



2026-27 Employee Handbook

ROCHESTER COMMUNITY SCHOOLS



school-age care
"Nurturing the growth of the whole-child."

School-Age Care Department

3838 N. Rochester Rd. • Oakland Twp., MI 48306
(phone) 248-726-3023 • (fax) 248-726-4805
(e-mail) sac@rochester.k12.mi.us

version 07.09.26



Employee Handbook

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Employee Handbook

Philosophy

The School-Age Care Program commits itself to providing enriching experiences for each child in an environment that is safe and conducive to the development of the whole-child.

We believe children should be able to engage in activities that are developmentally appropriate and enhance physical, social, emotional, and intellectual growth.

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Non-Discrimination Policy

Rochester Community Schools does not discriminate on the basis of race, color, religion, national origin, creed or ancestry, age, sex, marital status, height, weight, familial status, arrest record or physical and mental disabilities in accordance with the Elliot-Larson Civil Rights Act (ELCRA) MCL 37.2206, Persons with Disabilities Civil Rights Act (PWCRA), MCL 37.1206, Title II, Title VI, and Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendment Act of 1972, the Age Discrimination in Employment Act and the Immigration Reform and Control Act of 1986 (8U.S.C., Section 1324A Et.Seq.) and Section 504 of the Rehabilitation Act of 1973. In addition, individuals will not be excluded from, or be denied, the benefits of participation in any program or activity for which the Board is responsible.

Rochester Community Schools has designated certain individuals to serve as Compliance Coordinators for purposes of federal and state nondiscrimination laws and regulations.

For additional information, including the names and contact information of the designated Compliance Coordinators, please visit the Rochester Community Schools Policies and Title IX webpage: <https://www.rochester.k12.mi.us/about-us/departments/human-resouces/policies>

You can also visit our website at www.rochester.k12.mi.us and search "Notice of Nondiscrimination"

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Employee Handbook

Introduction

This handbook outlines the employment guidelines for Lead Caregivers, Assistant Lead Caregivers, and Caregivers in School-Age Care and Summer Day-Camp programs employed by Rochester Community Schools. This handbook may be revised, changed, or disregarded at the discretion of the employer. Questions about its contents may be directed to the School-Age Care Supervisor or RCS Human Resources Department.

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Employee Handbook

Program Goals



To create a safe and inviting before and after school environment
where everyone is safe, valued, and respected.

To communicate openly with parents and children.

To provide a variety of activities for the children.

To recruit, hire, and train qualified professionals.

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Employee Handbook

Process of Employment



A copy of the terms of employment as well as personnel policies will be given to all applicants for their review prior to employment.

Staffing is based on need and according to the limitations of the School-Age Care budget. Employees are hired for the school calendar year. All personnel are hired to work for School-Age Care, not a specific location. Every effort will be made to maintain consistent building personnel from one school year to the next. School-Age Care employees may apply to work Summer Day-Camp from mid-June to mid-August.

Employee Descriptions

School-Age Care staff employed by the Rochester Community Schools fall into the categories listed below and are eligible for the following items based on the requirements listed for each.

Probationary: All employees who work on a regular basis but have not completed a sixty (60) working day probationary period.

Regular: All regularly assigned employees working 7.5 hours or more per week who have successfully completed the probationary period.

Summer: Temporary employees who work the Summer Day-Camp Program. Employees will be expected to commit to working the entire length of the program.

Examples of the job postings are included in the two (2) following pages of this manual. Employees are expected to meet or exceed the performance responsibilities described in their job description.



Employee Handbook

Job Description - Caregiver

SCHOOL-AGE CHILD CARE - CAREGIVER

Hiring for **2026-2027** School Year

Multiple schedules available based upon building hours.

