



PARENT HANDBOOK

2022.23

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Table of Contents

PHILOSOPHY AND GOALS.....	4
LICENSE TO OPERATE	4
BOARD OF TRUSTEES.....	4
DAYS & HOURS OF OPERATION.....	6
EMERGENCY DELAYS, DISMISSALS & CLOSINGS	6
PARENT COMMUNICATION RIGHTS AND RESPONSIBILITIES	6
ATTENDANCE, SIGN IN & SIGN OUT.....	6
ARRIVAL PROCEDURE:.....	6
TRACE PROCEDURE:.....	6
DEPARTURE PROCEDURE:	7
RELEASE AT PICK-UP:	7
WALKER POLICY:.....	7
CUSTODY ISSUES.....	8
STAFFING & SUPERVISION.....	8
CURRICULUM	9
DAILY SCHEDULE.....	9
OUTDOOR PLAY	9
SNACK.....	10
MOVIES	10
FIELD TRIPS & TRANSPORTATION OF CHILDREN	10
HOMEWORK POLICY.....	10
TECHNOLOGY POLICY	10
CHILD GUIDANCE & MANAGEMENT POLICY	11
INCIDENT REPORTS:.....	11
SUSPENSION:	11
DISENROLLMENT:	11
BULLYING:.....	12
ACCIDENTS, EMERGENCIES & SAFETY OF CHILDREN.....	12
MANAGEMENT OF COMMUNICABLE DISEASE.....	13
IMMUNIZATION	14
MEDICATION POLICY.....	14
SPECIAL NEEDS POLICY	14
PARENT PARTICIPATION.....	15
ENROLLMENT POLICIES AND PROCEDURES	15
PRIORITY ENROLLMENT:.....	16
TRANSFERS:	16

WORTHINGTON SCHOOLS' OPEN ENROLLMENT: 16
 NEW FAMILY ENROLLMENT 16
 WAITING LISTS:..... 16
 DISCONTINUATION OF ENROLLMENT 16
 WITHDRAWING & CHANGING DAYS OF ATTENDANCE 17
 DROP-IN CARE 17
 TUITION & PAYMENT INFORMATION..... 17
 FINANCIAL ASSISTANCE 18
 RECEIPTS & FEDERAL IDENTIFICATION NUMBER..... 18
 ADDITIONAL CHARGES 18
 FINANCIAL RESPONSIBILITY: 18
 LATE PAYMENT FEE:..... 18
 LATE PICK-UP FEE:..... 19
 RETURNED PAYMENT FEE: 19
 TRACE FEE:..... 19
 ADDITIONAL INFORMATION 19
 THANK YOU 20
 APPENDIX A..... 21
 Center Parent Information..... 21
 APPENDIX B..... 22
 APPENDIX C..... 23

PHILOSOPHY AND GOALS

CARE AFTER SCHOOL (CAS) is the result of an effort by PTA representatives from Brookside, Liberty, and Worthington Hills Elementary Schools to offer an alternative for parents whose children otherwise would be home alone after school.

CAS, established in 1984, is organized as a nonprofit corporation. The program is self-supporting and located in the Worthington elementary schools. Our purpose is to provide safe, enjoyable, and affordable out-of-school experiences for children enrolled in elementary school in the Worthington City School District.

Our goals are:

- To provide a flexible, developmentally appropriate play and success-oriented curriculum which complements the home and school by encouraging physical, social, emotional, and intellectual growth as well as positive feelings of self-worth in a group setting.
- To provide a warm, secure environment designed to encourage decision-making, problem-solving, individual expression, and freedom within limits, where children respect and enjoy each other in a group setting.
- To provide a competent, caring and professional staff who understand and meet the needs of the children in group childcare.
- To provide frequent and open communication with parents to provide support and encourage involvement.
- To provide an inclusive, respectful and safe environment for all families and staff.

CAS maintains a working relationship with the Worthington Schools but is not sponsored or supported by the Worthington Schools.

LICENSE TO OPERATE

CAS is licensed by the Ohio Department of Job & Family Services (ODJFS) as a school age childcare center. *(Please see [Appendix A](#) for valuable licensing information, provided and required by ODJFS.)*

BOARD OF TRUSTEES

CAS is governed by a Board of Trustees composed of parents of enrolled children. Meetings are held on a monthly basis during the school year.

Your input into the decision-making process is greatly appreciated. Any time you have a suggestion or concern, please talk with your site director, or contact one of the following administrators or board members:

CAS Board of Trustees:

Laura McLoughlin, President (614)313.8924
Jeff Rutter, VP (614)209.4296
Dawn Viggiano, Secretary (614)595.6825
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Leslie Rubinoski, Assistant Director
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Bobby Ritchie, Enrollment/Office Manager
Joanie Daly, HR/Accounting Specialist

PROGRAM SITES

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Worthington Park

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*AM program offered

DAYS & HOURS OF OPERATION

The CAS program is held in the cafeteria of participating sites from the end of the school day until 6:00 PM. Before school programs are held in the cafeteria of selected sites from 7:00 AM until the start of the school day.

The CAS program follows the Worthington Schools' calendar and operates on days when school is in session. The program begins on the first day of school and ends on the last day of school. Please refer to the school calendar for specific dates.

EMERGENCY DELAYS, DISMISSALS & CLOSINGS: Schools are sometimes closed for emergency conditions such as snowstorms, facility problems, etc. In these situations:

- If Worthington Schools are closed for the day, CAS is closed.
- If the start of school is delayed, the CAS before school program is closed.
- **If the elementary, middle, or high schools are dismissed early for an emergency, CAS is closed.**

Parents must make alternate arrangements for days when CAS is closed and ensure their child is aware of the plan. Parents are asked to monitor the local news media for cancellation, delay, and early dismissal information. A message concerning school closings/early dismissals will be communicated by the district and through the CAS parent portal.

PARENT COMMUNICATION RIGHTS AND RESPONSIBILITIES

All parents/guardians listed on the Child Enrollment and Health Information page of the registration packet have the following rights and responsibilities:

- to be included in general communications from the CAS Administrative Office and Site Director,
- to be included in communications and/or receive information from the CAS Administrative Office and/or Site Director regarding your child's program attendance and/or behavior during the program, and
- to be included in communications regarding the financial status of your child(ren)'s account.

These rights remain in effect unless CAS is provided with a copy of a court order or decree that specifically authorizes restrictions of any of these parental rights (in the determination of the Site Director), and the Site Director is provided with a copy of the court order or decree restricting these rights.

