



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

December 2, 2021

Tammy Postema  
1221 Timber Trail  
Whitehall, MI 49461

RE: License #: DG610255897  
Investigation #: 2022D1080003  
Tami's Tots Daycare

Dear Ms. Postema:

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 400.161 (1)(b) Parent notification required; incidents; accidents; illness; disease; isolation.

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

- I interviewed the person who made the complaint, licensee, caregivers, and parents.
- I completed on-site inspections on the following dates: 10/25/2021.

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

**R 400.161 (1)(b) Parent notification required; incidents; accidents; illness; disease; isolation.**

**R 400.1910 (1) Ratio of personnel to children.**

**R 400.1913 (3)(g) Discipline; child handling.**

**R 400.1924 (2)(a) Hand washing.**

I recommend no change to the current license status.

Due to the violations, you must send us a corrective action plan by 12/21/2021. 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.

<b>During this special investigation:</b>	<b>Yes</b>	<b>No</b>
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,

*Amanda Wendell*

Amanda Wendell, Licensing Consultant  
Child Care Licensing Bureau  
611 W. Ottawa Street  
P.O. Box 30664  
Lansing, MI 48909

(231) 492-5410

enclosure

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

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	DG610255897
<b>Investigation #:</b>	2022D1080003
<b>Complaint Receipt Date:</b>	10/20/2021
<b>Investigation Initiation Date:</b>	10/25/2021
<b>Report Due Date:</b>	12/19/2021
<b>Name:</b>	Tammy Postema
<b>Licensee Address:</b>	1221 Timber Trail Whitehall, MI 49461
<b>Licensee Telephone #:</b>	(231) 893-1519
<b>Administrator:</b>	N/A
<b>Licensee Designee:</b>	
<b>Name of Facility:</b>	Tami's Tots Daycare
<b>Facility Address:</b>	1221 Timber Trail Whitehall, MI 49461
<b>Facility Telephone #:</b>	(231) 893-1519
<b>Original Issuance Date:</b>	05/12/2003
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	12/07/2020
<b>Expiration Date:</b>	12/06/2022
<b>Capacity:</b>	12
<b>Program Type:</b>	CHILD CARE GROUP HOME (CAPACITY 7-12)

## II. ALLEGATION(S)

	<b>Violation Established?</b>
Ms. Postema did not notify parents of an outbreak of a communicable disease.	Yes
Additional Findings	Yes

## III. METHODOLOGY

10/20/2021	Special Investigation Intake 2022D1080003
10/25/2021	Special Investigation Initiated - Telephone Interview with Complainant
10/25/2021	Inspection Completed On-site 11:15 A.M. – 12:30 P.M. Interviews with child care staff members Ms. Vicki Esch and Ms. Lacey Hawk
10/25/2021	Contact - Telephone call received Interview with Ms. Postema
10/25/2021	Contact - Telephone call made Interview with Child A's Mother
11/10/2021	Contact - Telephone call made Interview with Child E's Mother
11/12/2021	Contact - Telephone calls made Interviews with Child B's Mother, Child D's Mother, Child F's Mother, Child C's Mother, and Child C's Father
11/30/2021	Exit Conference with Ms. Postema

**ALLEGATION: Ms. Postema did not notify parents of an outbreak of a communicable disease.**

**INVESTIGATION:** On 10/20/2021 the department received a complaint alleging that Ms. Postema has had an outbreak of Hand, Foot, and Mouth Disease and an outbreak of Covid-19 and did not promptly report these cases to parents of other children in her care.

I interviewed the Complainant in order to get further clarification. The Complainant reported that Hand, Foot, and Mouth Disease went around the facility in the beginning of September. Despite being told by parents that she needed to post a notice that a communicable disease was present in the facility, Ms. Postema did not post anything. When Ms. Postema did post a notice, she put it on a slider door that is usually not visible to parents.

Ms. Postema was not home during my onsite inspection. Child care staff member Ms. Vicki Esch confirmed that children in the child care had Hand, Foot, and Mouth Disease. Ms. Postema told the parent that the child could not return until he was cleared up. Ms. Esch is “pretty sure” Ms. Postema notified the other parents. The child care did not close but they cleaned with Lysol.

Child care staff member Ms. Lacey Hawk reported that two or three children had Hand, Foot, and Mouth Disease at the end of September 2021. She reported that Ms. Postema put a note on the door. She denied that the child care closed but reported that they sanitized toys.

Ms. Postema reported that two children (Child B and a child she could not recall) had Hand, Foot, and Mouth Disease. Ms. Postema reported that she posted a note on the slider and texted or told verbally all the parents of children in care, and deep cleaned the home. Ms. Postema called me on October 26, 2021 to inform me that she had all parents sign a document stating that she told them of the previous Hand, Foot, and Mouth Disease. Ms. Postema called back later to report that there were actually three children (Child A, Child B, and Child C) who had Hand, Foot, and Mouth Disease.