6:45am – 8:15am and/or 2:45pm – 6:00pm

6:45am – 9:00am and/or 3:30pm – 6:00pm

Monday through Friday

\$15.00/hour

QUALIFICATIONS:

1. Must be at least 16 years of age.
2. Work Permit Required for those under 18 years of age.
3. Ability to interact and communicate positively and appropriately with students, staff, and visitors.
4. Ability to demonstrate compassion, patience, and flexibility.
5. Possess reliable transportation and be willing to travel to multiple programs within district.
6. Ability to work independently, demonstrates good judgment, and re-enforce behavioral support directives.
7. Flexibility to interact with large groups of multi-age children and/or individually with students needing additional assistance.
8. Possess excellent organizational skills.
9. Regular, reliable and punctual attendance required.
10. Such alternatives to the above qualifications as the Board may find appropriate and acceptable.

SALARY: \$15.00/hour

SELECTION PROCESS:

Selection of an individual to fill this vacancy is determined by the appropriate administrators based upon experience, qualifications, and professional attributes.

Position Type: Part-Time

Job Requirements: Citizenship, residency or work visa required



Employee Handbook

Job Description - Lead Caregiver

SCHOOL-AGE CHILD CARE - LEAD CAREGIVER

Hiring for **2026-2027** School Year

Multiple schedules available based upon building hours.

6:45am – 8:15am and 2:45pm – 6:00pm

6:45am – 9:00am and 3:30pm – 6:00pm

Monday through Friday

\$17.29/hour

QUALIFICATIONS:

1. Must be at least 21 years of age.
2. High school diploma plus a minimum of 6 semester hours and experience in a child-related field required.
3. Ability to interact and communicate positively and appropriately with students, staff, and visitors.
4. Ability to demonstrate compassion, patience, and flexibility.
5. Possess reliable transportation and be willing to travel to multiple programs within district.
6. Ability to work independently, demonstrates good judgment, and re-enforce behavioral support directives.
7. Flexibility to interact with large groups of multi-age children and/or individually with students needing additional assistance.
8. Possess excellent organizational skills.
9. Regular, reliable and punctual attendance required.
10. Such alternatives to the above qualifications as the Board may find appropriate and acceptable.

SALARY: \$17.29/hour

SELECTION PROCESS:

Selection of an individual to fill this vacancy is determined by the appropriate administrators based upon experience, qualifications, and professional attributes.

Position Type: Part-Time

Job Requirements: Citizenship, residency or work visa required

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Employee Handbook

Professionalism



All employees are expected to act in a responsible, courteous, and professional manner when dealing with children, parents, school staff, and other RCS staff. As representatives of Rochester Community Schools, employees are to be supportive of all programs that are offered by the school district.

Personal Appearance Guidelines

Personal appearance makes a significant impression on parents, children, and building staff. All employees serve as role models to children. It is important that appropriate casual clothing be neat and clean. It is expected that good taste, judgment, and personal hygiene be maintained with personal appearance. Leggings will be considered undergarments, only to be worn with skirt or long shirt covering to knee area.

Staff Conduct

1. Under Michigan law, smoking/vaping is prohibited on any school property.
2. Alcohol and drug use by employees is not permitted at any time while on district property, nor is it permissible to have the odor of cigarettes, drugs, or alcohol on the breath or clothing of the person.
3. Each child and parent should be greeted as they arrive and leave each session.
4. Until you know the people who pick up children always ask for identification. Only people listed on the child information form may have a child released to them. Be aware of any child custody agreements on file when dismissing children.
5. Confidentiality regarding information about children or their families is mandatory. Student information is never to be shared with another student's parent. Information about a student should only be shared with school personnel who need to know. Keep all student files/medical information/other documentation in the staff area and confidential at all times.



Employee Handbook

Professionalism

Staff Conduct (continued)

