

ACADEMY KIDS MESQUITE

Employee Handbook



Revised January 2016

Academy Kids Mesquite

Employee Handbook

INTRODUCTION:

It is the desire of Academy Kids Mesquite to provide fair and equitable treatment and reasonable conditions of employment for all members of the Academy Kids Mesquite Team.

There are no insignificant jobs or positions at Academy Kids Mesquite. Each person has a place of responsibility, yet each member may be accountable in differing capacities. Every job is necessary for an effective and efficient operation. Employees are expected to work together in a harmonious and cooperative manner. Furthermore, employees are expected to set an example in conduct and morality.

“Your job is important in the work and goals of Academy Kids Mesquite. We are engaged in the most important business in the world, and you are an integral part of that work.”

ACADMY KIDS MESQUITE’S MISSION STATEMENT:

The Academy Kids Mesquite Childcare Center exists to provide a safe, developmentally appropriate environment for infants through prekindergarten age children. Our focus is to provide a stimulating early care and education experience which promotes each child's individual social/emotional, physical and cognitive development. Our goal is to support children's desire to be life-long learners.

ABOUT THESE GUIDELINES:

These guidelines are intended to provide our employees with a general understanding of our personnel policies. Employees are encouraged to familiarize themselves with the contents of this publication, as it will answer many of the questions concerning employment.

However, this handbook cannot anticipate every situation or answer every question about employment and/or duties here at Academy Kids Mesquite. This handbook is not an employment contract and does not create contractual obligations, implied or otherwise.

In order for Academy Kids Mesquite to have the necessary flexibility in the administration of policies and procedures, the management of Academy Kids Mesquite reserves the right to change, revise, or eliminate any of the policies or benefits described in this handbook.

GENERAL GUIDELINES:

AT WILL EMPLOYMENT:

Academy Kids Mesquite does not offer tenured or guaranteed employment. Therefore, Academy Kids Mesquite or the employee may terminate the employment relationship at any time, with or without cause, and with or without notice.

This at-will employment relationship exists regardless of any other written statements or policies contained in this Handbook or any other Company documents or any verbal statement to the contrary.

The contents of this handbook do not constitute the terms of a contract of employment. Nothing contained in this handbook should be construed as a guarantee of continued employment, but rather employment with Academy Kids Mesquite is to be regarded as an “at-will basis”. This means that the employment relationship may be terminated at any time by either the employee, upon giving proper notice, or the company, for any reason that is not expressly prohibited by law. Any oral or written representations to the contrary are invalid and should not be relied upon by any prospective or existing employee of Academy Kids Mesquite.

NONDISCRIMINATION POLICY:

Academy Kids Mesquite maintains a policy of nondiscrimination with all employees and applicants for employment. All aspects of employment with Academy Kids Mesquite are governed on the basis of merit, competence, and qualifications and will not be influenced in any manner by race, ethnic background, religion, gender, age, national origin, sexual orientation, handicap, or veteran status.

All decisions made with respect to recruiting, hiring, training, education, on the job treatment and promoting for all job classifications will be made solely on the basis of individual qualifications related to the requirements of the position. Likewise, the administration of all other personnel matters such as compensation, benefits, transfers, and termination of employment including layoff and recall for all employees will be free from any illegal discriminatory practices.

GENERAL GUIDELINES

AFFIRMATIVE ACTION:

It is the policy of Academy Kids Mesquite to provide equal employment and educational opportunities for all persons without regard to race, color, religion, national origin, gender, age, veteran status, disability, political affiliation, or sexual orientation. An integral part of this policy is to administer recruiting, hiring, working conditions, benefits and privileges of employment, compensation, training, opportunity for advancement including upgrades and promotion, transfer, and without discrimination because of race, color, religion, national origin, gender, age, veteran status, disability, political affiliation, or sexual orientation.

AMERICANS WITH DISABILITIES ACT:

The Americans with Disabilities Act (ADA) prohibits discrimination against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation fringe benefits, job training and other terms, conditions, and privileges of employment. A qualified employee or applicant with a disability is an individual who satisfies skill, experience, education, and other job-related requirements of the position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of that position. The ADA does not alter Academy Kids Mesquite's right to hire the best qualified applicant, but does prohibit discrimination against a qualified applicant or employee because of his or her disability.

STUDENTS WITH DISABILITIES AND SECTION 504:

Section 504 of the Rehabilitation Act of 1973 (Section 504) is a federal civil rights law which prohibits discrimination against individuals with disabilities in programs and activities that receive financial assistance from the U.S. Department of Education. Section 504 requires that students with disabilities be provided a free, appropriate public education. A Section 504 Plan may be developed for students with disabilities who do not need or require special education services but who may need accommodations which can be provided through the general education program.

Parents or guardians will be notified in writing of any of Academy Kids Mesquite's decisions which concern the identification, evaluation, or educational placement of students and their right to appeal these decisions.

GENERAL GUIDELINES

QUALIFICATIONS FOR EMPLOYMENT:

Selection of new personnel or transfers and promotions are guided by provisions of the state Civil Rights Commission's Guide to Lawful and Unlawful Pre-Employment Inquiries and the United States and state Civil Rights Act, as amended.

1. A positive attitude of cooperation with the Academy Kids Mesquite management and staff, and the Academy Kids Mesquite's Director.
2. Any other qualifications as listed in the state law or administrative code governing employment in this type of institution or organization.
3. Evidence of United States citizenship or registration as a legal alien in accordance with the Immigration Reform and Control of the United States of America (I-9).
4. Educational requirements of the specific position being considered.
5. Any and all specific qualifications deemed necessary to fulfill the specific duties of the position being filled which are explained in the "Job Description" handbook of the center.
6. Employees must also provide/submit the following on or before the date of hire:
 - a. Personnel record (Application and/or Resume)
 - b. One personal written reference and one professional written reference.
 - c. Signed Criminal record statement and/or Child abuse index check
 - d. Class 1 Fingerprint Clearance Card or proof of application (Employees 18-up).
 - e. Transcripts or verification of request for transcripts (Failure to provide transcripts could affect an employee's pay rate and continued employment).
 - f. Current Certification first aid and CPR.
 - g. Health screening report, documentation of vaccines, results of a recent TB test.
 - h. Employee agreement
 - i. Authorization for payroll deductions
 - j. W-4 form
 - k. Any additional forms or statements requested by the HR department at the time of hire which may have been added to this list.

GENERAL GUIDELINES

STAFF SELECTION PROCEDURES:

1. Initial screening of all applicants will be done by the director and will include a review of the written application and/or resume, and an employment interview.
2. Since Academy Kids Mesquite is “always looking for good people”, applications for employment will be accepted on continuous basis and at the Academy Kids Mesquite Director’s discretion. Applicants will be considered for all positions for which they are qualified. Applications will be submitted on a standard form. Applicants that are not hired will remain on an “open” applicant status for a minimum of 6 months.
3. The former supervisors, employers, and character references provided by the applicant shall be checked whenever possible and practical. Reference checks will be made by personal contact, telephone, or mail and shall be documented and made part of the applicant’s file prior to an offer of employment. All such information shall be treated as confidential information. Academy Kids Mesquite reserves the right to confirm previous employment of each prospective employee.
4. Applications shall remain on file for a reasonable period of time, up to six months, and be reviewed when openings occur.
5. All candidates for specific positions shall be evaluated against the same qualification requirements. Standards with respect to educational requirements shall be used where essential to the performance of the duties of the position.
6. A copy of the specific and appropriate job description will be given to each selected applicant and thoroughly reviewed by the applicant and interviewer for clarification.
7. Upon employment, all new personnel will receive a copy of the Employee Handbook contained herein and any other training documents necessary to familiarize the new employee with policies, standards and procedures.
8. Clarification of all salary expectations will be made prior to the initiation of employment.
9. Academy Kids Mesquite will hire the person that in the opinion of the interviewers is best suited for the position.

EMPLOYMENT OF FAMILY MEMBERS:

Academy Kids Mesquite does not discriminate in employment and personnel actions with respect to employees, prospective employees, and applicants based on family relationships with current employees, clients and/or customers of Academy Kids Mesquite. However, the management retains the right to prohibit family members being placed in positions where they directly supervise or are supervised by another family member or have access to sensitive information regarding a family member, when such action has the potential for creating an adverse effect on supervision, safety and morale.

GENERAL GUIDELINES

CLASSIFICATIONS:

Due to strict licensing guidelines and safety issues we require that all individuals on our property be categorized as one of the following:

1. A scheduled employee during the regular course of their work day
2. A Child who is in our care (all paperwork has been filled-out)
3. Parents or others during the course of regular drop-off or pick-up (This to be approximately fifteen (15) minutes)
4. Delivery personnel – From a regular or expected company delivering items to the center (should be in eye sight of an employee at all times and arriving at an expected time)
5. Visitor's – Must be approved by the office and should be accompanied by an employee at all times not to exceed once per month and limited to a maximum of 2 hours
6. Volunteers – Anyone who is helping with a class party or in any other capacity or anyone who has been a "visitor" for more than once a month or for over 2 hours.
7. An Intruder – Action will be taken by the staff to notify the proper authorities
8. Therefore, anyone who is in the building or on the property for an extended period of time must be considered either a "visitor" a "volunteer" or an "intruder" including parents and employees who are off the clock.

VOLUNTEERS:

All individuals including any parent wishing to help chaperone an event must go through our screening process. Volunteers are also welcome in our center. Anyone visiting or volunteering for more than one day per semester must go through a screening process. Academy Kids Mesquite screening process includes, but is not limited to, 1) a signed statement indicating whether or not they have had a conviction of any law in any state, or any record of founded child or dependent abuse in any state; 2) a signed statement indicating whether or not they have a communicable disease or other health concern that could pose a threat to the health, safety or well-being of the children; 3) undergoing a fingerprinting and background check 4) a signed statement regarding child abuse 5) going through New Teacher Orientation. Any "visitor" who spends extended periods of time in the center will be considered a volunteer and be required to go through the screening and training listed above.