ATTENDANCE, SIGN IN & SIGN OUT

ARRIVAL PROCEDURE: After school, children are to immediately report to the cafeteria or other designated area to check in with staff. Children are greeted by staff as they arrive and attendance is taken. CAS cannot assume responsibility for a child until he or she has checked in.

Before school, children must be accompanied into the building no earlier than 7:00 AM and signed in by their parent/guardian. Children may not be dropped off at the entrance of the building or be sent inside alone. Staff must be made aware of each child's presence before the parent departs. Parents are responsible for the supervision of their child before sign-in. Children who do not arrive at the before school program on their scheduled day will not be traced. (*See trace procedure below.*)

TRACE PROCEDURE: If your child will be absent on an afternoon, they are scheduled to attend, please inform CAS by notifying a staff member prior to the absence, or by emailing or leaving a voice mail message at your site **before 2:00 PM**. (See [Program Sites](#) for site phone numbers and email addresses.)

If a child is absent on an afternoon they are scheduled to attend, and CAS has not been notified, the CAS trace procedure will be followed. Staff will first check the child's classroom and the school office, then call the parents to determine the child's whereabouts. Once parents are contacted, they are responsible for locating the child with the assistance of CAS staff. If attempts to contact the parents are unsuccessful, messages will be left, and the emergency contacts will be called. If no contact can be made, the police may be called to report the missing child.

Because the trace procedure takes a staff member away from the group for an extended period of time, a \$10 trace fee is assessed for failure to notify the CAS staff of an absence. CAS reserves the right to suspend and/or discontinue enrollment for recurrent unnecessary traces.

DEPARTURE PROCEDURE: Written permission is necessary for a child to leave the CAS program to attend other activities in the building. Indication of permission is included on the registration information.

At the end of the day, parents are encouraged to help the child transition from CAS to home by joining in the conclusion of an activity and/or helping with cleanup of the child's area. The person who picks up the child must inform a staff member that they are leaving and sign out on the attendance sheet. Parents are responsible for the supervision of their child after sign-out.

RELEASE AT PICK-UP: Children will be released only to those persons specified in the registration information. At least one emergency contact listed on the Child Enrollment and Health Information form must also be listed for emergency pick-up situations. Designated pick-up persons must be in grade six or above. If a person not listed on the registration form must pick up the child in an emergency, parents are to provide an email from the address on file with CAS, or a signed note giving the person permission to pick up the child. Phone calls will be accepted to grant permission only if they can be readily verified through voice recognition or a return phone call. Staff will check the identification of anyone they do not recognize. Please inform anyone picking up your child of this policy so they are aware we must see a photo ID before releasing the child.

Any person who is suspected of being impaired by alcohol or drugs will be asked to call another designated person to pick up the child. The police may be called if necessary. Your child's safety is our priority!

Due to the importance of greeting children and hearing about their day, parents are asked to finish phone conversations before entering the building.

WALKER POLICY: Children in grades 4-5 are permitted to walk home when written permission from a parent/legal guardian is on file at CAS. The CAS Walker Policy (see [Appendix C](#)) has been developed to give parents of CAS children in grades 4-5 the option to authorize the release of their child to walk home or to a designated activity/destination. The CAS Walker Policy and form can also be found on the CAS website. To help assure the safety of the child, the following conditions must be met for CAS to release the child:

- The child must not be eligible for transportation from the Worthington Schools Department of Transportation. (This information is available at worthington.k12.oh.us/transportation)
- The child must be in grades 4-5. Younger siblings in grades K-3 are not permitted to accompany the child. Exceptions will not be made for younger children, regardless of the proximity of the school to home.
- A Walker Policy form must be completed by the parent/guardian and must be on file with CAS before the child can be released.
- It is the responsibility of the parent/guardian to determine that the child has the necessary maturity level and skills, and to review safety procedures with the child before authorizing release. Parents/guardians are also responsible for obtaining all communication by CAS including information from the parent table, tax receipts, incident/injury reports, etc.

- There are no adverse safety factors, including but not limited to inclement weather conditions, as determined solely at the discretion of Site Director or the Site Director designee. In this circumstance when a child will not be released, the parent/guardian will be contacted to pick up the child. If the parent/guardian does not arrive by 6:00 PM, the CAS late pick-up fee will be assessed.
- The time of release is no later than 5:45 or sunset, whichever comes first. Sunset times are available at timeanddate.com/sun/usa/columbus.
- The child must first get permission from a CAS staff member and then sign out on the attendance sheet before leaving.
- The child must walk home or to a designated activity/destination. Children are not permitted to wait on school grounds to be picked up.

CUSTODY ISSUES

All parents/guardians listed on the Child Enrollment and Health Information page of their registration form shall be authorized to pick up his/her child on any day that CAS is in session and will be permitted to designate others to pick up his/her child on any day that CAS is in session -- unless CAS is provided with a copy of a court order or decree that authorizes restriction of these parental rights and the Site Director is apprised of the court order or decree.

For parents with joint or shared custody, either parent will be permitted to pick up the child on any day CAS is in session and to designate others to pick up the child on any day CAS is in session.

If one parent is the legal custodian of a child, only the parent with legal custody will be permitted to designate others to pick up the child, so long as the court order or decree provided to CAS supports such a determination.

For parents with shared or joint custody, in the case of an emergency, we will generally try to contact the custodial parent first. But, if we do not reach the custodial parent, we will contact the other parent. Also, in an emergency, we may not have time to look up whose day it is to have custody. If you have questions or concerns regarding these issues and our policy, or if you have a court order requiring otherwise, please contact your Site Director.

STAFFING & SUPERVISION

CAS staff are well-qualified specialists who are committed to providing a warm, supportive environment to enhance the child's self-image. All staff members have a sincere interest in children and complete at least 6 hours of in-service training each year on topics such as child development, health and safety, guidance and discipline, developmentally appropriate activities, etc. Site Directors have at least two years of college training or experience working in a licensed childcare center and a minimum of 12 semester hours in child development.

A major responsibility of staff is to provide for the health and safety of each child. Staff members are alert to the safety and supervision needs of the children, anticipate possible hazards, and take appropriate preventive measures.

Care After School will not exceed the state required staff:child ratio of 1:18 and maximum group size of 36 for school-age children. Maximum group size is defined by the number of children in one group that may be cared for at any time, excluding snack time, outdoor play or special activities. Because we desire to provide a higher level of quality care, we strive to provide continuity of care and to maintain a staff:child ratio of 1:14. We intend that no child will be left alone or unsupervised with the following exceptions:

- Running errands inside the building
- Using the restrooms
- Helping a teacher (with permission)

- A group of no more than six children in grades 4-5, may be engaged in safe activities inside the building without a staff member. A staff member will be able to always see or hear the children and will check on the children every ten minutes.

