

Mr. Ronnenberg reported there is time during the staff meetings for anyone with a concern to bring it up. Ms. Ronnenberg denied anyone has talked to her about a lack of breaks. Ms. Ronnenberg talked about how each room has different children and some are high spirited. Ms. Ronnenberg talked about how accommodations (including switching classrooms with another staff) have been made for staff who struggle with a particular child or age group.

Ms. Ronnenberg reported she has investigated Iowa law and breaks as well as consult with the center's legal person. Ms. Ronnenberg reported she schedules staff for four 10 hour shifts a week. She said staff are required to stay on-site to ensure the center ratio is maintained even at nap time. Ms. Ronnenberg talked about how staff regularly order food in and/or bring food in. Ms. Ronnenberg talked about how staff also use their cell phones on breaks and while children are napping. Ms. Ronnenberg reported staff could leave and take an unpaid half hour lunch break off-site. Ms. Ronnenberg stated staff don't want to do this because they want to get paid for the full 10 hours each day. Ms. Ronnenberg talked about how a few staff do have an attendance problem. Ms. Ronnenberg said she runs a business and needs reliable staff. Ms. Ronnenberg stated she has talked with staff that if they need less hours (due to calling in, not showing up for work, and/or arriving late to work) she will work to accommodate this. Ms. Ronnenberg stated most staff want to work and get paid for the 10 hours.

Special Notes and Action Required:

Based upon the information contained in this report, no further response is requested.

If you feel something is unclear or unjustly cited, please contact me (phone 319-892-6827; email alyons@dhs.state.ia.us <<mailto:alyons@dhs.state.ia.us>>) so that we may discuss the issue. If necessary, I can make a notation in your record. You may also send a letter that will be included in your licensing file noting any disagreement you may have with this report. If I have failed to provide for you any information discussed during my visit, please contact me and I will forward the information to you. Thank you.

Consultant's Signature:

Date:

09/17/2013