CHILDREN OF EMPLOYEES:

Minor children of employees must not be at the center, on Academy Kids Mesquite's property, or with the employee during working hours, unless pre-approved by the Academy Kids Mesquite's Director. Children of employees must also fit one of the 7 categories listed in "CLASSIFICATIONS".

GENERAL GUIDELINES

EMPLOYEE CLASSIFICATIONS:

All employees will be classified under one of the following:

1. Introductory Employees – New employees who have been with Academy Kids Mesquite for 90 days or less. Subject to the Introductory Period described below.
2. Temporary Employees – An employee whose position is temporary in nature and is expected to be employed for less than ninety (90) days such as a substitute or an employee in some type of other temporary situation.
3. Regular Employees – Employees who have finished their Introductory Period and are hired for an undetermined period of time which has already been employed for longer than ninety (90) days.

All employees, regardless of classification are subject to the terms of the “At Will Employment” portion of this handbook.

INTRODUCTORY PERIOD:

All new personnel will be placed on “Introductory Period” status for no less than ninety (90) days. This period is designated as an opportunity for new employees to demonstrate that they can become familiar with and perform their duties in a satisfactory manner. At the end of the “Introductory Period,” a decision will be made by the employee and the Academy Kids Mesquite’s Director as to continuance based upon attendance, tardiness, professionalism, and specific job performance, and the specific abilities of the employee in relation to the job description.

During the “Introductory Period”, work performance will be informally evaluated by the Academy Kids Mesquite Director, and any other direct supervisor the employee might have. This will then be discussed with the new personnel coordinator. A formal evaluation report will be prepared near the end of the “Introductory Period.” All evaluation reports become part of the employee’s permanent personnel file.

At this time Academy Kids Mesquite does not offer holiday pay, vacation pay, sick pay, health insurance, and similar benefits.

Nothing contained in this policy should be construed as changing or invalidating the “at-will basis” of employment at Your Center Name. This means that the employment relationship may be terminated at any time by either the employee, upon giving proper notice, or the company, for any reason that is not expressly prohibited by law. This termination of employment may take place during the “Introductory Period” at the close of the “Introductory Period” or any time thereafter.

GENERAL GUIDELINES

SUBSEQUENT INTRODUCTORY PERIOD:

Both “Temporary” and “Regular” employees may be placed on a “Subsequent Introductory Period” for the following reasons:

1. Promotion, demotion or transfer to another position
2. Documented poor performance

All of the terms of the “Introductory Period” above shall apply to all employees placed on a “Subsequent Introductory Period”.

PERSONNEL RECORDS:

1. Important events related to employment with Academy Kids Mesquite will be recorded and kept in the employee’s personnel file. Agreements, change of status records, TB clearance test, commendations, and educational transcripts and attainment records are examples of records maintained as well as all forms required by state licensing.

2. The contents of an employee’s personnel file are considered confidential by Academy Kids Mesquite. All personnel records, including employee applications, evaluation report, and correspondence relating to the employee are secured in the business office of Academy Kids Mesquite. We will not disclose any information from this personnel file to anyone except Academy Kids Mesquite administrators (as may become necessary in the course of normal business operations) or Government Agencies (as required by law) or subject to legal and administrative process. No other access will be granted without the employee’s written permission.

3. The employee upon written request to the director may individually inspect and review personal records. This review is to be done in the presence of the director. Employees have the right to copy any document that contains that employee’s signature. Employees may not remove documents.

4. A partial duplicate file is kept on campus for licensing purposes.

5. Written documentation of employee’s performance will be kept on file at the administration office.

PERSONNEL INFORMATION CHANGES:

All employees are required to notify the management and complete the necessary paperwork in the event of name, address and telephone number changes within ten (10) days of the change taking place.

GENERAL GUIDELINES

FACILITIES AND PROPERTY:

It is understood that all rooms used by the Academy Kids Mesquite program may also be used for other activities and programs and should be treated accordingly.

Equipment and furniture shall not be moved without informing the Academy Kids Mesquite Director. It is important that the equipment is kept in good condition and free from lost pieces.

Consideration of one's property is vitally important, as well as consideration of each other's work and value as an addition of the overall program and team. During working hours, it is essential that each member understand that friendliness shall prevail at all times. The most important work in the world is in progress, and each staff member should be involved to the best of his or her ability and respect the time of other persons.

EMPLOYEE PERSONAL ITEMS/ MATERIALS:

Academy Kids Mesquite is not responsible for the loss, damage or theft of any personal items brought to or left at the center or on the premises regardless of the nature of those items or articles, including equipment, supplies, and/or curriculum purchased or owned by visitors, employees, clients, or customers of Academy Kids Mesquite. Employees are responsible for the security and care of their own materials, equipment, and personal items. Materials not marked or in some way identified as the personal property of the employee may be assumed to be the property of Academy Kids Mesquite.

CENTER MASTER CALENDAR AND COMMUNICATION LOG

The annual Center Master Calendar of Academy Kids Mesquite is the key to eliminating any conflicts in scheduling and informing employees of news and information affecting employees. Employees are expected to be aware of and periodically check the information on the Bulletin Board and Calendar. Any additions or changes should be done by notifying the Academy Kids Mesquite's Director.

Employees are expected to read the communication log daily; furthermore, employees are expected to contribute to the communication log with all pertinent school information such as phone calls, special pick up arrangements, children absent from class, or children leaving ill etc. Any and all helpful information should be written in the communication log.

GENERAL GUIDELINES

REIMBURSEMENT OF EMPLOYEE EXPENSES:

Academy Kids Mesquite will reimburse employees for reasonable and legitimate job related expenses incurred pertaining to their required duties under the following conditions:

1. All expenses should be pre-approved by the director.
2. Expenses deemed unreasonable or excessive will not be paid or reimbursed and the employee will be personally responsible for payment.
3. It is the responsibility of the employee to turn in an expense reimbursement form along with the appropriate receipts and/or invoices.
4. Expenses will be reimbursed at prescribed time during the month. Requests for reimbursement after that time will wait until the following reimbursement schedule to be paid.
5. Employees are encouraged to exercise discretion in incurring and suggesting expenses.

KEY CONTROL:

Employees who are issued keys are expected to keep them in a secure area. Keys may not be copied, loaned, or otherwise misused. Where electronic codes are utilized, such codes shall be treated with confidentiality and not revealed to anyone other than a current, authorized, Academy Kids Mesquite employee with proper clearance approved by the Director. All issued keys must be returned to the Director at the time of separation of employment or at any time requested to do so by a superior. Employees who “lose” their key may be required to pay the expenses of re-keying the doors the key opened and the cost of re-distributing new keys to all authorized key holders. This expense may be automatically deducted from the employees pay check without written approval of the employee.

GUIDELINES FOR TRANSPORTING CHILDREN:

When children are transported in an FUMC Academy Kids Mesquite vehicle, specific guidelines must be followed:

Please read and sign the school policy for “Transporting Children” which will include:

1. Properly loading and unloading children.
2. Vehicle maintenance, cleaning, and inspection of the vehicle for damage.
3. Proper handling of potential exposure to contagious and communicable diseases.
4. Emergency procedures for evacuation
5. Information regarding staff “Transportation Training” as required by the DFPS
6. Each child will be transported in a Child Safety Restraint System (suitable for the child's weight and age) that meets applicable Federal Motor Vehicle Safety Standards (FMVSSs)

Compensation & Review

COMPENSATION AND REVIEW:

EMPLOYMENT CATEGORIES:

Academy Kids Mesquite pays its employees based on wage and/or salary ranges for positions according to the following categories:

1. Leadership/ Management
2. Administrative/Office Assistant
3. Teacher
4. Classroom Floater
5. Non-direct, i.e. Janitorial Staff and/or kitchen staff

FAIR LABOR STANDARDS ACT APPLICABILITY

Academy Kids Mesquite does not distinguish between full and part time employees. Any differentiation would only be based upon “exempt” or “non-exempt” status as described in the “Fair Labor Standards Act” defines this as follows:

1. Exempt employees are defined as being Professional, Administrative, or Executive in nature and a set of standards must apply. As such, exempt employees are not subject to the minimum wage or overtime payment provisions as defined by the Act.
2. Non-Exempt (hourly) employees are eligible to receive overtime pay, if applicable, in accordance with the provisions of state and federal law.

COMPENSATION AND REVIEW:

WAGES AND SALARIES:

Compensation of employees is set by the Director and approved by the Academy Kids Mesquite Board. Wage ranges are established annually for each category of employment listed above. Wages are confidential and information concerning this should be treated as such.

Wages and salaries are based on the following:

1. The initial wage negotiated when employees was hired.
2. Education i.e. units earned at an accredited institution of higher education for successful completion of courses which directly relate to the field of child care and early childhood education, training hours and/or CEUs received in the field and training in related fields. (Must be documented.)
3. All practical experience which directly relates to the field of child care and early childhood education, all practical experience in related fields and/or all practical experience in other fields that are related specifically to the position being considered.
4. The position for which the employee is hired and the demand for the position and the pre-established wage range for that specific position as set for that particular year.
5. Evaluations of the employee's performance
6. Annual wage increase if given

OVERTIME:

All overtime worked by non-exempt (hourly) employees must be pre-authorized by the direct supervisor who must have permission to do so by the director. Employees working overtime hours without authorization are subject to disciplinary action. Authorized overtime will be calculated at one and one-half (1 ½) times the employee's regular hourly rate for all hours worked in excess of forty (40) hours per established workweek. In the event that the hours of overtime were due to "Training Wage" hours worked. The overtime for "Training Wage" is one and one-half (1 ½) times the average of the employee's regular hourly rate and the training wage. Exempt employees are not eligible to receive overtime compensation.

