on:**

- I discussed the need to watch her dog when it is excited and jumps it could injure a child.
- We discussed the requirements for her 17-year-old granddaughter to be a child care assistant if she plans to use her to help care for child care children.

**IV. RECOMMENDATION**

I recommend the issuance of a regular license with increased monitoring for six months.



02/08/2023

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DeAndre Lawson  
Licensing Consultant

Date



02/08/2023

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Rose A Rafferty  
Manager  
989-423-9687

Date