CURRICULUM

The CAS curriculum, designed to meet the goals of our program, provides a variety of activities including arts and crafts, sports and fitness activities, music, dramatic play, engineering, cooking, science and discovery, math and literature, special interest areas, and special events. Activities are planned to meet the needs and interests of the children. A calendar of events will be emailed and is displayed each month at the parent table. Care After School does not conduct any type of formal assessment of children enrolled in our program.

DAILY SCHEDULE

The daily schedule is flexible enough to provide adaptability but structured enough to provide predictability for the children. While CAS does not designate a specific nap/rest time in the daily schedule, a cot or soft space will be provided to any student that is tired and needs to lay down to rest. Times may vary at each site, but a typical schedule is:

BEFORE SCHOOL

- 7:00 - 7:40 Breakfast snack available
- 7:15 – 7:45 Choice of scheduled activities
- 7:50 Departure for school

AFTER SCHOOL

- Dismissal-4:00 Arrival of students: outdoor or gym play; snack; group meeting time; homework
- 4:00 - 5:00 Activity Time (choice of scheduled small group activities):
 - Creative Arts or Special Interest Activities (arts & crafts, drama, music, etc.)
 - Physical Activities/Sports (fitness, team games, dance, etc.)
 - Older Kids Activities (provided for those in 4th and 5th grades)
 - Special Interest Activities
 - Enrichment activities (science & nature, math, literacy, etc.)
 - Hobbies (cooking, electronics, sewing, construction, collections, etc.)
 - Special events (celebrations, performances, special guests, etc.)
- 5:00-5:30 Free play
- 5:30-6:00 Clean up and preparation for departure
- 6:00 Program ends

OUTDOOR PLAY

CAS provides outdoor play periods for the children each day as the weather permits. In inclement weather, indoor large muscle activities will be provided in the gym, in compliance with the ODJFS suggested group size. The outdoor play period may be canceled, or the length of time adjusted for extreme temperatures or threatening weather. Children will stay indoors if the temperature is 15°F or below or the wind chill factor is 0°F or below, or if the temperature is 95°F or above or the heat index is 100°F or above. Outdoor play will not be provided when there are non-weather-related safety issues outside. When an air quality alert is issued, children will not remain outdoors for extended periods and strenuous outdoor activity will be avoided. Please see that children are dressed appropriately for active play for both indoors and outdoors. This includes appropriate shoes for active play, and hats, gloves, and boots for winter snow play.

SNACK

A snack which provides nutritional value in addition to calories and contains at least one food from each of two of the four basic food groups will be available each morning and afternoon. Afternoon snacks will contain a fruit or vegetable each day. This snack is not intended to be a meal. If your child does not like the food served or you would like your child to have more, please feel free to send a healthy snack with your child. All Worthington schools are nut-free, which includes snacks brought from home. A monthly snack menu will be emailed and posted at the parent table.

MOVIES

Only G and PG rated movies will be shown to the children. Parents must specify on the registration form which movie ratings their child has permission to see. CAS is licensed for the public performance of copyrighted motion pictures.

FIELD TRIPS & TRANSPORTATION OF CHILDREN

When possible, children may enjoy periodic field trips away from the site. Transportation will be provided by contracted school buses. Parents will receive specific information before each field trip, including the destination, the means of transportation to be used and the staff/child ratio that will be followed on the trip. Written permission from a parent/guardian is required for all field trips and swimming activities. End of the day pick-up might be at the field trip location.

During field trips, each child will wear an information tag which includes the program's name, address, and emergency phone number. A person trained in first aid, CPR, and management of communicable disease, a first aid kit, emergency forms, medications and health records for each child will be available on all trips.

Each CAS staff member will have specific children they are responsible for supervising during the trip. Attendance will be taken before departure from CAS, upon arrival at the field trip destination, periodically at the field trip site, before departing from the field trip site, and upon returning to CAS. Adult volunteers may also be in attendance to assist with the field trip but are not directly responsible for the supervision of the children. Swimming field trips to area pools will be supervised by certified lifeguards or water safety instructors and CAS staff.

Since all staff are needed for field trip supervision, if a child cannot attend a scheduled field trip, parents must make other childcare arrangements for that day. No credits or refunds will be given in this situation.

HOMEWORK POLICY

CAS is not an academic extension of the school day, but we appreciate all the demands on school age children and their families, and we have a commitment to their academic learning. Although CAS believes that homework is ultimately the child's responsibility, we will do all we can to encourage children to work on it at CAS. Our daily schedule includes 20-30 minutes of quiet time Monday through Thursday for homework or reading. During this time, CAS staff will be available to provide some assistance if needed but cannot be expected to check children's work for accuracy or completeness or to provide individual tutoring for children. Once scheduled activities begin, children may continue working on homework in a designated space, though the space will no longer remain quiet. Please check with your Site Director for more detailed information about your site's homework time.

TECHNOLOGY POLICY

As agreed, upon during the online registration process, all children will have access to use technology during the CAS program unless the parent or legal guardian informs CAS in writing to the contrary. Technology uses include, but are not limited to, the use of Worthington Schools' Chromebooks, CAS iPads for curriculum-specific activities, and personal devices brought to the program by your child, or another student enrolled in the program on site-specified days. (See [Appendix B](#) for the full CAS Technology Agreement)

CHILD GUIDANCE & MANAGEMENT POLICY

The CAS child guidance and management policy and Rule 5101:2-12-19 of the Ohio Administrative Code applies to all staff, parents, and children while they are at the program. The goal at CAS is for children to learn self-discipline so they may function independently in a socially acceptable manner. Self-control and social skills are developed by guiding the children through everyday activities and interactions with others. Rules and limits are set for three main reasons: to prevent possible harm to self or others, to prevent damage to property, and to prevent infringement on the rights of others. To provide a safe and secure environment for everyone, the following rules have been developed which will be always in effect:

- Show respect for people and property.
- Follow good safety practices.
- Follow directions the first time they are given.

In addition, each site will have specific rules which will be posted and discussed with the children. School rules will also be in effect to provide consistency for the children throughout their day.

The environment of the program will be structured to help children remember limits. Children will be treated with respect so they may in turn learn to respect others. Positive language will be used to provide simple, consistent explanations. Reasonable efforts will be made to help children adjust to the CAS group setting.