COMPENSATION AND REVIEW:

TRAINING WAGE

All hourly employees will be paid a training wage equal to minimum wage for all staff meetings, conferences, training, or anything regarding training according to the “Continuing Education” section of this manual. All overtime paid in conjunction with training should be at one and a half times the training wage. This should be called the “training wage overtime”.

All Employees whose employment was terminated by one or a combination of the following will be paid minimum wage for their entire final pay period: a) Absent without leave or “no call no show” b) violating the “STAFF AND CLIENT RELATIONSHIPS AND NON-COMPETE CLAUSE” c) Quitting without giving sufficient notice (2 weeks minimum) d) failing to complete their notice period by their own decision e) failing to keep their intention to resign of a confidential nature as discussed in the “RESIGNATION” section herein f) are discovered to have lied on their application or grossly misrepresented themselves during the interview process g) become guilty of “child abuse” or any other activity or criminal offense that shall make them ineligible to work at Academy Kids Mesquite due to licensing regulations

New staff training is a lengthy and expensive process for Academy Kids Mesquite. Therefore, any employee who quits within the first 45 days of employment may be considered on their “training wage” for their entire employment regardless of their negotiated hourly rate. Employees who have already received a higher rate on a previous pay period may be required to pay back the overage by payroll deduction from the final pay period’s pay check. This is to help the center re-coup expenses paid out to work with and train an employee who actually didn’t get to full duties and who spent the majority of their working hours in training and not actually in teacher to student ratio counts.

PAYROLL DEDUCTIONS

Payroll deductions will be completed according to the law, employment agreement, or upon request of the employee. Deductions may include but may not be limited to the following:

1. Federal and State Income Tax
2. FICA/Social Security Tax and Medicare
3. Employees portion of childcare tuition fees per signed agreement. (5-day employee is \$50.00 per month, 3-day employee is \$30.00 per month, 2-day employee is \$20.00 a month) for the scheduled work hours of the employee.
4. Employees’ portion of childcare during non-scheduled time periods will be \$2.00 per child per hour provided availability. Childcare must be pre-approved through the Director. Pre-payment in cash is preferred.
5. Premiums such as an employee’s portion of Health Insurance, if provided.
6. Wage attachments made in accordance with any state or federally mandated law or garnishment request.
7. Any fees due the center such as a repayment of overpaid wages (See “Training Wage”) or fees that have been paid by the center and are required to be re-paid.

COMPENSATION AND REVIEW:

PAY PERIODS:

All time worked will be paid at the agreed rate of pay and any applicable overtime. Overtime will be any time over 40 hours in a given one (1) week period and will be paid at one and one half (1 ½) the employee's rate of pay or comp time will be earned. The Academy Kids Mesquite Director must approve all overtime. Paydays are on the 15th and 30th. If a payday falls on a Saturday or Sunday, the following Monday will be when checks are dispersed.

PAYROLL ADVANCES

Academy Kids Mesquite does not issue payroll advances on prospective or actual income before the regularly scheduled paydays covering the pay period.

CONFERENCES:

Director, Assistant Director, and/or staff conferences may be held to discuss any problems that are keeping a teacher from reaching the desired objectives. A follow-up date will be set to review any progress and all documentation will be kept on file. This may be considered a part of a current or future performance evaluation and/or if may stand alone, this to be at the discretion of the director.

COMPENSATION AND REVIEW:

PERFORMANCE EVALUATIONS:

Employees will be evaluated at the end of the “Introductory Period,” and at least annually thereafter. They may be conducted more often at the Director’s discretion. The evaluation is based upon work habits, work ability, efficiency, dependability, and related factors, as outlined in the “Evaluations and Job Descriptions Manual.” Annual reviews will take place prior to the beginning of a new school year.

All evaluations are reviewed with the employee. Supervisors conducting evaluations will forward a copy to the director, and the results of the interview shall be noted and included in the employee’s personnel file. Performance evaluations can be given at any time throughout the school year. These evaluations will be used as a tool to help improve both our staff and school.

1. All Introductory employees will receive a review at the end of their probation period. This review will contain a recommendation to have the employee put on regular status, remain on introductory employment status, or termination. The Introductory period may be extended or re-introduced at the discretion of the Staff Development Director.
2. Performance evaluations are subject to the grievance procedure. If the factual information in the review can be proven to be incorrect, the Board of Directors will review the matter.
3. Each staff member will receive an Annual Performance Evaluation. This evaluation will be used for any pay increase consideration; including but not limited to cost of living raises when funds allow as well as merit increases as determined by the Director or AKM Board. **Pay increases do not necessarily accompany any yearly evaluations, however in the event there are going to be pay increases they will be attached to the performance evaluation.**
4. The Director or an immediate supervisor will meet with each employee, on an individual basis, to go over the review.
5. After the review has been discussed, both the Director and the employee will sign the review.
6. Employees are required to sign the written appraisal. Their signature acknowledges that the appraisal has been reviewed with them. An employee’s signature on an appraisal does not indicate that they agree with the entire contents of the appraisal/evaluation.
7. Refusal to sign the review will not invalidate the review, and it will still be placed in the employee’s file. However, the act of refusal to sign a performance evaluation may result in termination and will void any raise that would have accompanied the evaluation.
8. The employee’s comments will be attached to the appraisal and filed in the employee’s personnel file and it will be placed in the employee’s permanent file.
9. The employee may request a copy if they so desire.

Performance Appraisals are personal and confidential.

COMPENSATION AND REVIEW:

COMPENSATION ADJUSTMENTS:

An employee's hourly pay rate and/or salary may be adjusted by

Wages and salaries are adjusted based on the following:

1. The current wage being paid the employee in their current "Employment Classification" as listed above.
2. Education received during the previous year i.e. units earned at an accredited institution of higher education for successful completion of courses which directly relate to the field of child care and early childhood education, training hours and/or CEUs received in the field and training in related fields. (Must be documented)
3. Evaluations of the employee's performance. (other points may be covered as a part of the performance evaluation)
4. The position for which the employee is being moved to. This would include the demand for the position and the pre-established wage range for that specific position as set for that year. This could be an increase in pay or it could be a decrease depending on the wage range in the previous and new "Employment Classification".
5. Changes in wages for promotions shall generally follow after a ninety (90) day introductory period and Performance Evaluation for the new position has been considered. This to insure the fulfillment of the new responsibilities. Changes in wages for demotions or changes to a lower wage range category shall be immediate.
6. Wage increases may follow in an annual basis if given.

COMPENSATION AND REVIEW:

PROMOTIONS:

It is the policy of Academy Kids Mesquite to promote from within whenever and wherever feasible. All promotional considerations shall be based on ability, efficiency, conduct, willingness to do the new job, and loyalty. Personnel should acquaint themselves with the qualifications and requirements of positions in higher levels or responsibilities so they are aware of their personal needs to prepare for a promotion. It is the responsibility of each employee to make the Academy Kids Mesquite Director aware of willingness and desire to seek to fill a new position. Annual or periodic evaluations are an excellent opportunity for this information to be shared.

In all cases positions, will be filled by the individual whom the management believes is most suited for the position.

All positions held must comply with the DFPS Minimum Standards qualifications along with AKM qualifications

Director Qualifications at Academy Kids Mesquite are as follows:

- 2 full years of in-classroom teaching experience as a lead teacher in a DFPS licensed facility
- Meet all requirements as regulated in the Texas Minimum Standards for Child Care Centers

Assistant Director Qualifications at Academy Kids Mesquite are as follows:

- 2 full years of in-classroom teaching experience as a lead or assistant teacher at Academy Kids Mesquite

Bookkeeper Qualifications at Academy Kids Mesquite are at the discretion of AKM Director

Office Help Qualifications at Academy Kids Mesquite are at the discretion of AKM Director

Lead Teacher Qualifications at Academy Kids Mesquite are at the discretion of AKM Director

Asst. Teacher Qualifications at Academy Kids Mesquite are at the discretion of AKM Director

COMPENSATION AND REVIEW:

TRANSFERS:

Employees are eligible to transfer from one position, department and/or facility within the corporation if circumstances warrant such a change and if the employee is qualified. Transfers are arranged by the management and are at the discretion of the management and supervisors affected by the change. Academy Kids Mesquite reserves the right to transfer an employee to a different, department and/or facility within the corporation for disciplinary or work related reasons or in the event that the company would be best served by such a transfer. Transferred employees may be expected to comply with the “Subsequent Introductory Period” policy if it applies to their situation.

Work Schedule Policy

WORK SCHEDULE POLICY:

It is vital that every employee be at their scheduled post at the time they are scheduled. This is to ensure that Academy Kids Mesquite continually meet the state guidelines for ratios. The work performed at Academy Kids Mesquite is of a different nature than that of working in a retail store, factory or office. When an employee is not where they are supposed to be, children may be placed in danger. Therefore, employees must take their schedule more seriously than the average worker! The following specific guidelines will govern how all employees respond and react to help meet the needs of the children in an environment that is still worker-friendly.

WEEKLY SCHEDULE:

1. Meeting ratios and providing a loving, safe and healthy environment for the children is the first concern of Academy Kids Mesquite, therefore, the posted schedule becomes the most important tool the center has to meet this goal. Academy Kids Mesquite 's philosophy is to work together to plan ahead so that in addition to meeting the needs of the children the management can also accommodate the needs of employees. It becomes easier to accommodate someone who needs to be off for one reason or another when all employees work together to anticipate their own absences in advance. The management of Academy Kids Mesquite will commit to plan the work schedule in advance so that everyone has advance notice of their hours and when they will be needed. Likewise, it is vital to this system that all employees also plan ahead all absences.
2. The schedule will be posted at least 1 week prior to the beginning of the week it covers.
3. All "PRE-ARRANGED ABSENCE/PTO REQUEST FORMS" must be turned in 2 weeks prior to the beginning of the week that they will fall in. This is to give the center management team one week to plan the schedule after having received all time-off requests.
4. Although most employees have a general idea of their normal working week, everything is subject to change. It is possible that an employee could be called on to work a different schedule from time to time to accommodate other employee's pre-arranged absences or other absences. All employees are subject to the possibility of being scheduled any hours that the center is open and we appreciate each employee's flexibility.
5. The basic work schedule will cover days and hours. In conjunction to this are specific "work" or position assignments. These are also subject to change on an as-needed basis. Each employee is required to check-in with a supervisor as soon as they clock in, to get specific instructions for that day.
6. All employees are responsible for checking the center schedule after it is posted to insure that they understand their specific work schedule for the week covered.