6. Children must be supervised by staff at all times, including in the cafeteria, bathrooms, halls, gym, outside, etc.
7. Be sure to investigate any and all concerns from the parent. If you are unaware of an incident occurring, respond to the parent that you will look into it immediately and then respond back to the parent regarding the incident as soon as possible. Be sure to keep notes and documentation on these issues. You are responsible to inform your immediate supervisor of any issues.
8. All staff is expected to be involved with the children in their group. Become involved in their play, stimulate their conversations, and follow their leads.
9. Personal phone calls/texts should not be received during program hours, except in case of emergency. Cell phone use during work hours is strictly prohibited.
10. Personal visitors and personal business may not be conducted during program hours. Personal business includes, but is not limited to, doing homework, reading, or any other activity that is not directly related to the supervision of children or to program activities.
11. Social media should not be used to talk about work, co-workers, or School-Age Care children/families. Absolutely no pictures of (or comments about) School-Age Care children should be put on any staff's social media sites.
12. Corporal punishment, verbal abuse, punishment that is humiliating or frightening, threats, and derogatory remarks about a child or his/her family are not permitted at any time.
13. Staff members are required to act in a responsible, courteous, and professional manner when dealing with students, parents, school community, and co-workers.
14. Under no circumstance should a child enrolled in a School-Age Care program be transported in a staff vehicle.



Caregiver Evaluation

The following is an employee evaluation for School-Age Care and reflects assessment during the **2026-27** school year.

Name: _____ Date: _____

Submitted by: _____

Consistently	Continued Growth Needed	Improvement Required	
_____	_____	_____	Works assigned shifts (minimal absenteeism)
_____	_____	_____	Self-starter/Takes initiative
_____	_____	_____	Follows department employee guidelines
_____	_____	_____	Appropriately interacts with children
_____	_____	_____	Maintains a positive and energetic attitude
_____	_____	_____	Is respectful of team members' opinions and ideas
_____	_____	_____	Plays a active role in keeping center clean and organized
_____	_____	_____	Helps children become independent
_____	_____	_____	Demonstrates knowledge of age appropriate behavior
_____	_____	_____	Participates in all aspects of center events
_____	_____	_____	Uses positive discipline methods
_____	_____	_____	Is friendly to school staff and parents
_____	_____	_____	Greets parents and children upon arrival to program
_____	_____	_____	Brings ideas and talents to program
_____	_____	_____	Follows through with ideas
_____	_____	_____	Asks questions and seeks clarification
_____	_____	_____	Responds to instruction and suggestions in positive manner
_____	_____	_____	Limits social interaction with staff and parents
_____	_____	_____	Models appropriate ("site rules") behavior
_____	_____	_____	Cooperates with staff to accomplish site goals
_____	_____	_____	Sets aside personal issues to focus on job responsibilities
_____	_____	_____	Uses discretion when discussing confidential information

For Additional Information see reverse



Caregiver Evaluation

Based on observations, areas of performance responsibility where this employee is particularly effective:

Based on observations, areas of performance, if any, that could be improved:

Suggested course of action for improvement:

Evaluated by: _____ Date: _____

TO BE COMPLETED BY THE EMPLOYEE:

_____ I have reviewed this evaluation report with my supervisor and have been given a copy.

_____ I will attach a personal statement to this evaluation within ten (10) days of the evaluation conference.

The presence of the employee's signature indicates that the evaluation form has been reviewed by the employee. It does not imply agreement with the evaluation.

Signature of Employee: _____ Date: _____

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Lead Caregiver Evaluation

The following is an employee evaluation for School-Age Care and reflects assessment during the **2026-27** school year.

Name: _____ Date: _____

Submitted by: _____

Consistently	Continued Growth Needed	Improvement Required	
_____	_____	_____	Maintains Parent Board Postings
_____	_____	_____	Maintains Photo Board
_____	_____	_____	Maintains "I Noticed" Board
_____	_____	_____	Effectively utilizes 2-way radios
_____	_____	_____	Effectively utilizes 1st Aid Packs
_____	_____	_____	Maintains cleanly/organized center
_____	_____	_____	Timely control of paperwork
_____	_____	_____	Timely control of receipts
_____	_____	_____	Timely control of administration requests
_____	_____	_____	Timely control of "Lead for a Day" Opportunities
_____	_____	_____	Effectively Manages Budget

(Below information includes input from Caregivers)

_____ Leadership:

_____ Communication:

_____ Ability:

_____ Professionalism:

_____ Decision Making:

For Additional Information

see reverse



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Lead Caregiver Evaluation

Based on observations, areas of performance responsibility where this employee is particularly effective:

Based on observations, areas of performance, if any, that could be improved:

Suggested course of action for improvement:

Evaluated by: _____ Date: _____

TO BE COMPLETED BY THE EMPLOYEE:

_____ I have reviewed this evaluation report with my supervisor and have been given a copy.

_____ I will attach a personal statement to this evaluation within ten (10) days of the evaluation conference.

The presence of the employee's signature indicates that the evaluation form has been reviewed by the employee. It does not imply agreement with the evaluation.