Child A’s Mother reported that Child A got Hand, Foot, and Mouth disease in September. Ms. Postema did post a notice on the slider door, but Child A’s Mother reported that it was about two weeks after Ms. Postema was informed that a child had a communicable disease. Child A’s Mother denied that she was notified that any other children had the disease. Child A’s Mother denied any concerns with the care her son receives.

Child B’s Mother reported that Child B was not feeling well on Sunday, August 29th. Child B was diagnosed with Hand, Foot, and Mouth Disease on Wednesday, September 1st. When she called Ms. Postema the same day to tell her, Ms.

Postema told her that another child also had Hand, Foot, and Mouth Disease. Child B's Mother mentioned to Ms. Postema that she needed to tell the other parents about the communicable disease, especially with the upcoming holiday weekend. Ms. Postema said she was not going to inform parents "because they'll panic." Ms. Postema posted a notice on the door on September 3.

Child C's Mother stated that Child C was diagnosed with Hand, Foot, and Mouth Disease due to a fever, but Child C's Mother thinks he was misdiagnosed. He was kept out of care until the fever was gone. Child C's Mother could not remember when this was, but it was sometime shortly after school started in September. Child C's Mother did not know if other parents were notified of the diagnosis.

Child C's Father reported that Child C was diagnosed with Hand, Foot, and Mouth Disease on Wednesday, October 13 and was kept out of care until his fever was gone. Child C's Father could not remember if he received a text indicating that there were multiple cases of Hand, Foot, and Mouth Disease present in the child care. He did see a sign on the slider door entering into the childcare stating that a child had Hand, Foot, and Mouth Disease.

Child D's Mother stated Child D was diagnosed with Hand, Foot, and Mouth Disease on the Friday or Saturday of Labor Day weekend and was out of care for a week. Child D's Mother did not know if Ms. Postema notified parents of the exposure, but said she thought they were notified. Child D's Mother was unaware that other children in care also had Hand, Foot, and Mouth Disease.

Child E's Mother was informed of the Hand, Foot, and Mouth Disease on a Friday but could not recall the date, and then saw a notice on the door informing parents that a child had Hand, Foot, and Mouth Disease.

Child F's Mother reported that Child F has not been in care since mid-October, when there was a lot of illness in the child care. Child F was diagnosed with Hand, Foot, and Mouth Disease and when she told Ms. Postema, she was informed that Child F was the third child to get it.

The Complainant further reported that a child was diagnosed with Covid-19 on a Tuesday and Ms. Postema did not notify parents until Friday of the same week. Ms. Postema told the Complainant that she was not going to tell parents about the Covid-19 case and did not close down at all.

Ms. Esch reported that Child C also had Covid-19 and that they again cleaned the child care areas with Lysol. Again, she was "pretty sure" that Ms. Postema notified other parents of the positive case.

Ms. Hawk reported that one child got Covid-19 and denied remembering if Ms. Postema informed parents.

Ms. Postema reported that Child B tested positive for Covid-19 and that she notified all the parents. She reported that she contacted the health department regarding the positive Covid-19 test but could not remember what they told her to do. She did not close the child care. Ms. Postema called me on October 26, 2021, to inform me that she had all parents sign a document stating that she told them of the previous Covid-19 cases.

I asked Child A's Mother if she was notified that a child in care had Covid-19 and she confirmed that Ms. Postema texted her on Friday, October 15.

On Wednesday, October 13, Child B tested positive for Covid-19 and Child B's Mother texted Ms. Postema to tell her. Ms. Postema posted a sign on the door on Friday, October 15. Child B's Mother reported that Ms. Postema told her that she did not want to cause panic and have parents pull their kids.

Child C's Father received a text from on October 15, 2021, from Ms. Postema, informing him that a two-year-old child was Covid-19 positive but that it seemed like he had a cold and a fever of 99 degrees.

Child D's Mother reported that Child D tested positive for Covid-19 on October 13 but had not been in care for a week prior to that. Child D's Mother was not notified of any other children testing positive for Covid-19.

Child E's Mother confirmed that Ms. Postema texted her on Friday, October 15, 2021 sometime after 9:00 P.M., informing her that a child tested positive for Covid-19. Child E's Mother assumed that the child tested positive the same day.

On Friday October 15, 2021, Child F's Mother received a text from Ms. Postema informing her that a child tested positive for Covid-19. Child F's Mother was later told that Ms. Postema posted a note on the door notifying parents of the communicable disease, but Child F's Mother denied seeing it.