WORK SCHEDULE POLICY

WEEKLY SCHEDULE CONTINUED:

7. Employees are required to be clocked in and to be at their post at their scheduled time of arrival. Also, there is to be no “over-time” because of clocking in early in order to get to the post “on time”. In most cases, it should only take a matter of seconds to walk from the clock-in area to a scheduled “post”. Remember, the other employees and most importantly the children and their families are waiting.
8. If for some reason an employee misses work and would like to make the time up, they must get additional hours approved by the management. Make-up hours should be worked in the same week the shortage occurred. The schedule is governed by a budgeted number of hours and we cannot exceed these number of hours’ center wide.
9. All overtime is greatly discouraged. However, from time to time employees may be requested to work overtime where the center is short staffed. Overtime is paid when an employee works over 40 hours in any one work week and is 1 ½ times the employee’s regular rate of pay.
10. Employees may be required to cut 1 ½ times the number of overtime hours from the following week’s work schedule.
11. Employees are not allowed to be on the property for extended periods of time when they are off-the-clock. An Employee becomes a visitor when they are not clocked in. This means that all off-duty employees are required to notify the office before going to or remaining in the center area, playground or property. Employees are allowed 15 minutes prior to the beginning of the work day and 15 minutes following the work day on the property. Remaining on the property longer or coming early will be at the discretion of the management.

WORK SCHEDULE POLICY

TIME CARDS:

All employees are required by state and federal fair labor practices as well as by accurate financial procedures to maintain a time record. Each employee is issued a time sheet according to our current clock in system. The card is clocked in through the time clock at the beginning of the shift and at the beginning of any break that exceeds 10 minutes as well as at the end of the same break period and the end of the shift. Also, anytime the employee leaves the campus the card must be clocked out.

1. The cards remain on campus in the rack provided at all times.
2. It is not acceptable to clock in or out for another employee.
3. Falsifying a time record may be grounds for immediate dismissal.
4. Any missed clock in or out times must be recorded on the time card correction sheet and initialed by a member of the management. Failure to record missed clock in or out times may result in missed pay for hours worked, therefore an accurate time record is essential.
5. Prompt arrival is essential for all employees to make efficient use of work time. It also allows Academy Kids Mesquite to comply with State Licensing requirements relating to the proper adult to children ratios. If employees find that they are unable to fulfill their assigned schedule, they are required to discuss possible schedule changes with the Site Director.

Closing employees will be paid until the last child leaves plus a reasonable amount of time (5-10 minutes) for completion of "closing duties". In most cases closing duties should be completed prior to the last child leaving. The supervisor must approve extra time needed following the last child's departure, if time is needed in order to finish the closing duties. An explanation will need to be given to the Academy Kids Mesquite's Director as to why the closing duties were not finished prior to the last child's departure. Employees will be expected to clock-out accordingly. Failure to clock out in a timely manner as established above or follow the procedure for staying extra minutes will be treated the same as an employee who falsifies his/her timecard.

WORK SCHEDULE POLICY

BREAKS:

Academy Kids Mesquite does not have structured coffee breaks or structured lunch periods. Due to the nature of a child care center, employees will be expected to remain with the children throughout the course of their day. Employees wishing to be scheduled a lunch period must make the fact known to the person making out the schedule 3 weeks prior to the beginning of the schedule. Employees will be given an opportunity to use the restroom as needed. They will also be allowed to eat snacks and meals with the class with which they are working.

ON-DUTY MEAL PERIOD POLICY:

The nature of the Academy Kids Mesquite work may prevent the employee from being relieved of all duty during the employee's meal period. The employee may be required to work an on-the-job meal period which shall be considered time worked and will be paid for by the employer at the employee's regular rate of pay.

Benefits

BENEFITS

EMPLOYEE CLASSIFICATION FOR BENEFITS:

Academy Kids Mesquite does not distinguish between full and part time employees for the purpose of accessing benefits. Any differentiation of benefits would be based upon “exempt” or “non-exempt” status as described in the “Fair Labor Standards Applicability” policy listed above.

PAID TIME OFF:

Academy Kids Mesquite offers a “Paid Time Off” program for all employees after their 90-day probationary period.

3 months to 2 years of employment earn 1 hour of PTO for every 40 hours worked.

3rd year anniversary begins earning 2 hours of PTO for every 40 hours worked.

10th year anniversary begins earning 3 hours of PTO for every 40 hours worked.

PTO time must be used prior to taking any unpaid time off. The time may be used for sick time off, vacation time off, or holiday time off. Time does not accumulate year to year. All time must be used prior to each anniversary date. All PTO must be scheduled 2 weeks in advance with the director. PTO will only be honored on the availability of no more than 2 teachers out on PTO at a time. All PTO will be forfeited upon resignation or termination for any reason.

UN-PAID TIME OFF:

Academy Kids provides an “Un-Paid Time Off” program as part of our benefit package.

3 months through 4 years of employment receives 6 days of UPTO.

5th year anniversary through 9th year of employment receives 8 days of UPTO.

10th year anniversary and forward receives 10 days of UPTO.

(each day off is defined as 1 normally scheduled day/hours)

This time is available so employee's may schedule unpaid time off as needed AFTER all PTO has been exhausted. Time does not accumulate. All time must be used prior to each anniversary date. All UPTO must be scheduled 2 weeks in advance, except when there is an illness incident.

Please be aware this is your only allowable time off. Any time taken above this time for ANY reason will result in the employee being placed on an automatic and immediate 30-day probationary period. Any time missed during any probation period will be understood by management as a voluntary forfeit of your position at AKM.

HEALTH INSURANCE:

At this time, Academy Kids Mesquite does not offer Health Insurance

BENEFITS

HOLIDAYS

The center is closed for the following holidays: New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, and Christmas Day. If the holiday falls on the week end the center will be closed the next business day. If both days fall on a Saturday and Sunday, the center will only be closed on Monday. At this time Academy Kids Mesquite does not offer Holiday Pay. However, if an employee has PTO available that may be used.

CONTINUING EDUCATION:

Continuing education is required according to the state laws governing the center and the policies established in the New Teacher's Training Manual.

Failure to attend a pre-scheduled class that the Center has agreed to pay the fees for will require the employee to reimburse the Center for the class fees by payroll deduction from the next pay period.

Upon completion of the class, employees must turn a certificate of completion. No fees will be reimbursed for college classes.

SALARY RANGE:

Starting Salary for each employee is \$7.50.

For each year of experience in a Licensed Child Care Center, that is verifiable, starting employees will receive an additional .25 per hour.

All positions at Academy Kids max out at \$11.00 per hour.

MERIT INCREASE RANGE:

All employees will receive an annual review with a merit increase on their employment anniversary date. The Merit Scale is as follows:

0 to 5%

5% = Exceptional job performance and attendance

(no attendance violations, positive attitude, 100% school employee policy compliance)

4%= Great job performance and attendance

(1 attendance violations, positive attitude, 95% employee policy compliance)

3%= Very Good job performance and attendance

(3 to 4 attendance violations, positive attitude, 90% employee policy compliance)

2%= Satisfactory job performance and attendance

(5 attendance violations, positive attitude, 85% employee policy compliance)

1%= Some improvement needed; job performance or attendance

(6 attendance violations, less than positive attitude, less than 80% employee policy compliance)

0%= Unsatisfactory job performance and attendance

(More than 6 attendance violations, less than positive attitude, less than 75% or less employee policy compliance)

BENEFITS

CHILDCARE BENEFIT:

All employees will be eligible for a childcare benefit as follows:

1. The benefit offered is on a “space available” basis. Existing enrolled children will not be expelled to make room for an employee’s child. Employees must enroll their qualifying child according to the enrollment policies set by the center for a child or children of that age group.
2. All regular rules and requirements governing children in the center will apply to staff children.
3. All non-tuition fees will be the responsibility of the employee at the full price rate for each child attending AKM.
4. Under normal circumstances, children will not be allowed to be enrolled in their parent’s class. Enrollment in a different class may be allowed at the Academy Kids Mesquite Director’s discretion provided space is available in that area.
5. The childcare benefit for children of the employee only, provided the employee is the guardian or has sole or joint custody.
6. The childcare benefit for employees is \$50.00 per month, per child. The payments are deducted $\frac{1}{2}$ from first pay check of each month, and $\frac{1}{2}$ from 2nd pay check of each month. This benefit covers all childcare during the hours the parent is working at Academy Kids Mesquite. Employees who need additional care, for any reason during non-working hours, will be required to pay \$2.00 per hour, per child depending on availability of space. This benefit must be scheduled with the Director. Cash is preferred but may be payroll deducted.
7. Childcare benefit for grandparents is \$50.00 per week, per child. The payments must be electronically deducted.
8. If the employee leaves employment, the regular fees will be accessed and due at the end of employment for any time the child(ren) are at the center after the employees last day of employment. If enrollment of the employee’s child is requested after the last day of employment, all childcare fees will be due according to the policies of the center at that time.
9. Employees are required to give a two weeks’ notice prior to changing their child’s rates or pulling out of Academy Kids Mesquite.

BENEFITS

EMPLOYEE TEMPORARY LEAVE and/or ABSENCES:

CATEGORIES OF ABSENCES:

All employee absences will fall into one of the following five (5) categories.