Children will be taught to be responsible for their actions; they make the choice to follow the rules and enjoy the rewards or to disregard the rules and accept the consequences. Appropriate behavior will be encouraged by verbal praise, rewards, and positive communications with parents.

Children exhibiting inappropriate behavior will be redirected to an appropriate activity or provided with natural or logical consequences. A child who is having problems playing within the guidelines of the program may be removed to a non-stimulating, supervised area for a period of time to regain control.

Parents will be informed of their child's behavior at CAS and every attempt will be made to work together with the parents and the child to correct serious or recurrent behavior situations. If a child's behavior frequently requires extra attention from a staff member, parents may be called upon to participate in a partnership to develop a special behavior management plan, which meets the requirements of Rule 5101:2-12-19 OAC. The specifications of this rule apply to all employees of CAS.

INCIDENT REPORTS: In cases of serious or recurrent misbehavior, an incident report will be written. Examples may include but are not limited to causing a physical injury, taunting, name-calling, encouraging others to exclude a child from a group, threatening physical harm, and damaging property.

Should a child's inappropriate activity or behavior result in damage to any CAS owned or leased property, CAS reserves the right to assess the parent or legal guardian for all amounts necessary to repair or replace the damaged items or property.

An incident report is intended to inform parents or legal guardians about inappropriate behavior. Staff will discuss the incident with parents or legal guardians, who are asked to sign the report, review it with the child, and discuss better ways to deal with the situation. A copy of the incident report will be given to the parents and a copy will be sent to the CAS office. Please remember that it is not acceptable for a parent or legal guardian to engage in an argument with or threaten CAS staff and/or children. Examples of such behavior include but are not limited to loud voices, foul language, threatening physical harm, or inflicting physical harm. This type of behavior may result in disenrollment from the program.

SUSPENSION: In cases of serious or recurrent incidents, parents may be called to pick up their child. Following an opportunity for the child to explain his or her actions, a suspension may be imposed. A parent conference may be required before the child returns to the program. Payment will be due for the time a child is suspended (not to exceed five school days). After suspension, if the child's behavior continues to be inappropriate, the child's enrollment may be discontinued.

DISENROLLMENT: If, at any time, CAS determines that a child is unable to benefit from the program, unable to abide by the CAS rules, or the child's behavior is unsafe or unmanageable, the child's enrollment

may be discontinued. In such cases, CAS will communicate with the parent or legal guardian prior to disenrollment. A child whose enrollment has been discontinued for any reason may not seek entrance in future years. (See [Discontinuation of Enrollment](#) for additional grounds for disenrollment)

BULLYING: Bullying behavior will not be tolerated at CAS. Certain conditions must exist in order to define a situation as bullying. Children may joke around with each other, call each other names, or at times engage in some physical contact and yet these incidents are not labeled as "bullying" when they occur between certain children. The difference lies in the relationship of the bully and the victim, and in the frequency and intent of the interaction. Bullying includes more than one intentional act of one child toward another that causes the other child mental or physical harm and is sufficiently severe, persistent, or pervasive that it creates an intimidating or abusive environment for the other child. If it is determined by CAS that a child is involved in bullying, disciplinary action will be taken, including warnings, consequences, restrictions, conferences, suspensions and/or disenrollment.

(See the [Parent Communication Rights and Responsibilities](#) section for additional information)

ACCIDENTS, EMERGENCIES & SAFETY OF CHILDREN

The safety of the children is of greatest concern at CAS. Several procedures have been devised to assure the safety of the children:

- A telephone is available at each site for emergencies (phone numbers are listed on [Program Sites](#) page)
- A staff member trained in first aid, communicable diseases, CPR, and child abuse/neglect recognition and prevention is always on-site.
- In the case of a minor accident/injury, CAS staff will administer basic first aid. For a more serious injury, first aid will be administered, and the parent will be contacted immediately to assist in deciding an appropriate course of action. If an injury is life threatening, the emergency squad will be contacted, parents will be notified, and a staff member will accompany the child to the hospital with all available health records. Parents are required to grant permission for emergency transportation at the time registration forms are submitted.
- A written incident/injury report will be completed and given to the person picking up the child whenever a child:
 - has an illness, accident or injury which requires first aid
 - receives a bump or blow to the head
 - is transported by the emergency squad
 - is involved in an unexpected event which jeopardizes safety

If a child requires emergency transportation, the report will be available within 24 hours.

Reports for serious incidents or injuries will be sent to ODJFS as required by licensing regulations.

- If transportation is required for an emergency, it will be provided by the emergency squad, school buses, or the parent depending on the nature of the emergency.
- Monthly fire drills and periodic tornado and safety drills will be conducted for all children and staff. A written plan explaining the action to be taken in case of fire, severe weather alerts, or general emergencies will be followed. This plan includes a diagram of evacuation routes and is posted in each area used by CAS. In the event of an environmental threat or threat of violence, children will be secured in a safe area, the proper authorities will be contacted, and their directions will be followed. Parents will be informed as soon as the situation allows.
- In the event of an emergency evacuation due to fire, weather conditions, utility emergencies, etc., the children may walk or be transported by school bus to a designated emergency destination (listed below). A sign will be posted at the CAS site indicating the location where you can pick up your child. Parents will be contacted as soon as possible. If a parent cannot be reached, the emergency contacts listed on the registration form will be called.

CAS SITE	EVACUATION SITE
Bluffsview	Phoenix Middle School
Brookside	Phoenix Middle School
Colonial Hills	St. Michael's School
Evening Street	Thomas Worthington High School
Granby	McCord Middle School
Liberty	Sutter Pre-School
Slate Hill	Salvation Army Chapel
Wilson Hill	Worthington Christian School
Worthington Estates	Worthingway Middle School
Worthington Hills	Granby Elementary School
Worthington Park	Lazelle Woods Recreation Center

MANAGEMENT OF COMMUNICABLE DISEASE

A staff member who has completed a six-hour training course on the prevention, recognition and management of communicable disease will be always on site. Staff receives training in handwashing and disinfection procedures prior to working with children.

A Communicable Disease Chart, which will be followed for appropriate management of suspected illnesses, is posted at the program. Parents will be notified of exposure to a communicable disease by email or by a sign at the parent table. Staff members who have a communicable disease or are unable to perform their duties due to illness will be released, and a substitute staff member will replace them.