Signature of Employee: _____ Date: _____

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Employee Handbook

Human Resources

Employee Records

A personnel file shall be maintained for each employee and is kept in the Human Resources Office.

A licensing file shall be maintained for required State of Michigan Licensing forms including but not limited to:

- Record of mandatory training hours - 16 hours of training yearly
- Verification of Blood-Borne Pathogen training
- Copy of Abuse / Neglect Statement
- DHS Clearance Letter – updated every year
- Fingerprinting TCN # and date fingerprints were completed
- Current CPR and First Aid Certification

Employees may review their personnel file by making an appointment with the Human Resources office. Employees may review their licensing file by making an appointment with the School-Age Care Supervisor.

Work Schedule

The School-Age Care Supervisor will determine hours of work and placement each school year for each employee. All employees shall be on site ready to work at the scheduled start time.

For Summer Day-Camp program only, a lunch period shall be established by the supervisor for full-time, regular employees in accordance with the organizational pattern best suited to the program needs. The lunch period will not be considered as part of the regularly assigned work day.



Employee Handbook

Human Resources

Performance Evaluations

The School-Age Care Lead Caregiver shall evaluate new Caregivers at the end of their probationary period in order to determine employment status and performance.

Performance Evaluations for School-Age Care Caregivers will be the responsibility of the School-Age Care Lead Caregiver. Performance Evaluations for School-Age Care Lead Caregivers will be the responsibility of the School-Age Care Supervisor/Coordinator.

All Performance Evaluations, with the exception for probationary employees, will take place annually.

Jury Duty

Any employee called for jury duty or attendance at any court pursuant to subpoena will be paid for normal scheduled hours for that day. Any fees received for jury duty and/or witness duty shall be sent to the Payroll Department. These days will not be deducted from the employee's sick leave bank.

Work Related Injuries

All District employees involved in work-related injuries or illnesses REQUIRE the completion of the Employee Injury Report which is available from your supervisor, building secretary or in the Employee Injury Packet (see HR website). This form must be completed by your supervisor and returned to the Human Resources/Benefits Department within 7 days of the incident.

If medical attention is needed, authorization for treatment must be obtained from your Principal, Supervisor or Human Resources/ Benefits Department. The authorization form MUST be filled out in order for the employee to be seen at Concentra. You must then report to the authorized District Medical Clinic (see Concentra location link on HR website).

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Human Resources

Resignation

When an employee desires to resign from his/her employment there must be at least ten (10) working days notice of resignation in writing given to the School-Age Care Supervisor. It is understood that the leaving employee will work the ten (10) day period. Effective with the date of resignation all accrued rights and benefits are forfeited. In the event of re-employment, said employee shall be considered a new employee and may begin at the entry level of pay. An employee terminated by employer forfeits any/all accrued payouts.

Involuntary terminations due to reorganization or other circumstances arising out of no fault of the employee are at the discretion of the School-Age Care Supervisor. A ten (10) day notice will be given to employees terminated under these circumstances.

Discipline and Discharge

Depending on the circumstances and disciplinary history of the employee, disciplinary action may take any of the following forms:

- Oral reprimand
- Written reprimands
- Suspension without pay
- Immediate Termination

Discharge may take place upon written notice from the School-Age Care Supervisor. Reasons for dismissal include but are not limited to the following:

- Unsatisfactory job performance
- Refusal to do work within his/her job description
- Repeated unexcused absences or tardiness
- Under the influence or possession of illegal drugs or alcohol on school grounds
- Misrepresentation of hours worked
- Such other good cause as may be determined by the School-Age Care Supervisor



Employee Handbook

Benefits

Sick Leave

All regular school year employees will receive ten (10) prorated sick leave days each school year. Sick days may be accumulated from year to year to an unlimited amount. Sick days may only be used during the school year. Sick days cannot be used during Summer Day-Camp.