1. Pre-arranged absence – Must be arranged two (2) weeks prior, using the “Pre-Arranged Absence Request” form. Employees will only be allowed to use
2. Call-in/Sick Leave – These are excused absences that are not pre-arranged. The employee must call in at least a minimum of two (2) hours prior to the beginning of the work schedule.
3. Although it is only required to call in 2 hours’ prior, employees should show courtesy by contacting the Director or the appointed individual by calling them the night prior to an expected illness. Leaving a message on the answering machine is not considered notification of an illness.
4. Unexcused Absence – Subject to specific disciplinary action.
5. Pre-arranged extended leave such as an extended illness or pregnancy.

All employees shall be granted leaves of absence for personal needs such as illness, bereavement, or pregnancy. These leaves will be defined as follows:

EXTENDED PRE-ARRANGED TIME OFF:

All employees are allowed time off as the management will approve. A physician’s note may be requested at the discretion of the management. All pre-arranged absences for medical reasons that exceed three (3) weeks will be classified as Pre-arranged extended leave. Jury Duty will also fit into this category if it meets all of the qualifications listed above for pre-arranged medical absences.

CALL-IN/SICK LEAVE

Call-in/Sick Leave absences are difficult for the center to adjust to and can create an unsafe and often un-enjoyable workplace. However, the center understands that sometimes employees are ill and/or have emergencies that cannot be anticipated. The following guidelines shall apply:

1. All hourly employees: will be allowed up to five (5) Call-In/Sick Leave absences per year, without a review.
2. All additional Call-In/Sick Leave Absences each year will be considered **unexcused** absences beginning with the sixth (6) absence each calendar year.
3. Employees are required to call in the night before the absence or at least a minimum of two (2) hours prior to the beginning of the work schedule. Employees **MUST** speak to the school director when calling in. Leaving a message or texting is not acceptable.
4. Leaving early will not be counted as an absence provided it is at the convenience of the management and that the employee was on time and available for their duties for the entire time they were present.
5. Call-ins that cover multiple days will fall under the following guidelines:
 - a. An employee has a Dr's note where the Dr. requires they be absent from work for multiple days. In this case only the first day would be considered a Call-in/Sick Day and the remaining days absent would be considered Pre-Arranged
 - b. The ill child of an employee where the child has a Dr's note and the Dr. requires they be absent from work for multiple days. In this case only the first day would be considered a Call-in/Sick Day and the remaining days absent would be considered Pre-Arranged.
 - c. Bereavement where the arrangements call for multiple days of absence. In this event the employee must specify the exact number of days for which they are requesting to be absent at the time of notification. The management must approve the number of days and the employee must return to work on the pre-arranged return date. Failure to follow these terms may result in multiple unexcused absences.

TARDINESS:

Tardiness can create chaos in the early learning environment. Employees are expected to notify Academy Kids Mesquite as soon as they realize they are going to be tardy. Employees should plan and expect to be at the facility a few minutes prior to their scheduled time to allow time to clock in and report to their post within a reasonable amount of time after clocking in (approximately 1 minute). Should an employee be tardy 3 times in any 30-day sequence the employee will be automatically placed on probation for 90 days. If an employee violates this policy while on a 90-day probation, Academy Kids will consider the employee has forfeited their position of employment at Academy Kids.

JOB ABANDONMENT:

If an employee is not on an approved leave of absence is not at work for a period of one working day and does not notify the supervisor, Academy Kids will assume the employee has voluntarily abandoned the job and has terminated employment with Academy Kids. Employees who abandon their job will be paid their final pay period at minimum wage per the "TRAINING WAGE" policy contained in this handbook

BENEFITS

TEMPORARY LEAVE:

All employees shall be granted leaves of absence for personal needs such as illness, bereavement, or pregnancy.

1. **Maternal and Paternal Leave** - There is no paid maternal or paternal leave benefit.
 - a. Maternal and/or paternal leave may be granted for up to 16 weeks without pay.
 - b. A pregnant employee may continue to work if she provides written medical permission of such continuance of employment.

2. **Bereavement** - There is no paid bereavement leave benefit.
 - a. Upon notification of a death within an employee's immediate family, bereavement leave will be available without pay.
 - b. "Immediate family" is defined as Mother, Spouse, Sister, Brother, Son, Daughter, Step family and/or Grandparents. Every effort will be made to approve leave for other relatives and friends; however, it is at the discretion of the management.
 - c. Employees must notify the Academy Kids Mesquite Director according to the "Employee Absences Policy."

3. **Jury Duty** - There is no paid Jury Duty leave benefit.
 - a. Employees must notify the Academy Kids Mesquite Director according to the "Employee Absences Policy".
 - b. Paid time off for Jury Duty shall not exceed three (3) days per Jury Duty assignment.
 - c. If the Jury Duty exceeds five (5) days, the leave shall become an "Extended Leave without Pay".
 - d.

4. **Military Leave** - There is no paid Military Leave benefit.
 - a. Employees, who are members of a military unit, the National Guard, Naval Militia, or Armed Forces Reserves, are entitled to 15 days of leave per federal fiscal year (October 1 to September 30) for federally funded military duty.
 - b. Regardless of whether the duty is fragmented, employees are still entitled to up to 15 work days of leave per federal fiscal year.
 - c. Employees must include a copy of their military orders or other official documentation with their request for military leave.
 - d. Employees, who are ordered to duty because of an emergency, must supply supporting documentation upon their return to work to verify the use of military leave.

BENEFITS

TEMPORARY LEAVES CONTINUED:

5. Federal Family and Medical Leave (FMLA)

- a. All eligible employees will be allowed up to a total of twelve (12) weeks of unpaid leave per year for one or more of the following:
 - i. The birth or adoption of a child
 - ii. To care for a spouse or an immediate family member with a serious health condition, or
 - iii. When the employee is unable to work because of his/her own serious health condition.
- b. The only benefit retained during FMLA is the Health Insurance benefit if one exists.
- c. An employee will be considered eligible for FMLA if they have been continuously employed with Academy Kids Mesquite for twelve (12) consecutive months prior to the first day of the absence for the FMLA leave.
- d. Employees may only use twelve (12) weeks per calendar (January to December) year for FMLA.
- e. It is the responsibility of the employee to notify the Academy Kids Mesquite Director that a given absence is FMLA. The employee will have up to fifteen (15) calendar days from the first day absent to provide medical certification as to the eligibility for FMLA.
- f. FMLA absences which exceed four (4) weeks shall be considered an “Extended Leave without Pay”.

6. Extended Leave without Pay

- a. Employees may be granted leave without pay with the Director’s approval.
- b. Leave without pay may not be granted for more than twelve (12) calendar months, except for unusual circumstances, or for active military duty.
- c. Leave without pay may also be granted for personal reasons subject to the operational needs of the center.
- d. When the leave time has come to an end, the employee will not lose his or her seniority. However, Academy Kids Mesquite will not necessarily hold his or her specific position.
- e. Each employee’s rate of pay is based on the current position held by that employee. Therefore, the rate of pay may be changed when the employee returns to work based on the employee’s position when he or she returns.

BENEFITS

TEMPORARY LEAVES CONTINUED:

7. **Domestic Violence Leave** – There is no paid Domestic Violence Leave benefit. Employees are eligible to a total of thirty (30) unpaid workdays of domestic violence leave during any twelve (12) month period for any of the following reasons:
- a. To obtain and receive medical or dental assistance resulting from domestic violence, including services for the employee’s dependent children
 - b. To obtain legal assistance related to domestic violence
 - c. To attend court proceedings related to domestic violence, including criminal prosecution
 - d. To attend counseling or support services, including such services for dependent children
 - e. To make any other arrangements necessary to provide for the safety and well being of the employee subject to the domestic violence and/or their dependent children.
- The following additional rules shall apply:
- a. The Domestic Violence Leave can be taken intermittently, or on a reduced – leave schedule. However, if the employee requests intermittent leave or reduced-leave based on foreseeable or planned schedule, the employee may be temporarily transferred if this would be in the best interest of the children and families served.
 - b. Requests for Domestic Violence Leave must be supported by certification issued by an authorized person from any support entity, including: a healthcare provider, attorney or record, law enforcement agency, clergy, domestic violence advocacy agency, domestic violence center or shelter.
 - c. The certification shall be sufficient if it indicates the employee is being subjected to domestic or repeat violence and needs time off for one or more of the above stated reasons.
 - d. Upon return from an approved domestic violence leave, the employee will be reinstated according to the “Reinstatement following “Extended Leave Without Pay” policy below.
8. **Other Personal Leave** - There is no paid personal leave benefit.

BENEFITS

REINSTATEMENT FOLLOWING “EXTENDED LEAVE WITHOUT PAY”:

Upon return from an “Extended Leave without Pay”, employees may be reinstated according to applicable law.

1. Upon return from a medical or personal leave of absence such as described by “Extended Leave without Pay,” employees will be reinstated in the following priority of reassignment:
2. First: Prior position, if still available.
3. Next: A comparable position for which the employee is qualified, if available (i.e. a lateral move).
4. Next: A lesser position for which the employee is qualified.
5. The employee will be paid either the same rate of pay they received prior to the leave OR
6. The employee will be paid a new rate based on the wage range of the new position and the ranking of the employee in that wage range based upon other criteria such as education and previous experience.
7. For a personal leave of absence, if no position is available, the employee will be terminated.
8. If additional or other reinstatement requirements apply after an “Extended Leave without Pay” such as in the case of a pregnancy-related absences or medical leave, a doctor’s release will be required.
9. Any and all other regulations regarding a leave will also be followed, such as in the case of FMLA.