Any child or staff member exhibiting any of the following symptoms will be carrying a communicable disease and should not attend CAS:

- temperature of 100°F in combination with any other sign or symptom of illness
- diarrhea (three or more abnormally loose stools within a 24-hour period)
- severe coughing causing the face to become red or blue or to make a whooping sound
- difficult or rapid breathing
- yellowish skin or eyes
- redness of the eye or eyelid, obvious discharge, matted eyelashes, burning, itching or eye pain
- untreated, infected skin patches, unusual spots or rashes
- unusually dark urine and/or grey or white stool
- stiff neck with an elevated temperature
- evidence of untreated lice, scabies, or other parasitic infestation
- sore throat or difficulty in swallowing
- vomiting more than one time or when accompanied by any other sign or symptom of illness

If a child becomes ill with any of the above symptoms while at CAS, the parent or guardian will be notified to immediately pick up the child. The child will be separated from the group, supervised within sight and hearing of an adult, and made as comfortable as possible on a cot until the parent arrives. Cots are disinfected after each use. If a parent does not arrive within one hour after contacted, the late pick-up fee of \$10 per five minutes, or portion thereof, will be assessed. (See the [Additional Charges](#) section for details)

Children who are not feeling well, but who are not exhibiting any of the above symptoms will be isolated and observed for further signs of illness. If a child does not feel well enough to participate in the daily activities of the program the parent will be called to pick up the child.

The child will not be readmitted to the program until he or she is symptom-free for a period of 24 hours or until a physician's written permission verifies that the child is no longer contagious. A child who is absent from school for illness will not be permitted to attend CAS that day. No credit or refunds will be given for days missed due to illness.

IMMUNIZATION

All children enrolled in Care After School are Worthington Elementary School students and therefore follow the immunization policy of the Worthington School District:

Proof of immunization must be on file in the nurse's office within fourteen (14) days of the student entering school. In addition to this requirement, students entering the district from a foreign country must also present evidence of a negative TB test or chest x-ray report within the last ninety (90) days and prior to entry to school.

MEDICATION POLICY

All required medications and the ODJFS required paperwork to administer medication must be complete and on site prior to the child's first day of attendance.

Due to storage and safety concerns at CAS, it is strongly recommended that all medications be administered at home or during the school day. If this is not possible, CAS will administer medication, medical foods, modified diets, or sunscreen only with the completion of a Request for Administration of Medication Form. Medication forms are available on site and online at careafterschool.com, and must be updated each school year. Medications must be given directly to the Site Director and will be stored in a designated area inaccessible to the children.

Children who have permission from the school to carry and self-administer asthma medication using an inhaler during the school day are also permitted to do so at CAS with the appropriate forms on file. The parent must complete and sign a Request for Administration of Medication form, complete and sign a Request for Child to Carry Inhaler form and provide verification that the child has permission from Worthington Schools to carry the inhaler during the school day. The child must always keep the inhaler in his or her possession while at CAS and not share it with any other person. Any time the child is unable to maintain control of the inhaler it must be given directly to a CAS staff member. It is recommended that the parent provide CAS with a second inhaler as a back-up for emergencies.

Care After School will not administer any medication, food supplement, medical food or topical product until the child has received the first dose or application at least 24 hours prior to the center administering a dose application of the product to avoid unexpected reactions.

SPECIAL NEEDS POLICY

It is the intent of CAS to provide group childcare services to children, without regard to disability. Enrollment of children with disabilities will be made if the child is determined to be a qualified child with a disability. Factors include that the child will **not**:

- constitute a direct threat to the health or safety of himself or herself or others in a group childcare setting, or
- require supervision, educational services, and/or personal services beyond that reasonably expected of the existing staff, or services not provided for children without disabilities, or
- require specialized equipment not present in or available to the program.

Reasonable accommodations will be made to meet the special needs of the child. However, accommodations that would fundamentally alter the nature of or create an undue financial burden on the program, such as one-on-one care, cannot be made. Parents must provide all pertinent information regarding the child's special needs and complete a written medical/physical care plan to assist the staff in the care of the child.

Evaluation of qualifications will be undertaken on a case-by-case basis. Input from the parents and the Site Director with whom the child will be placed will be taken into consideration. Initial enrollment decisions will be based on reasonable judgment concerning the likelihood that the child's participation in a group childcare setting can provide adequate educational, physical, and social adjustment, given the nature and extent of the disability. Initial enrollment may be provisional for a period to be stated by the Director at the time of enrollment. Continued enrollment may be reconsidered at any time, for any child, based on the above listed factors.

If it is determine our program is appropriate for a child with disabilities, CAS will ensure compliance with the Americans with Disabilities Act (ADA), including:

- Administering medication to children with disabilities.
- Administering care procedures to children with disabilities.

PARENT PARTICIPATION

Parents are welcome to visit and observe the program at any time and are encouraged to participate whenever possible in the activities at CAS. The frequency and length of visits must fall within ODJFS guidelines. Parents may wish to attend field trips and special events, share a special interest with the children, help with various projects, or simply stop in to enjoy the daily fun! When visiting, please notify the Site Director of your presence. The Site Director is available to discuss a child's needs and parents are encouraged to share any thoughts and information about their child at any time. However, due to staff responsibilities and schedules, parents are asked to make appointments with the Site Director whenever it is necessary to engage in lengthy conversations. The hours the Site Director is available for conferences is posted at the parent table.

Parents are encouraged to inform CAS of any questions, suggestions, or concerns they may have. Concerns should first be addressed on-site with the Site Director. Every effort will be made to resolve it at this point. If the situation cannot be resolved on-site, the CAS office may be contacted, and a conference may be arranged. If a solution is not found, parents may address their concern in writing to the CAS Board of Trustees. CAS staff members are also to follow the same chain of command.

To keep parents advised about CAS, information will be shared through informal discussions, conferences, emails, newsletters, and via the parent table. The parent table includes posted information and a folder for each family. Please check daily for mail and messages.

Parents may request contact information for other parents/guardians who have children enrolled at CAS by notifying the Site Director. Contact information will not include the name, telephone number, or email address of any parent or guardian who indicates on the registration form that they do not wish to participate.

ENROLLMENT POLICIES AND PROCEDURES

In order to be eligible to attend the Care After School program or to be on a waiting list, a child must be toilet trained and enrolled in a PM or All-Day Kindergarten through fifth grade class in one of the Worthington Elementary Schools. Children attending AM Kindergarten are eligible only for enrollment in the CAS morning programs at Liberty, Slate Hill and Worthington Estates, and are not eligible for any PM program or for the CAS waiting list. CAS is not in session when AM Kindergarten is dismissed.