Credited or accumulated sick leave days may be used for personal illness or serious illness in the immediate family only. The immediate family is defined as spouse, son, daughter, parents, or grandparents. An employee may be allowed up to a maximum of five (5) sick leave days per school year for serious illness in the immediate family. The use of these days will be charged against the employee's sick leave accumulation. If eligible, a Leave of Absence without pay for personal or family illness may be taken in accordance with the Family and Medical Leave Act. A sick leave day may also be used in place of any "**district-wide, full-day emergency closure day**" beyond the first two of each school-year (as those are automatically paid without needing to utilize a sick leave day). The use of accumulated sick leave days can also be utilized on "**non district-wide, partial or full-day emergency closure day**" (as these are never automatically paid). Each employee is responsible for calling into AESOP immediately (upon learning of the closure) if they wish to utilize this benefit. The use of a sick day is optional in these situations.

An employee shall be allowed up to a maximum of three (3) non-deducted days and five (5) sick leave days for death in the immediate family. The immediate family is defined as parents, spouse, child, grandparents, grandchild, brothers, sisters, and in-laws.

Probationary employees accumulate sick leave time to be used after the completion of their probationary period.

Proof of illness from a doctor may be requested at any time by the School-Age Care Supervisor and will be required for an illness lasting more than three (3) days or the scheduled day before or after a holiday.

Upon return from a leave under the Family Medical Leave Act, an employee may be returned to a position within their job classification if available. Every effort will be made to return an employee who has been on sick leave to the same or comparable job that he/she held before the absence.



Employee Handbook

Benefits

Sick Leave (continued)

Employees who retire or leave after seven (7) years of employment in the School-Age Care Program will receive a sick leave pay out of 50% of the unused earned days at 50% of the employee's current hourly rate. This payment will be paid on the last regular paycheck the employee receives. An employee terminated by employer forfeits any/all accrued payouts.

Approved Leave Days

Upon the approval of the School-Age Care Supervisor three (3) of the accumulated sick leave days may be used annually as an approved leave day. An approved leave day shall be interpreted as that which requires the presence of the employee at affairs that cannot be handled at a time other than the regularly scheduled work day, such as: legal business, court appearances, medical appointments, funerals, graduation, or immediate family commitments.

The approved leave days are not provided for casual or discriminate use. As a rule, the approved leave day will not be granted on the last scheduled day immediately before and the first scheduled work day immediately after any holiday or vacation period as well as the first or last week of the school year.

Paid Holidays

All regular employees scheduled to work on one of the following holidays will be paid for the day based on an average daily total. In order to receive holiday pay staff must work their scheduled shift prior to/following the holiday (with special circumstances being reviewed by the supervisor on an individual basis).

Paid holidays include:

(1)Labor Day, (2)Thanksgiving Day, (3)Day following Thanksgiving Day, (4)Christmas Eve, (5)Christmas Day, (6)New Year's Eve, (7)New Year's Day, (8)Good Friday, (9)Memorial Day, (10)July 4th (*SDC staff only*)

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Benefits

Life Benefit

A group term life insurance policy with and AD&D rider will be provided for regular employees working the hours listed as follows:

15 to 29 hours per week	\$12,000
30 or more hours per week	\$16,000

The selection of the carrier will be made by the RCS Board of Education.

Health, Dental, & Vision Insurance

School-Age Care staff is not eligible for health, dental, or vision insurance.

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Employee Handbook

Benefits

Employee Assistance Program

Rochester Community Schools has contracted with HelpNet to provide personal counseling to you and your household members. HelpNet counselors are master's level professionals with extensive experience in dealing with:

- Marital and family issues
- Addictions
- Emotional Problems
- Legal and financial concerns
- Careers
- Relationships
- Aging parents
- Stress, anxiety and depression
- Life enrichment techniques

If you are worried about your family, personal life, or work, call HelpNet – a no cost personal Employee Assistance Program. You may contact HelpNet 24 hours a day, 365 days a year at 800-969-6162 or www.HelpNetEAP.com for assessments, counseling, and community referrals.