INCLEMENT WEATHER:

Academy Kids Mesquite may choose to close due to inclement weather or other extenuating circumstances. When extreme weather conditions or similar circumstances create transportation difficulties that result in late arrival, the Director may authorize up to two hours of such lost time as a pre-arranged absence and not charged as a call-in /sick leave or tardy. **However, employees are expected to report to work on time, unless given clear confirmation that Academy Kids Mesquite will be closing.** Consult with the Director to learn which radio and television stations to monitor or other methods that are currently used to ascertain if Academy Kids Mesquite will be open or closed in the event of inclement weather.

EMPLOYEE SAFETY AND HEALTH

EMPLOYEE SAFETY AND HEALTH

OCCUPATIONAL AND SAFETY HEALTH ADMINISTRATION (OSHA)

Academy Kids Mesquite strives to provide safe working conditions for our employees and observes the safety laws of the state and federal governments including those established by the Occupational Safety and Health Administration (OSHA). No one will knowingly be required to work in any unsafe manner. Safety is every employee's responsibility, and all employees are expected to do everything reasonable necessary to keep Academy Kids Mesquite a safe place to work. Employees, who observe a safety hazard, have a responsibility to report it to a member of the management team.

WORKER'S COMPENSTATION AND EMPLOYEE INCIDENT REPORTING:

In the case of a job-related accident to any employee, immediate notice should be given to the supervisor on duty and relayed to the Academy Kids Mesquite Director. Failure to immediately notify a supervisor could result in the insurance company in-acting the loss of worker's compensation payments as authorized by law. An incident report form should be filled out and should include the nature of the injury, how it happened, the time of day, and witnesses, etc. Failure to do so may result in a nullification of the workers compensation benefit according to the rules of the specific workers compensation policy and the state and federal laws which govern workers compensation claims. Academy Kids Mesquite maintains Worker's Compensation insurance for job-related accidents.

WORK RELATED INJURIES:

1. Employees involved in a work-related injury, which is a true emergency and requires immediate treatment will be assisted by the supervisor or someone appointed to assist in going to the nearest hospital for care or by calling 911.
2. Medical treatment for a non-emergency injury can be obtained through the suggested healthcare provider. Contact your supervisor for direction and/or assistance in finding the appropriate provider.
3. Employees injured during the performance of their duties are subject to drug testing, as established in the "Substance Use and Abuse" policy listed below.

EMPLOYEE SAFETY AND HEALTH

WORKPLACE VIOLENCE:

Academy Kids Mesquite has a zero tolerance for workplace violence and threats. Employees must promptly report any threat of violence or physical act of violence to the appropriate supervisor or management personnel. Violations of this policy will result in disciplinary action up to and including termination of employment.

HARASSMENT AND/OR THREATS FROM NON-EMPLOYEES

Academy Kids Mesquite will not tolerate threats of violent acts against its employees in any form. Such conduct will result in disciplinary action. Employees should contact the administration should such incidents occur.

VACCINATIONS:

Academy Kids Mesquite does not require, but strongly encourages all preventive vaccinations in an effort to promote a healthy lifestyle.

AKM will reimburse all staff for their portion of the cost of their flu vaccination each year. Reimbursement schedule must be individually worked out through the Director.

AKM also strongly encourages other preventative vaccinations. When funds are allowable AKM may reimburse for these vaccinations as well. Reimbursement schedule should be discussed and approved through the Director.

PERSONAL CONDUCT

PERSONAL CONDUCT:

Whenever people gather together to achieve goals, some rules of conduct are needed to help everyone work together efficiently, effectively, and harmoniously. By accepting employment with Academy Kids Mesquite, employees have a responsibility to the company and to their fellow employees to adhere to certain rules of behavior and conduct. The purpose of these rules is not to restrict the individual rights of an employee, but rather to be certain that everyone understands exactly what type of conduct is expected and necessary. Academy Kids Mesquite will be a better place to work for everyone when each person is aware that he or she can fully depend upon fellow workers to follow the rules of conduct.

As representatives of Academy Kids Mesquite and as role models for those we serve, employees will at all times conduct themselves in a manner which will reflect positively on both Academy Kids Mesquite and themselves, according to the accepted standards of the community we serve.

Service to the children and to the public shall be courteous, considerate, and prompt. An employee is always an example!

DRESS CODE:

1. Management team and office personnel may wear “dress up clothing” or dress according to the general employee dress code. Professional style name tags will be worn with “dress up clothing” at all times.
2. General Employees – Must wear a clean shirt in an approved color (bright red or royal blue) every day. During the summer months, sleeveless shirts are permitted; however, tank tops, spaghetti straps, tube tops, and any midriff or cut-off shirts are not allowed. Shorts and skirts are acceptable if they are within 3 inches of the knee. Slacks and jeans are acceptable. Windbreaker style pants may be worn if they are approved. No sweat pants, pajama type bottoms. Stretch type pants may be worn if the shirt covers the waist and hip area. Tennis shoes, sandals with straps, and appropriate casual shoes are welcome. Hair needs to be clean and neat, and makeup, if worn, needs to be tastefully applied.
3. When leaving Academy Kids Mesquite, employees must change out of their center uniform shirt. Employees, who do not change, must go directly home without stopping anywhere.
4. The management team members at Academy Kids Mesquite have the right to determine if clothing is tasteful and appropriate beyond the terms listed above and require a change in dress if they feel it is necessary.

Personal Conduct

SOLICITATION/DISTRIBUTION:

Employees are not permitted to solicit for any purpose during their working time due to the fact that solicitation not only causes an employee to neglect their own work, but also interferes with the work of others.

An employee shall not solicit another employee for membership or subscriptions for any public or private enterprises or for gifts of any nature during either employee's working time. The circulation or distribution of any petitions or other printed material on Your Center Name property and/or the posting of written solicitation on a Academy Kids Mesquite bulletin board or anywhere on the property is strictly prohibited.

Persons not employed by Academy Kids Mesquite are forbidden from coming onto its property except for purposes for which the property is held open to the public and are prohibited from soliciting or distributing any material for any reason.

Included in this is Phone solicitation of an un-requested nature. Academy Kids Mesquite does not purchase any items from any phone solicitor and/or telemarketer and employees are instructed to inform phone solicitors of this fact immediately as soon as they make the fact known that they are soliciting. Furthermore, employees are prohibited from giving out any information to any phone solicitor and/or survey taker without the express permission of the management.

CELLULAR PHONE POLICY:

All personal cell phones, pagers, or PDAs must be turned off or turned on vibrate in the classrooms during a scheduled shift. Staff should not answer phones or use text messaging during their shift unless a School Floater is called to relieve them from your classroom responsibilities to respond to the situation. Violating this policy may result in immediate dismissal. AT NO TIME is cell phone usage acceptable while overseeing a group of children.

SOCIAL MEDIA POLICY:

Regarding Facebook, Twitter, Picasa Picture Site, and any other form of "Social Media". You must obtain written consent from Academy Kids Mesquite when and if posting any information or comments, pertaining to Academy Kids Mesquite, or employees of Academy Kids Mesquite. Posting derogatory or negative thoughts or information regarding your work/ position / job at Academy Kids Mesquite is strictly forbidden. To do so is grounds for immediate termination.

Personal Conduct

PERSONAL PHONE CALL POLICY:

Personal phone calls may be taken if an emergency exists. Messages for all other calls will be taken and given to employees by the end of their workday. In the event of an emergency or special circumstance, employees may make outgoing personal telephone calls with the special permission of a member from the management team.

PUBLIC RELATIONS:

Public relations are a top priority for every employee. Employees must take the lead in this area and go out of their way to be friendly, helpful, and courteous to all, whom come to Academy Kids Mesquite, come across the center property, or even just call on the phone. It is unthinkable that anyone would pass someone in the property without a smile and/or a hello (whether they are a stranger, client, customer, or fellow employee). Remember that the reception people receive from Academy Kids Mesquite Employees will greatly influence their attitude and confidence in the center as a whole.

MEDIA INQUIRIES:

Inquiries from newspaper, radio, television stations and other sources of public information must be immediately referred to the management.

CONFIDENTIALITY:

According to Federal Law any and all children and staff information, records, and/or documentation will be held confidential as specified by the following procedures:

1. Any person or agency requesting access to or information about an individual child or staff member will be informed of this confidentiality process.
2. No information regarding Academy Kids Mesquite's children or staff will be given out, either verbally or written, without proper notification and consent of the responsible party, (i.e. either the staff member or the respective parent or guardian).
3. The following information is to be regarded as confidential, but is not limited to name, address, telephone number, progress notes, medical records, assessments, evaluations, and hourly or salary wages.
4. Any and all requests for information external to Academy Kids Mesquite will be documented by name of requester, date, time, type of information requested, reason for request, as well as the action taken.
5. Each employee's personnel file and child's case record will include copies of all consents and authorizations presented to Academy Kids Mesquite for release of confidential information.

PERSONAL CONDUCT

CONSIDERATIONS WHEN DEALING WITH GOSSIP:

Gossip breaks the law. Federal regulations mandate confidentiality when individuals deal with other individuals in a service organization (the Privacy Law). Disclosing any information, sharing information with others who should not be privy to that information, talking about someone else's problems with people who cannot do anything about those problems or who have no business knowing about those problems is a violation of the federal law.

THE PRIVACY ACT OF 1974 states in part: No agency shall disclose any record which is contained in a system of records by any means of communication to any person, or to another agency, except pursuant to a written request by, or with the prior written consent of, the individual to whom the record pertains....⁽¹⁾ <http://www.usdoj.gov/foia/privstat.htm>

CONFLICTS OF INTEREST:

Employees shall avoid any conflicts of interest and appearance of conflicts of interest in all professional and personal activities. Employees are not allowed to solicit, obtain, accept or retain any personal benefit from any supplier, vendor, individual or organization doing or seeking business with Academy Kids Mesquite.

As used here, "personal benefit" means gift, gratuity, favor, service, or compensation in any form, discount, special treatment or anything of monetary value, beyond business courtesies.