A summary of the timeline of events is as follows:

- 09/01/2021, Child B was diagnosed with Hand, Foot, and Mouth Disease. Ms. Postema told Child B's Mother that Child B was the second child to develop the disease.
- 09/03/2021, Ms. Postema posted a note notifying parents of the communicable disease.
- 09/04/2021 or 09/05/2021, Child D was diagnosed with Hand, Foot, and Mouth Disease. Child D's Mother was unaware of any previous cases of the disease.
- Date unknown, Child F was diagnosed with Hand, Foot, and Mouth Disease. Ms. Postema told Child B's Mother that Child B was the third child to develop the disease. Child F's Mother was unaware of any other cases of the disease.

- Early September (exact date unknown), Child A was diagnosed with Hand, Foot, and Mouth Disease. Child A's Mother was never informed of any other cases in the child care.
- 10/13/ 2021, Child C was diagnosed with Hand, Foot, and Mouth Disease.
- 10/13/2021, 5:23 A.M., Child B's Mother texted Ms. Postema to inform her that Child B was diagnosed with Covid-19.
- 10/15/2021, Ms. Postema posted a notice on the door stating that Covid-19 was present in the facility.
- 10/15/2021, 9:15 P.M. – 9:57 P.M., Ms. Postema texted Child C's Father, Child E's Mother, Child A's Mother, and Child F's Mother, notifying them that a child tested positive for Covid-19.

When I spoke with Ms. Postema about the rule that parents are to be notified promptly, she asked what "promptly" means and if that should be the same day. I informed her that is the intent of the rule.

<b>APPLICABLE RULE</b>	
<b>R 400.1961</b>	<b>Parent notification required; incidents; accidents; illness; disease; isolation.</b>
	(1) A licensee shall promptly report to a child's parent any of the following: (b) A child who is exposed to a communicable disease so the child may be observed for symptoms of the disease.
<b>ANALYSIS:</b>	Ms. Postema did not promptly report to children's parents when they were exposed to communicable diseases. Parents were not informed until two days later, if at all, that children were diagnosed with a communicable disease.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

### **ADDITIONAL FINDINGS:**

**INVESTIGATION:** When I arrived at the home at 11:15 A.M., Ms. Postema was not present. Ms. Esch was present caring for children and said that Ms. Postema was at an appointment. Six children were eating lunch and one was napping. Ms. Esch reported that there is another caregiver present today but she left to pick children up from preschool around 11:00 A.M.

Ms. Hawk arrived at the home at 11:44 A.M. with three preschool-aged children.

When I spoke with Ms. Postema about the issue, she reported that Ms. Hawk was supposed to take one child with her. She confirmed that the staff member picking children up from preschool leaves by 11:00 A.M.

<b>APPLICABLE RULE</b>	
<b>R 400.1910</b>	<b>Ratio of personnel to children.</b>
	(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: ...
<b>ANALYSIS:</b>	Ms. Postema did not ensure that the appropriate ratio of 1 caregiver per 6 children is followed at all times. While Ms. Hawk was picking up children from preschool, Ms. Esch was left caring for seven children.
<b>CONCLUSION:</b>	<b>REPEAT VIOLATION ESTABLISHED</b> <b>Interim Inspection Report dated 12/27/2019</b> <b>Corrective Action Plan dated 12/17/2019</b>

**INVESTIGATION:** While I was present in the home, Ms. Esch put Child C (male, 2 years) in time out for misbehavior while the children were playing with toys. She denied knowing that children under the age of three are not allowed to be placed in time out.

When I informed Ms. Postema of the incident, she asked how children under the age of two should be disciplined. We talked about other options, such as talking to the child, proximity, redirection, and removing toys.

<b>APPLICABLE RULE</b>	
<b>R 400.1913</b>	<b>Discipline; child handling.</b>
	(3) Personnel shall not do any of the following: (g) Use time out for children under 3 years old.
<b>ANALYSIS:</b>	Ms. Postema did not ensure that children under three years are not placed in time out. During the onsite inspection, a child care staff member placed a two-year-old in time out.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

**INVESTIGATION:** When I arrived for the onsite inspection, children were sitting down to eat lunch. As they finished eating, they were immediately dismissed to play. None of the children washed their hands.

<b>APPLICABLE RULE</b>	
<b>R 400.1924</b>	<b>Hand washing.</b>
	(2) Personnel shall ensure that children wash their hands at all of the following times: (a) Before and after meals, snacks, or food preparation experiences.
<b>ANALYSIS:</b>	Ms. Esch did not ensure that children wash hands after eating.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

During the exit conference, technical assistance/consultation was provided regarding the following:

- During a review of child information cards while contacting parents, six cards were missing the date of admission and one was missing allergy information.

#### **IV. RECOMMENDATION**

Upon receipt of an acceptable corrective action plan, I recommend no change to the status of this license, with increased monitoring.

*Amanda Wendell*

12/02/2021

\_\_\_\_\_  
Amanda Wendell  
Licensing Consultant

\_\_\_\_\_  
Date

Approved By:

*Candice Case-French*

12/02/2021

\_\_\_\_\_  
Candice Case-French  
Area Manager

\_\_\_\_\_  
Date