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Employee Handbook

Wages & Salary



The rate of pay for School-Age Care staff will be set by the RCS Board of Education. Individual salary increases are based on years of employment according to the scale set by the RCS Board of Education.

2026-27 School-Age Care_Proposed Wage Scale

School Age Care 2026-27 Proposed Wage Scale																				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
26-27_Lead Caregiver	17.29	17.90	18.30	18.67	19.18	19.18	19.71	19.71	19.71	19.82	19.82	19.82	19.82	19.94	19.94	19.94	19.94	19.94	19.94	20.08
25-26	16.47	17.05	17.43	17.78	18.27	18.27	18.77	18.77	18.77	18.88	18.88	18.88	18.88	18.88	18.99	18.99	18.99	18.99	18.99	19.12
26-27_Assistant Lead Caregiver	16.01	16.65	17.04	17.42	17.90	17.90	18.44	18.44	18.44	18.54	18.54	18.54	18.54	18.54	18.67	18.67	18.67	18.67	18.67	18.80
25-26	15.25	15.86	16.23	16.59	17.05	17.05	17.56	17.56	17.56	17.66	17.66	17.66	17.66	17.66	17.78	17.78	17.78	17.78	17.78	17.90
26-27_Caregiver	15.00	15.15	15.30	15.53	16.07	16.07	16.63	16.63	16.63	16.84	16.84	16.84	16.84	16.84	16.97	16.97	16.97	16.97	16.97	17.10
25-26	13.73	13.95	14.24	14.79	15.30	15.30	15.84	15.84	15.84	16.04	16.04	16.04	16.04	16.04	16.16	16.16	16.16	16.16	16.16	16.29

5% Increase brings us inline with 2026 SoM requirements...we would still need additional increases to meet the Jan 2027 \$15/hr minimum for several Caregiver steps

ACCEPTED AND APPROVED FOR USE: 01/07/26 (Begins with SDC 2026)

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Employee Handbook

Wages & Salary



Each pay period consists of two (2) weeks. The Payroll Department of Rochester Community Schools will issue paychecks at the end of each two-week pay period.

School-Age Care staff will be paid based on the hourly rate of pay for the number of hours worked in each two week pay period. Direct Deposit is required by all staff.

Lead Caregivers will receive an additional 2.5 hours per week for preparation of daily lesson plans.

When School-Age Care Programs are closed district-wide due to an emergency (snow or other), all employees shall be paid their hourly rate for the number of hours scheduled for that day for the first two (2) days of the school year (unless an employee has a pre-arranged absence).

Staff will be informed of emergency closures via our school messenger system. Please make sure your contact information is current with the Human Resources department. Information will also be on the district's website and available on news networks.

Timesheet Procedures and Payroll Schedule

1. Each employee is responsible for signing-in/out daily using the RedRover App or simply swiping in on the provided kiosk.
2. Check the application regularly to make sure it is an accurate representation of your actual time worked.
3. Submit your payroll on the appropriate day utilizing the RedRover App.
4. Reference the Payroll Schedule sheet for dates when payroll reports are due in the office.
5. Additional hours for staff meetings, etc. should be added directly into the RedRover App and approved by your Lead Caregiver. Please include an explanation for the additional hours.
6. Any hours in addition to your regular schedule must be pre-approved by the SAC Supervisor.
7. Leads review payroll report by assigned deadline and review any discrepancies with staff.
8. Each staff member is responsible for checking and approving accuracy of their entry on the payroll report.

ROCHESTER COMMUNITY SCHOOLS

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 "Nurturing the growth of the whole-child."