This policy does not relate to "reasonable" gifts from students and/or clients during customary times when such gifts would be given to a "teacher".

OUTSIDE EMPLOYMENT:

Academy Kids Mesquite does not prohibit employees from taking other employment. However, employment can create the potential for conflict of interest and can detrimentally affect an employee's performance of job duties. Therefore, employees must inform their supervisor of outside employment and obtain approval of the management, this to include employees wishing to obtain a part-time or additional job in conjunction to their Academy Kids Mesquite position. Any such work must not interfere with any specific duties or relationships at Academy Kids Mesquite. Employees may not pursue any other employment, business, or profession during the hours they are employed by Academy Kids Mesquite, nor may employees engage in any employment which may adversely reflect on the reputation of Academy Kids Mesquite.

CONDUCT WITH CLIENTS:

Our staff members are required to keep all relationships with the parents on a professional basis only (i.e. no dating, flirting with, or gossiping about the clients/parents, etc.) Anyone conducting a relationship with a client in a non-professional manner will be subject to discipline and possible dismissal. Additionally, Academy Kids Mesquite employees are prohibited from working for parents in their home or in any other manner outside of Academy Kids Mesquite; this includes any type of "care for hire." Any violation of this policy may lead to immediate dismissal.

NON-COMPETE CLAUSE:

Academy Kids Mesquite considers it inappropriate for parents and clients to solicit our staff to work for them either in their business or homes. It is also inappropriate for employees to solicit to work for or with parents and clients and/or to agree to work for them either in their business or homes or at the businesses in which they work or have influence over hiring and/or promotion decisions. Therefore, all employees are required to sign a statement that they will not engage in “care for hire” or any employment by or for any past or current client family of Academy Kids Mesquite while currently employed by Academy Kids Mesquite or for eighteen (18) months after their last day of employment. Any employee who violates this policy has violated one of the conditions of continued employment and is in so doing terminating their employment at Academy Kids Mesquite. It is inappropriate for all employees to discuss this policy with, consider accepting employment with or for clients, parents, or anyone they have come in contact with solely due to their employment with Academy Kids Mesquite, or to do any type of work or “care for hire” for these individuals whether for compensation or as a favor. This “non-compete” statement shall be in effect while the employee is currently employed by Academy Kids Mesquite and for eighteen (18) months after their last day of employment Academy Kids Mesquite reserves the right to take financial remedy against employees who break this policy. Clients who violate this policy may also be subject to termination of services.

PERSONAL CONDUCT

CHILD ABUSE REPORTING POLICY:

State law requires that Academy Kids Mesquite, and all members of child care institutions be on the lookout for, and report to the State and appropriate authorities any and all suspected cases of abuse to a child.

At Academy Kids Mesquite our center and staff are mandatory reporters of Child Abuse. All incidents or suspected incidents will be turned over directly to the Child Protective Services for investigation. Academy Kids Mesquite is not allowed to do any investigation and is required by law to report anything of a suspicious nature. It is advised that clients make the staff aware of any lingering bruising or other visible injury to minimize suspicion of possible child abuse or endangerment.

The steps to be taken if a staff member is suspected or founded of child abuse are outlined fully in the “New Teacher Training Manual.”

SEXUAL AND OTHER FORMS OF HARASSMENT:

Academy Kids Mesquite is committed to providing a work environment that is free of harassment of any type, including harassment due to race, color, disability, age, gender, religion, or national origin. Sexual harassment of or by employees or students is a form of gender discrimination in that it constitutes differential treatment on the basis of gender. Harassment is against the law and will not be tolerated.

Academy Kids Mesquite’s no harassment policy includes sexual harassment. This policy prohibits behavior that is not welcomed by the employee and is personally offensive:

1. Repeated sexual flirtations, advances, or propositions
2. Continued or repeated verbal abuse of a sexual nature, sexually related comments and jokes, graphic or degrading comments about an employee’s appearance, or the display of sexually suggestive objects or pictures
3. Any uninvited physical contact or touching, such as patting, hugging, pinching, kissing, or intended brushing against another’s body.

Academy Kids Mesquite’s prohibition on harassment extends not only to that by employees, but also by non-employees such as vendors, suppliers, parents, and visitors to any Academy Kids Mesquite premises. Academy Kids Mesquite employees are entitled to work in an atmosphere free of harassment from any source.

All management personnel, as part of their job duties, will be responsible for preventing and eliminating harassment in their work areas. Maintaining a work environment free of any type of harassment is an affirmative obligation of all Academy Kids Mesquite employees.

Any employee who observes harassment or believes they have been harassed should immediately report the matter to management personnel and file an “**Employee Grievance/Appeal Form.**”

PERSONAL CONDUCT

SEXUAL AND OTHER FORMS OF HARASSMENT continued...

Any student or employee of Academy Kids Mesquite who believes that she or he has been a victim of sexual harassment shall bring the problem to the attention of the proper authority (whether in an office or a school) so that appropriate action may be taken to resolve the problem. Academy Kids Mesquite prohibits retaliatory behavior against anyone who files a sexual harassment complaint or any participant in the complaint investigation process. Any such complainant is further advised that civil law remedies, including, but not limited to, injunctions, restraining orders, or other orders may also be available to them. Complaints will be promptly investigated in a way that respects the privacy of the parties concerned.

Academy Kids Mesquite considers sexual harassment to be a major offense which can result in disciplinary action to the offending employee or the suspension or expulsion of the offending student.

CONFLICT/ PROBLEM RESOLUTION:

Conflict or problems are to be resolved in the following manner:

1. Resolve conflict or problems quickly and graciously with the individual with whom the conflict has arisen. Avoid involving or discussing the issue with others who are not related to the issue. Most problems can be corrected satisfactorily if this step is applied.
2. If Step One did not successfully resolve the conflict or problem, then the issue should be reported to the Director. The Director will then choose an appropriate intervention, which may include the following:
 - a. Observation
 - b. Verbal or written directive
 - c. Meeting of both parties with the Director
 - d. Implementing needed changes
 - e. These steps may take place over a period of up to 1 year or may take place simultaneously or in any combination.
3. Forgive and forget – Life is too short to hold a grudge.

GRIEVANCE PROCEDURES AND APPEAL:

Any employee, who feels unfairly treated or reprimanded, discriminated against, or unjustly dismissed, may appeal to the Director in written or verbal format within three (3) days of the occurrence using the “Employee Grievance or Appeal” form. If the Director is unable to resolve the issue, a written statement must be sent to the Academy Kids Mesquite Board or owner. A consultation time will be established for all involved in the matter. The decision by the Academy Kids Mesquite Board or owner will be final.

PERSONAL CONDUCT

SUBSTANCE USE AND ABUSE:

Academy Kids Mesquite is committed to maintaining a healthy, efficient working environment for its employees and a safe, friendly place for children. With this basic objective in mind, the Academy Kids Mesquite has established the following policy with regard to the use, possession or sale of illegal drugs or the abuse of alcohol.

Our policy is to employ a work force free from alcohol abuse or the use of illegal drugs. Any employee who violates this policy will be disciplined. This may include termination, even for a first offense.

We strive to provide a safe and healthy work environment, free from the use of illegal drugs *and abuse of alcohol and set forth the following rules:

SMOKING POLICY:

Smoking is always prohibited on Academy Kids Mesquite property or while performing work duties. At no time should a child or parent of the Academy Kids Mesquite observe an employee smoking on Academy Kids Mesquite premises or in a Academy Kids Mesquite uniform shirt.

ALCOHOL:

Academy Kids Mesquite prohibits employees from being “under the influence” of alcohol while performing Academy Kids Mesquite business. Employees may not consume alcoholic beverages or take illegal drugs on our premises. Employees may not report to work under the influence of drugs or alcohol.

Such behavior poses a safety threat to the employee, other employees, and the children.

ILLEGAL DRUGS:

The non-prescription use, sale, possession, distribution, manufacture, or transfer of illegal or controlled substances on Academy Kids Mesquite premises or elsewhere during work hours or during non-working time is strictly prohibited. The presence of any illegal drug in an employee, detectable by a drug-screening test, while performing Academy Kids Mesquite business or on Academy Kids Mesquite property is prohibited.

An illegal drug is any drug which is not legally obtainable or which is legally obtainable but has not been legally obtained. The definition includes prescribed drugs not legally obtained and prescribed drugs not being use for prescribed purposes.

Employees convicted under any federal or state criminal drug statute, employees must notify the director within five (5) days. This will be grounds for termination.

Legal drugs include prescribed and over-the-counter drugs which have been legally obtained and used for the purpose for which they were intended. Illegal drugs include any drug which is not legally obtainable, which may be obtainable but has not been legally obtained, or which is being used in a manner or for a purpose other than as prescribed.

PERSONAL CONDUCT

DRUG AND ALCOHOL SCREENING:

Academy Kids Mesquite may require a blood test, urinalysis, or other drug or alcohol screening on a random basis or when an employee is reasonably suspected of using or being under the influence of a drug or alcohol on the basis of behavioral characteristics or other appropriate information. All screenings will be conducted in a manner consistent with applicable federal, state, and local laws.

DISCIPLINARY ACTION:

Violation of any of the above policies regarding substance abuse can result in disciplinary action, which may include immediate discharge for the first offense.

**DISCIPLINARY
ACTION &
TERMINATION OF
EMPLOYMENT**

DISCIPLINARY ACTION AND TERMINATION OF EMPLOYMENT:

In general Academy Kids Mesquite follows a progressive disciplinary policy while the administration maintains the right to terminate “at will.”

The four usual steps of disciplinary action are:

1. Documented Verbal notification
2. Written notification
3. Termination

These steps may take place over a period of up to 1 year or may take place simultaneously or in any combination.

Two members of the Leadership Team must be present during all disciplinary actions.

