

**Iowa Department of Human Services
CHILD CARE CENTER COMPLAINT**

Name of Center: Frog Hollow Kid Campus	Enrollment: 158	License ID: 4131000040
Street: 5005 Asbury Rd	City: Dubuque	IA Zip Code: 52002
Mailing Address: 5005 Asbury Rd		
Mailing City: Dubuque	IA Zip Code: 52002	County: Dubuque
Director's Name: Nicole Schottmiller	Center Phone Number: 563-582-2200	
On-Site Supervisors: Sally Duehr	E-Mail Address: asbury@froghollowkids.com	

Date of Complaint: 11/25/2014

Date of Visit: 12/29/2014

Scheduled Unannounced NA

Non-Compliance with Regulations Found Compliance with Regulations Found NA

RECOMMENDATION FOR LICENSE

NO CHANGES to licensing status recommended

PROVISIONAL license from _____ **to** _____

SUSPENSION of License

REVOCATION of License

Summary of Complaint:

A picture was posted to Snap Chat and Twitter of two staff at Frog Hollow Kid Campus. In the picture the staff appear to be under the influence of drugs, and there is a caption to the picture stating, "stony at frog". It appears the staff are at the center based on the background though there are no children in the picture.

Licensing Rules Relevant to the Complaint:

109.10(16) Supervision and access.

a. The center director and on-site supervisor shall ensure that each staff member, substitute, or volunteer knows the number and names of children assigned to that staff member, substitute, or volunteer for care. Assigned staff, substitutes, and volunteers shall provide careful supervision.

NOT CITED.

Inspection Findings:

An unannounced visit was completed at the center on 12/29/14 to discuss the complaint. Upon visiting the center it was discovered that the approved on site supervisor, Sally Duehr, is no longer employed at the center. It is also noted that the center director, Nicole Schottmiller, is also no longer employed at the center.

Upon arrival at the center, two staff, Josey Steffy, and Sylvia Nemmers, identified themselves as being in charge of the center. Both staff were aware of the reported concerns. They identified the two staff involved and stated they are no longer employed at the center. Josey stated the center became aware of the concern when a police officer came to the center on 11/26/14 and brought a copy of the picture of the two staff members that had been posted on the internet. Josey stated they then called Vickie and Alan to make them aware of the situation. Alan is the owner of the center, and Vickie functions as a supervisor over all of the centers owned by Alan. Josey stated there was an all staff meeting at this center on 12/3/14, and after that meeting the two staff involved in this incident were called in and their employment terminated because of this incident. Josey stated the center did not have any concerns or indications that either of the staff had ever actually been under the influence of or used any drugs while at work at the center and

that the staff used poor judgment in "messaging around" while at work. Josey stated that both staff tended to be floating staff at the center and were not typically assigned to a particular program room.

Josey checked the attendance records for the two staff near the timeframe of the incident until they were terminated. She stated both had been off from 11/25 until 12/3. Josey also provided copies of the written "Employee Warning Notice" for one of the two staff. The written documents indicated the date of the incident as 11/26/14 when the police provided the copy of the photo posted on social media and that dismissal occurred 12/3/14. The document is signed by Vickie Brandenburg.

Special Notes and Action Required:

It is obvious that the incident occurred, however, it also appears that this behavior by two staff was not sanctioned by the center, and the then center took sufficient action regarding the concern when they became aware of the concern. It is also noted that Josey stated that since she has been in charge of the center she has taken the opportunity to formally discipline staff for using cell phones against the center's policy. She stated since she has done this, the problems with staff and their cell phones has been significantly reduced or eliminated. The actions of the center appear to be relevant and appropriate in order to reduce the likelihood of a future incident. The center will need to continue to monitor staff's use of time, appropriate interactions with the children noting that staff in ratio shall be engaged in program activities with the children, and continue to enforce their policy on the use of cell phones at the center. The center is not cited for this incident.

The center will need to submit center director and on site supervisor qualifications worksheets for approval by DHS for individual(s) to be named in charge of this location. This needs immediate attention.

Heidi Hungate, MSW
DHS Child Care Licensing Consultant

Consultant's Signature:

Date:

01/06/2015