School-Age Care Department

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Payroll Schedule

ROCHESTER COMMUNITY SCHOOLS - PAYROLL SCHEDULE FOR 2026-27

PERIOD #	PAY DATE	PAY PERIOD		DATE TIMESHEETS ARE DUE	
2601140	July 3, 2026	6/11/26	6/24/26	Wednesday	June 24, 2026
2601150	July 17, 2026	6/25/26	7/8/26	Wednesday	July 8, 2026
2601160	July 31, 2026	7/9/26	7/22/26	Wednesday	July 22, 2026
2601170	August 14, 2026	7/23/26	8/5/26	Wednesday	August 5, 2026
2601180	August 28, 2026	8/6/26	8/19/26	Wednesday	August 19, 2026
2601190	September 11, 2026	8/20/26	9/2/26	Wednesday	September 2, 2026
2601200	September 25, 2026	9/3/26	9/16/26	Wednesday	September 16, 2026
2601210	October 9, 2026	9/17/26	9/30/26	Wednesday	September 30, 2026
2601220	October 23, 2026	10/1/26	10/14/26	Wednesday	October 14, 2026
2601230	November 6, 2026	10/15/26	10/28/26	Wednesday	October 28, 2026
2601240	November 20, 2026	10/29/26	11/11/26	Wednesday	November 11, 2026
2601250	December 4, 2026	11/12/26	11/25/26	Wednesday	November 25, 2026
2601260	December 18, 2026	11/26/26	12/9/26	Wednesday	December 9, 2026
2601270	December 31, 2026	12/10/26	12/23/26	Wednesday	December 23, 2026
2701010	January 15, 2027	12/24/26	1/6/27	Wednesday	January 6, 2027
2701020	January 29, 2027	1/7/27	1/20/27	Wednesday	January 20, 2027
2701030	February 12, 2027	1/21/27	2/3/27	Wednesday	February 3, 2027
2701040	February 26, 2027	2/4/27	2/17/27	Wednesday	February 17, 2027
2701050	March 12, 2027	2/18/27	3/3/27	Wednesday	March 3, 2027
2701060	March 26, 2027	3/4/27	3/17/27	Wednesday	March 17, 2027
2701070	April 9, 2027	3/18/27	3/31/27	Wednesday	March 31, 2027
2701080	April 23, 2027	4/1/27	4/14/27	Wednesday	April 14, 2027
2701090	May 7, 2027	4/15/27	4/28/27	Wednesday	April 28, 2027
2701100	May 21, 2027	4/29/27	5/12/27	Wednesday	May 12, 2027
2701110	June 4, 2027	5/13/27	5/26/27	Wednesday	May 26, 2027
2701120	June 18, 2027	5/27/27	6/9/27	Wednesday	June 9, 2027

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Employee Handbook

Employee Absence Procedure

Staff absences are expected to be kept to a minimum given the State of Michigan licensing requirements surrounding staff:student ratios. In the event you do need to call in an absence for your shift, the following protocol should be followed:

1. Communicate your situation as early as possible.
2. Enter the necessary information into the absence management website provided by the district (<https://www.redroverk12.com/>)
3. Communicate with your Lead Caregiver to ensure the team is aware of your absence (phone call or confirmed email/text)
4. Text the SAC Coordinator (Kelly Herring, 248-568-0087) with details of your absence ASAP.

Following these steps will provide the greatest opportunity for the department to find help (if needed) to cover your absence.

If the absence is known well in advance, please speak to your team about it, first. Then, contact the SAC Supervisor (Michael Cardimen, 248-726-3024) to make plans and determine the best approach for handling your absence.

Planned absences should be taken during regular district breaks (or outside your scheduled hours). Taking extended absences during regular school session is discouraged and will need to be pre-approved well in advance of the occurrence. "Once in a lifetime" absences (longer duration) are subject to pre-approval and will be extremely limited.