Children placed on a Worthington Schools waiting list for an All Day or PM Kindergarten class may remain on the CAS enrollment or waiting list until the first day of school in August, at which time eligibility will be determined. Should you decide to register for CAS without verification of Worthington School enrollment, please note that the \$40 registration fee is non-refundable.

To allow time to process registration and to prepare for the child's arrival, completed enrollment forms and the first tuition payment must be received by the CAS office by Monday of the week prior to the child's first day of attendance.

Falsification of information on registration forms or required paperwork is grounds for rejecting an

application or immediate disenrollment. Any changes in enrollment information must be communicated to CAS immediately so that current information is always on file.

PRIORITY ENROLLMENT: Priority registration for the following school year is given to CAS families who are currently enrolled, and whose fees are paid in full. During the priority registration period each year, siblings of currently enrolled children are given priority over new families, however enrollment is limited at each site and sibling enrollment is not guaranteed.

Families on the current school year's waiting list who have not been accommodated also have an opportunity for priority registration for the following year. Families who do not submit a registration form for the upcoming year during the priority enrollment period must apply through open enrollment and are not guaranteed enrollment or to be placed on the waiting list.

TRANSFERS: Every effort is made to work with currently enrolled families to accommodate their transfer requests; however, transfer services are not guaranteed. Transfers are dependent upon the current enrollment and waiting list of the site requested. If a currently enrolled family requests a transfer during the current family priority registration period, they will be enrolled at the new site, if space is available, after current families and before waiting list families. Currently enrolled families who request a transfer after the current family priority registration period will be enrolled at the requested site if space is available. If space is not available, they will be added to the waiting list in the order their request is received.

WORTHINGTON SCHOOLS' OPEN ENROLLMENT: CAS accepts registration forms for only one CAS site per child, therefore, families who apply for open enrollment to attend a school outside their regular attendance area must choose one CAS site for registration. Once they are notified which school their child will attend, they should notify the CAS office immediately. If the child will attend a different CAS site than the one where they are currently registered, the child's enrollment will be transferred to the new site if space is available. If space is not available, they will be added to the waiting list in the order their request is received.

NEW FAMILY ENROLLMENT: Families new to the program have an opportunity to register for the upcoming school year each spring. If more new family applications are received than spaces available, a lottery is conducted to give equal chance to all applicants who registered during the open enrollment period. After the open enrollment period, applications will be processed as received. Enrollment is not guaranteed, and the registration fee is non-refundable.

WAITING LISTS: Enrollment at each site is limited. The length of the waiting list and its movement varies from site-to-site and year-to-year. Openings are offered as space becomes available throughout the school year. CAS cannot guarantee or predict when space will become available. If you are on a waiting list and are offered enrollment, you may choose to either accept the space or be moved to the bottom of the current waiting list (one time only). Waiting lists are closed for the school year at the discretion of CAS after which no additional applications are accepted. Please visit careafterschool.com for more information on waiting list procedures.

DISCONTINUATION OF ENROLLMENT

A child's enrollment may be discontinued, or enrollment may be denied by CAS for any of the following reasons:

- Tuition or other fees are more than seven days past due
- Recurrent late pick-ups, unnecessary traces, or late payments
- Falsifying information on registration forms or required paperwork
- CAS determines that the child is unable to abide by the CAS rules, or the child's behavior is unsafe or unmanageable, or the child is unable to benefit from the program, or the program is unable to meet the needs of the child in a group childcare setting.

- CAS determines that the behavior of the parent is inappropriate in the presence of children at CAS, in the presence of CAS staff, or directed at CAS staff; the parent is unable or unwilling to work respectfully, cordially and cooperatively with the staff and other parents to resolve a problem, or the parent is unwilling to accept the resolution recommended by CAS staff or the Board of Trustees regarding any matter. Please understand that by enrolling, parents commit to work cooperatively with CAS staff on all matters.

A child whose enrollment has been discontinued for any reason may not seek entrance in future years. If a child's enrollment is discontinued due to the behavior of his/her parent/guardian, the parent/guardian may be precluded from entering the CAS premises and/or from enrolling his/her children in the future. This decision is entirely at the discretion of CAS.

WITHDRAWING & CHANGING DAYS OF ATTENDANCE

Before the start of the school year, refunds or credits for August tuition paid will be issued for withdrawals or change requests received prior to July 25th. No refunds will be issued for requests made after July 25th; if the account remains open (student(s) on account still attending), a credit will be issued.

During the school year, CAS must be notified in writing by the 15th of the month to withdraw from the program effective the last day of the month or to change days of attendance for the following month. If notice of withdrawal is not given by the 15th of the month, half of the next monthly payment is required. Changes submitted after the 15th of the month will go into effect the middle of the following month and tuition will be prorated. No refunds will be made for withdrawal from the program during the school year.

Due to the great demand for full-time spaces, part-time spaces are limited in number. Full-time participants may change to part-time attendance only if openings for the selected days are available in the spaces designated as part-time. Likewise, part-time participants may change to full-time only if an opening is available in the designated full-time spaces. Changes in days of attendance will be made if space in the program permits and will be effective the first week of the following month. If an enrolled student does not attend the program regularly, CAS reserves the right to request withdrawal from the program.

Please email info@careafterschool.com as soon as possible to withdraw or to request changes. All requests must be received in writing.

DROP-IN CARE

Drop-in care is available for currently enrolled students at most before school programs and a limited number of drop-in spaces may be available for students who are enrolled part-time in after school programs. Please contact your Site Director at least 24 hours in advance to check availability for the days you would like your child to attend. This short notice will enable CAS to have the needed supplies and snack available for your child, and to make sure the required staff-to-child ratio is maintained. Payment is due the day of attendance unless your family participates in autopay, in which case the fee will be included with the next tuition payment. The fee for drop-in service is \$10 per child per day for AM and \$15 per child per day for PM.

TUITION & PAYMENT INFORMATION

A non-refundable registration fee of \$40 per family must be submitted during the online registration process in order to complete the registration for your child(ren). **Tuition is an annual rate divided into equal monthly installments. August tuition is due upon enrollment for the following school year and is half of a monthly installment. Full monthly installments are due September through April. The final tuition payment of the school year in May is also half of a monthly installment. The amount of tuition is set, regardless of the number of days of school or attendance.** Holidays and other scheduled school days off are not included in the calculation of the annual rate. There will be no credits or refunds for calamity days or absences. A space will be reserved every day of the week for full-time participants. For part-time participants, only those two or three days of the week specified at the time of registration will be reserved.

The first monthly payment is due upon confirmation of enrollment and must be received prior to attending the program. Thereafter, payments are due the first of each month through May. Tuition rates available on the CAS website at careafterschool.com/costs.