UNACCEPTABLE ACTIVITIES/CAUSES FOR TERMINATION:

Any and all violations of any of the policies listed in this manual and/or in any of the procedural handbooks of the center shall constitute sufficient grounds for termination. This does not alter the “at-will nature” of an employee’s employment under which either an employee or the employer may terminate the employment relationship with or without reason and in the absence of any violation of these rules. (Procedural handbooks shall include but not be limited to the following: Parent’s Handbook, New Teacher Training Handbook, Health and Safety Handbook, Evaluation Handbook, or the Job Descriptions Handbook.

FIREARMS, KNIVES AND OTHER WEAPONS:

Employees are prohibited from carrying any type of weapon on Academy Kids Mesquite property including keeping it in a desk, file or any areas of the buildings and grounds or in their personal possession while representing Academy Kids Mesquite. A permit to own a firearm or any other weapon will not override this policy.

TERMINATION OF EMPLOYMENT:

Employees should consider their employment as on an “at will” basis. Employees may be terminated for any reason and at any time.

In arriving at the decision to terminate employment Academy Kids Mesquite will consider the seriousness of any infraction, past record of the employee, and the circumstances surrounding any incident.

DISCIPLINARY ACTION AND TERMINATION OF EMPLOYMENT

RESIGNATIONS:

In the event an employee decides to terminate employment with Academy Kids Mesquite we require that a **“Resignation Form”** be filled out and submitted to the management a minimum of two (2) weeks prior to the intended leave date. This is so that we have adequate time to fill the vacated position. A decision to resign should be kept confidential and not shared with employees, clients, customers or parents until the decision has been confirmed with the “Resignation Form” and the form has been accepted by a member of management. Failure to keep this of a confidential nature may result in immediate discharge and shall constitute grounds for payment of minimum wage as described in the “TRAINING WAGE” section herewith.

An employee who resigns or is terminated under any circumstances is required to make an inventory of all Academy Kids Mesquite property and equipment in their possession and return all assigned items. Any unreturned inventory will be withheld from the final paycheck at replacement cost

Employees who resign in good standing may be asked to help create an “exit strategy” to insure the proper transfer of responsibilities and duties.

The employee’s final paycheck will be paid in the regular pay periods of Academy Kids Mesquite.

Emergency Preparedness Policy

Academy Kids Mesquite

Emergency & Disaster Preparedness & Plans

EMERGENCY PLANS

PREVENTATIVE PLANS:

Emergency/Disaster & Floor plans are posted & accessible to all program areas.

Fire drills are conducted and documented monthly.

Tornado drills are conducted seasonally & documented twice yearly.

Teachers participate in mandatory trainings regarding procedures & primary/secondary exit routes.

FIRE EVACUATION PROCEDURE: Code Orange

There will be a long continuous blast from the fire alarm. Children will be evacuated according to the diagram posted in each room or as directed by the police/and or other emergency personnel. In the case of an actual fire or bomb threat, teachers will take a head count and keep their children calm, out of the way of emergency vehicles and personnel until the children are released to their parents. The designated evacuation area is Whataburger, 128 E. Kerney Street 75149 972-285-4193. In the event the designated evacuation site is unsafe or unavailable the center will notify the "Emergency Closing Center". Parents should listen to the radio WBAP 1080am; television CBS (11), NBC (5), ABC (8), KDFW (4) Parents may also check online at www.EmergencyClosing.com. An attempt will be made to call and inform parents if this is possible. Our website will be updated ASAP with all evacuation information. Cell phones will not be used by teachers until cleared for use by local emergency officials.

TORNADO AND EARTHQUAKE PROCEDURE: Code Blue

Notification of a tornado or earthquake will be made through the Walkie Talkie. The center keeps a weather radio on alert at all times. Children will be evacuated according to the diagram posted in each room. If the children are inside, everyone should take cover under desks, tables or in tornado safe area (as shown on the diagram posted in each room). If children are outside, they need to move away from the building. If there is structural damage to the building, the children will be taken to the designated evacuation site. In the case of an actual tornado or earthquake, teachers will take a head count and keep their children calm, in the contained area until it is deemed safe for the children to be released.

BLIZZARD PROCEDURE:

Parents should call the center prior to dropping off their children, in the event there is an issue of inclement weather or due to power failure of some type. If the Mesquite Public Schools dismiss early due to a blizzard, parents are required to come as quickly and safely as possible to pick up their children. Parents should listen to the radio WBAP 1080am; television CBS (11), NBC (5), ABC (8), KDFW (4)

Parents may also check online at www.EmergencyClosing.com.

As ratios allow, the center will start sending members of the staff home according to those that live the farthest away. If the parents cannot come to pick up their child, a ratio sufficient number of the staff, including an on-site supervisor, will stay with the children for as long as necessary. The team will provide activities for the children to participate in until their parents arrive.

POWER FAILURE PROCEDURE

In the event of a power failure the center will take the following actions:

- 1) Defining the Problem – The management will determine if the issue is temporary or permanent. Any issue that is determined to last longer than one hour will be considered permanent or semi - permanent and action will be taken.
- 2) Determine if an alternate source of power/heat or cooling is available. Issues to consider will be space heaters/fans to be used according to the guidelines in the “Texas Licensing Standards”.
- 3) The center will notify the parents and the state licensing office according to the plan developed for alternative power/heat or cooling.
- 4) The children will be taken to the designated evacuation site, if evacuation due to power failure and or loss of heat/cooling is deemed necessary,

CHEMICAL SPILL EVACUATION PROCEDURE: Code White

In the case of a chemical spill, the children will be evacuated in the same manner as a fire drill. Information will be given to the police and then the center will notify the “Emergency Closing Center”. Parents should listen to the radio WBAP 1080am; television CBS (11), NBC (5), ABC (8), KDFW (4) Parent’s may also check online at www.EmergencyClosing.com. An attempt will be made to call and inform parents if this is possible.

BOMB THREAT EVACUATION PROCEDURE: Code White

In the case of a chemical spill, the children will be evacuated in the same manner as a fire drill. Information will be given to the police and then the center will notify the “Emergency Closing Center”. Parents should listen to the radio WBAP 1080am; television CBS (11), NBC (5), ABC (8), KDFW (4) Parent’s may also check online at www.EmergencyClosing.com. An attempt will be made to call and inform parents if this is possible.

INTOXICATED PARENT PROCEDURE:

If an intoxicated parent comes to pick up his/her child, center staff will try to detain the parent. The on-site supervisor will contact another person on the emergency list and request that they pick up the child. The on-site supervisor will then tell the intoxicated parent of the pick-up plan. If the center staff is unable to contact another pick up person, the child must be allowed to leave with the parent. The parent would be informed that the police and child protective services will be called to inform them of the incident.

INTRUDER PROCEDURE: Code Red

If an unknown individual gains access to the property/building, a staff member would see if they could be of assistance. This staff member should determine if the individual is an intruder and try to get them to leave the property. During this time, another staff member would then use the designated code to alert other team members in the building and to contact the police. If possible, staff will be notified via walkie talkies and the intruder code to lock all doors. Staff would then proceed as directed by the police. An attempt will be made to try and keep in contact with the all staff members who are taking care of the children to keep them apprised of the situation.

Staff members who approach alleged intruders should refrain from putting themselves, the children or other staff member in an endangering situation. If the situation becomes hostile they should try to escape or do what the individual asks until the authorities arrive. The remainder of the staff will be insuring the safety of the children and will respond accordingly.

No person will be allowed to enter or leave the building until the situation has been cleared by the local emergency officials.

LOST OR ABDUCTED CHILDREN PROCEDURE:

One team member would alert the on-site supervisor for assistance with the search while the other team members stayed with the other children. If the child is not found, the center would contact the parent and then the police. Staff would then proceed as directed by the police.

The manager on duty is responsible to have the children's emergency forms book in their possession during any emergency event or procedure.

Each staff member is responsible to have in their possession at all times including during any emergency events or procedures an up to the minute roll sheet of all children in their care.

Each staff member is responsible to know a complete head count of all children in their care at all times, including the youngest and the oldest child throughout the day and during any emergency procedure.

IN ALL DRILL OR EVACUATION PROCEDURES, ALL STAFF MEMBERS IN ROOMS OR AREAS WITH NON-ABULATORY OR INFANT CHILDREN SHOULD PUT ALL CHILDREN IN A STOLLER OR CRIB WITH WHEELS AND WHEEL THEM OUT OF THE BUILDING

ADDITIONS AND CHANGES:

Academy Kids Mesquite reserves the right to edit or adapt the policies in this handbook as the needs arise. The center will make all changes and additions available at the time these changes are made. Clients and customers will be notified of these changes through the normal written communication system of the center at the time they are made effective.

ACADEMY KIDS MESQUITE

EMPLOYEE ACKNOWLEDGEMENT FORM

I understand that these policies describe important information regarding Academy Kids Mesquite. If at any time I have questions regarding these policies, I should consult a member of the management team.

My relationship with the Academy Kids Mesquite is voluntarily entered into and is subject to termination by me or the Center at will, with or without cause, at any time that either the Center or I believe such action is appropriate. Such termination shall be subject to all the policies relating to termination of services.

I acknowledge that I have received, read and understand the policies contained in the:

- | | | |
|--|---------------|------------|
| 1. Operational Policy /Parent Handbook | Initial _____ | Date _____ |
| 2. Employee handbook | Initial _____ | Date _____ |
| 3. Texas Minimum Standards | Initial _____ | Date _____ |
| 4. Personnel Outline | Initial _____ | Date _____ |
| 5. Job Descriptions List | Initial _____ | Date _____ |
| 6. Staff Assignment of Duties | Initial _____ | Date _____ |
| 7. Daily Classroom Cleaning List | Initial _____ | Date _____ |
| 8. Employee File Checklist is understood | Initial _____ | Date _____ |

I further agree to comply with these policies.

Employee Signature

Date Received

Signature Received by (Center Staff)

Date Received

Sign and Return to office