Employee Handbook

Licensing



The Child Protective Services Act is designed to protect the welfare and best interest of all children. Under this Act you are considered Mandated Reporters and are required, by law, to report any suspected abuse or neglect to the appropriate authorities. Under the Act, Mandated Reporters can be held criminally responsible if they fail to report suspected abuse or neglect. You are not required to discuss suspicions with parents before reporting the matter, nor are you required to investigate the cause of any suspicious marks, behavior, or condition before making a report. If you suspect an incident of child abuse or neglect, the following steps must be completed:

1. Notify the School-Age Care Supervisor.
2. Notify your building principal.
3. Call Child Protective Services at 855-444-3911.
4. Document the suspected abuse or neglect by completing the DHS 3200 form. Fax this form to DHS and send a copy of it to the School-Age Care Supervisor.

Professional Development Training

Staff is also required to acquire sixteen (16) hours of professional development training each school year from August through June. These training hours are offered to staff during staff meetings and through different conferences and trainings that arise throughout the year. At the time of these trainings you will be informed on how many hours you will be paid for. For new staff, the three-hour orientation training counts towards these 16 hours.

General Licensing Regulations

- All School-Age Care staff must be 16 years of age or older.
- Volunteers must be 16 years of age or older. They must fill out the district's volunteer form before volunteering and must not be counted in ratio or left alone with the children. Volunteers must be supervised at all times by School-Age Care staff.
- A 1:18 adult to child ratio must be maintained at all times for all School-Age Care programs.

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Employee Handbook

Department Information

Incident Reporting Protocol

In the event of a significant incident (one which breaks with protocol of the center, licensing guidelines, or both), it is the staff member's responsibility to immediately communicate the circumstances of the incident accurately and comprehensively to the School-Age Care Supervisor/Coordinator. It is also the responsibility of the staff member to share the details of the incident with the family at the earliest convenience. Once all involved staff have been thoroughly interviewed, the SAC Supervisor/Coordinator will determine if additional follow-up communication with the family and/or licensing is necessary on the part of the center.

Monthly Meetings

Staff attendance is mandatory at monthly staff meetings. Staff will be paid for time spent at these meetings. A list of monthly staff meetings are given to staff at the beginning of each school year.

Staff attendance is also mandatory at monthly site meetings, which are schedule by each site's lead caregiver. Staff will be paid one (1) hour for these meetings.

Upon hire, new staff are required to attend a three (3) hour orientation training that provides information on the School-Age Care policies and practices and the Child Care Licensing Regulations. Staff will be paid two (3) hours for this training.

Door Keys/Staff ID

Staff will be assigned a door key/copy card upon hire. The door key will only work at the building to which the staff member is assigned. If cards are lost, it will cost \$10 for a replacement. If you lose a card, please let the School-Age Care Supervisor know as soon as possible so that card can be deactivated. The door key/copy card must be returned to the School-Age Care Supervisor when staff resign from the program.

All staff must wear a picture ID badge while working in the schools. Staff must get a new ID badge each school year. ID badges will be made at the administration building and at each school building at the beginning of the school year on picture day or can be made at any time during the school year at the front desk of the administration building. Staff must receive their DEN number before they can get an ID badge made.

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Employee Handbook

Child Discipline Policy



Staff shall use positive methods of discipline that encourage self-control, self-direction, self-esteem, and cooperation. All of the following means of punishment shall be prohibited:

- Hitting, spanking, shaking, biting, pinching, or inflicting other forms of corporal punishment.
- Restricting a child's movement by binding or tying him or her.
- Inflicting mental or emotional punishment, such as humiliating, shaming, or threatening a child.
- Depriving a child of meals, snacks, rest, or necessary toilet use.
- Excluding a child from outdoor play or other gross motor activities.
- Excluding a child from daily learning experiences.
- Confining a child in an enclosed area, such as a closet, locked room, box, or similar cubicle.

The word discipline means "to teach". With discipline, our goal should be to help children become responsible and take ownership of their actions and behavior. Discipline methods used in School-Age Care include:

- Natural and logical consequences
- Redirection
- A cool down period
- Conflict Resolution

Children are less likely to have behavior issues when:

- They know what is expected of them.
- They are given choices (when appropriate).
- They are involved in interesting games and activities.
- They are given a warning before transitions are to take place.
- The School-Age Care community is established and routines are followed.
- Staff periodically review the rules with them.

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