Tuition payments are to be made electronically through our parent portal. Families are responsible to manage their account through the parent portal. A returned payment fee will be assessed if your bank account or routing number changes and the account has not been updated prior to the tuition due date. Contact our office if you wish to pay tuition by money order. Cash will not be accepted.

Divorced/separated parents are jointly and separately liable for tuition to CAS. Certainly, parents may agree between themselves who will pay what share of tuition, but CAS requires a commitment from both parents that tuition will be paid in a timely manner to provide for continuity of care for your child/children. By enrolling, both parents agree to stay current with tuition and will be informed if tuition is late or overdue.

FINANCIAL ASSISTANCE

Financial assistance may be available for families who qualify for the National School Lunch program. Please contact the CAS office at info@careafterschool.com or (614) 431.2266 for information about how to apply for assistance.

RECEIPTS & FEDERAL IDENTIFICATION NUMBER

Parents may print tuition receipts and annual statements online through the parent portal. Receipts are also available from the CAS office upon request. An annual statement of tuition paid, although not required by law, will be distributed as a courtesy to currently enrolled families for tax purposes in January. Former participants may request a tax receipt by contacting the CAS office. The CAS federal identification number is 31-1123932.

ADDITIONAL CHARGES

FINANCIAL RESPONSIBILITY: As with tuition, parents are jointly and separately liable for payment of additional fees. CAS requires a commitment from both parents to make sure fees are paid in a timely manner to ensure continuity of care for your child(ren).

LATE PAYMENT FEE: Tuition payments are due the first of each month September through May. A late payment fee of \$25 will be assessed for any payment that is not received by the last school day of that week (usually a Friday).

If payment is not received by the last day of the 2nd week after the tuition due date your child(ren) will be suspended for one week or until payment is made that week.

If the account is not paid in full during the week of the suspension, your child(ren)'s enrollment will be discontinued. Reinstatement is available only if space is available in the program, the account is paid in full, and an additional \$40 registration fee is paid.

Excessive late payments may result in discontinuation of enrollment.

For example, in October:

Payment is due October 1st	No penalty if payment received by Friday, Oct. 7 th
Payment not received by Friday, Oct. 7 th	\$25 late payment fee assessed
Payment not received by Friday, Oct. 14 th	Child(ren) suspended week of October 17 th <i>(or until payment is made that week)</i>
Payment not received by October 21 st	Enrollment discontinued effective Oct. 31 st

LATE PICK-UP FEE: CAS staff members have evening responsibilities and are not expected to remain past 6:00 PM, although no child will ever be left unattended. A fee of \$10 will be assessed for each five (5) minute increment, or portion thereof, after 6:00 PM a parent is late (e.g., 6:01 arrival = \$10 fee: 6:06 arrival = \$20 fee). If a child has not been picked up by 6:30 PM and attempts to contact parents and emergency contacts have been unsuccessful, the police and Franklin County Children's Services may be called. CAS reserves the right to suspend and/or terminate enrollment for recurrent late pick-up. The late pick-up fee will also be assessed beginning one hour after the time a parent is contacted to pick up a child for any reason including illness, behavior, etc. Payment is due the end of the week of the occurrence unless the family participates in autopay and the fee will be automatically deducted with the next tuition payment.

RETURNED PAYMENT FEE: A fee of \$30 will be assessed for each returned or declined payment. The amount of the returned payment plus the \$30 fee must be paid through the parent portal by the date communicated by the administrative office. Should there be a second returned payment, all future payments will be required to be made by credit card or money order. The returned payment fee will also be assessed if you participate in ACH auto-pay and your bank account or routing number had changed and you have not updated your account through the parent portal. Returned check fees and tuition must be paid by the end of the week of notification.

TRACE FEE: If your child will be absent on a day they are scheduled to attend, you must inform CAS **prior to 2:00 PM** the day of the absence. This can be done by writing in the parent notebook on site and notifying a staff member, or by emailing, or by leaving a message on your site's voice mail. (Site phone numbers and email addresses are listed on the [Program Sites](#) page and on the CAS website at careafterschool.com/our-locations.) A penalty fee of \$10 will be charged for an unnecessary trace (i.e., parent was aware of the absence, but did not inform CAS). Please see the [Attendance Sign In and Sign Out section](#) for more information. CAS reserves the right to suspend and/or discontinue enrollment for recurrent unnecessary traces. Trace Fees must be paid by the end of the week of occurrence unless the family participates in autopay and the fee will be automatically deducted with the next tuition payment.

ADDITIONAL INFORMATION

- Unless the parent or legal guardian informs CAS, in writing, to the contrary, the parent or legal guardian gives CAS permission to use and/or publish your child's photograph and/or likeness, your child's name, and/or your child's work (including but not limited to art work, drawings, writings, poetry, crafts, etc.) in the media, newspapers, the internet, newsletters, videos, publicity materials, and/or any other format or medium.
- The CAS telephone must be available for emergencies. For this reason, children are permitted to use the phone only for emergencies at the discretion of the CAS staff, and parents are asked to call their children only when it is necessary. Children are not allowed to use personal cell phones for texting or calling without the permission of a CAS staff member.
- CAS is a cell phone-free area. Due to the importance of greeting children and hearing about their day, parents are required to finish phone conversations before entering the building. Children and staff are not permitted to use personal cell phones at CAS as well as any device which allows for electronic communication to include, but not limited to tablets, laptops, and watches. Site Directors and Assistant Site Directors are required to have their cell phone on their person during CAS for use in case of an emergency.
- Although staff will make every effort to help children keep track of their personal belongings, the final responsibility rests with the child. Appropriate items may be brought to the program, but if they are lost, stolen, or broken, CAS cannot be held responsible for replacement or repair. This includes any electronic devices which may be used at CAS only during homework time and on scheduled dates. Please check with your Site Director for more information.
- CAS reserves the right to search the child's belongings if the need arises.

- To provide consistency for the children, the CAS staff will have on-going communication with the school staff. By enrolling your child at CAS, you consent to this communication.
- A breastfeeding location will be available at each site. Please check with the Site Director for your sites designated space.
- A parent may take photos of his/her child or children at CAS-sponsored events. However, parents may not post any photos from CAS events on the internet or on social media if they include other children (children for whom you are not the parent or legal guardian). Many parents do not wish their child's photo to be on the internet or on social media, and CAS respects their wishes.
- Employment of CAS staff members by parents for personal childcare services is at the parent's own discretion. Parents have the sole responsibility to determine whether a person has the skills and attributes to properly attend to their children and may in no way rely upon CAS to make that determination. CAS is not responsible in any way for the actions of employees beyond CAS program hours or off CAS premises. Parents are required to complete a Personal Child Care Release of Liability form, releasing CAS from liability, before a CAS staff member begins employment with their family.

THANK YOU

Thank you for choosing Care After School as your childcare provider. The fact that you have enrolled your child and are reading this handbook demonstrates your genuine concern for the welfare of your child. We appreciate the opportunity to work with you and your child; and we will make every effort to see that your family enjoys a positive experience with CAS.

APPENDIX A

Ohio Department of Job and Family Services

Center Parent Information

The center is licensed to operate legally by the Ohio Department of Job and Family Services (ODJFS).

This license is posted in a noticeable place for review.

A toll-free telephone number is listed on the center's license and may be used to report a suspected violation of the licensing law or administrative rules. The licensing rules governing child care are available for review at the center.

The administrator and each employee of the center is required, under Section 2151.421 of the Ohio Revised Code, to report their suspicions of child abuse or child neglect to the local public children's services agency.

Any parent of a child enrolled in the center shall be permitted unlimited access to the center during all hours of operation for the purpose of contacting their children, evaluating the care provided by the center or evaluating the premises. Upon entering the premises, the parent, or guardian shall notify the Administrator of his/her presence.

The administrator's hours of availability to meet with parents and child/staff ratios are posted in a noticeable place in the center for review.

The licensing record, including licensing inspection reports, complaint investigation reports, and evaluation forms from the building and fire departments, is available for review upon written request from the ODJFS. Inspections are also online at <http://childcaresearch.ohio.gov/>. Parents may search for a specific program and sign up to be notified when the program's latest inspection is posted online.

It is unlawful for the center to discriminate in the enrollment of children upon the basis of race, color, religion, sex, national origin or disability in violation of the Americans with Disabilities Act of 1990, 104 Stat. 32, 42 U.S.C. 12101 et seq. To file a discrimination complaint, write or call Health and Human Services (HHS) or ODJFS. HHS and ODJFS are equal opportunity providers and employers.

Write or Call:

HHS ODJFS

Region V, Office of Civil Rights Bureau of Civil Rights

233 N. Michigan Ave, Ste. 240 30 E. Broad St., 37th Floor

Chicago, IL 60601 Columbus, OH 43215-3414

(312) 886-2359 (voice) (614) 644-2703 (voice)

(312) 353-5693 (TDD) 1-866-277-6353 (toll free)

(312) 886-1807 (fax) (614) 752-6381 (fax)

1-866-221-6700 (TTY) or (614) 995-9961

For more information about child care licensing requirements as well as how to apply for child care assistance, Medicaid health screenings and early intervention services for your child, please visit <http://jfs.ohio.gov/cdc/families.stm>.

APPENDIX B

CAS TECHNOLOGY AGREEMENT

All children will have access to use technology during the CAS program unless the parent or legal guardian informs CAS in writing to the contrary. Technology uses include, but are not limited to, the use of Worthington Schools' Chromebooks, CAS iPads for curriculum-specific activities, and personal devices brought to the program by your child or another student enrolled in the program on site-specified days.

Use of electronic devices during designated periods at Care After School is a privilege for the students. It is important for all students to follow the guidelines listed below for safety, responsibility, and respect for people and property. Additional rules may be implemented at the discretion of the site's Director.

- Devices used to aid in completion of homework (Chromebooks, laptops, tablets, e-readers) may be utilized during the scheduled homework time in designated areas only and must remain flat on the table.
- Use of gaming devices may be permitted on special occasions but no more than once per week (at the discretion of the CAS Staff).
- Personal cell phones are not to be used at CAS and must remain in the child's backpack at all times.

DURING CAS CHILDREN ARE NOT PERMITTED TO:

- Send emails or text communications in any format
- Communicate on **any** social media
- Take and/or post photos and/or videos with or without the consent of the children involved
- Visit **any** video-sharing sites such as YouTube
- Make personal phone calls to family or friends. Children wishing to contact their parents may request to use the office phone but this will be limited to emergency calls only.
- Play games which involve violence, profanity, or those deemed inappropriate by CAS Staff
- Allow others to listen to music contained on their personal devices
- Other actions at the discretion of CAS Staff

Every effort is taken to ensure a safe, risk-free environment for all CAS children; however, CAS staff cannot be responsible to monitor everything a student is doing online during program hours. If a student is found to be disregarding any of the technology usage rules, the student will be asked to put the device away for the remainder of the CAS day. If a student breaks the agreement more than twice, their technology privileges will be revoked for the remainder of the school year. If a personal device is taken away from the child during program hours for any reason, it will be returned directly to the parent/guardian at pick up.

APPENDIX C

CARE AFTER SCHOOL WALKER POLICY

2022.23 School Year

The CAS Walker Policy has been developed to give parents of CAS children in grades 4-5 the option to authorize the release of their child to walk home or to a designated activity/destination. To help assure the safety of the child, the following conditions must be met for CAS to release the child:

- The child must not be offered transportation from the Worthington Schools Department of Transportation. (This information is available at worthington.k12.oh.us/ under Transportation.)
- The child must be in grades 4-5. Younger siblings in grades K-3 are not permitted to accompany the child. Exceptions will not be made for younger students, regardless of the proximity of the school to home.

Written permission from the parent must be on file before the child can be released.

- It is the responsibility of the parent to determine that the child has the necessary maturity level and skills, and to review safety procedures with the child before authorizing release. Parents are also responsible for obtaining all communication by CAS including information from the parent table, tax receipts, incident/injury reports, etc.
- There are no adverse safety factors, including but not limited to inclement weather conditions, as determined solely at the discretion of Site Director or the Site Director designee. In this circumstance when a child will not be released, the parent will be contacted to pick up the child. If the parent does not arrive by 6:00 PM, the CAS late pick-up fee will be assessed.
- The time of release is no later than 5:45 or sunset, whichever comes first. Sunset times are available at timeanddate.com/sun/usa/columbus.

The child must first get permission from a CAS staff member and then sign out on the attendance sheet before leaving.

- The child must walk home or to a designated activity/destination. Children are not permitted to wait on school grounds to be picked up.

I have read and understand the CAS Walker Policy and agree to abide by it. I hereby grant permission to

Care After School to release my child, _____, to walk home:

on a daily basis at ____:____ PM

only with written or verbal permission

Signature of Parent/Guardian

Date

Printed Name of Parent/Guardian