

INDEPENDENT AFTER HOURS CHILD CARE POLICY

WHEREAS, some parents of children that attend Pierce School Extended Day, Inc. (EXTENDED DAY) may engage Extended Day's teachers or employees to provide babysitting or child care services outside of EXTENDED DAY'S normal hours of operation. The Board of Directors Extended Day wants to be certain that the parents and employees of EXTENDED DAY understand that 1) these services are separate and independent from the operations of EXTENDED DAY, and 2) that EXTENDED DAY does not represent, warrant or affirm the competence, fitness, skills or appropriateness of those employees to do after hours duties, including but not limited to babysitting.

NOW THEREFORE, to make certain that parents and employees understand EXTENDED DAY'S position, the following policy is adopted:

1. EXTENDED DAY, does not provide any babysitting or any care beyond its normal hours of operation.
2. Any EXTENDED DAY teacher or employee who accepts a babysitting job or provides other after hours care does so on an independent basis and not as an employee, agent or servant of EXTENDED DAY.
3. EXTENDED DAY does not encourage, sponsor or endorse the performance of babysitting or after hours care by any of its teachers or employees.
4. EXTENDED DAY does not train or provide any education to its teachers or employees regarding babysitting or after hours care.
5. EXTENDED DAY has no supervision, oversight, or any other control over any EXTENDED DAY teacher or employee who provides such babysitting or after hours care.
6. EXTENDED DAY does not receive or share any financial benefit, income, revenues or earnings that EXTENDED DAY teachers or employees receive in exchange for providing such babysitting or after hours care, as such arrangement is a private contract solely between (and for the benefit of) the parent and the EXTENDED DAY teacher or employee.
7. EXTENDED DAY does not require any of its teachers or employees to make any reports to EXTENDED DAY regarding their provision of babysitting or after hours care or regarding any income derived therefrom.
8. EXTENDED DAY does not require its teachers or employees to maintain any insurance for this after hours work.
9. EXTENDED DAY does not make any withholdings or pay any payroll taxes to any governmental authorities on account of any income, revenues or earnings that EXTENDED DAY teachers or employees receive in exchange for providing babysitting or after hours care.
10. EXTENDED DAY does not pay any worker's compensation premiums for any babysitting or after hours care that EXTENDED DAY teachers or employees provide.
11. EXTENDED DAY shall not be held responsible or liable for any acts or omissions that occur when an EXTENDED DAY teacher or employee is engaged in any work or services beyond EXTENDED DAY'S normal hours of operation. All parents who engage any EXTENDED DAY'S teacher or employees for all after hours or babysitting duties **shall assume all risks attended hereto.**

12. All EXTENDED DAY teachers and employees agree that if they provide any babysitting or other after hours care, they will specifically inform the parent(s) of the child(ren) that they are providing such services on an independent basis and not in their capacity as a EXTENDED DAY employee.
13. Any EXTENDED DAY teacher or employee that provides any babysitting or other after hours care shall not use the EXTENDED DAY facilities or any of EXTENDED DAY's supplies, equipment, or inventory to provide such care.
14. No EXTENDED DAY teacher or employee shall advertise his/her availability to provide babysitting or other after hours care at EXTENDED DAY's facility, on any EXTENDED DAY property, or by using any EXTENDED DAY electronic communications (i.e., telephone or internet).
15. Any parents that request any EXTENDED DAY teachers or employees to provide any babysitting or other after hours care agree that they are making such request solely based on their personal assessment of the teacher or employee, and not as a result of any statements or evaluations by EXTENDED DAY regarding any such teacher or employee.
16. EXTENDED DAY makes no representations, warranties or statements regarding the capability, fitness, skills or appropriateness of any its teachers or employees to provide after hour's duties including but not limited to babysitting.
17. Any parent that wishes to have an EXTENDED DAY teacher be the pick-up person for their child must put the teacher's name on the Approved Pick Up List in the child's enrollment folder.
18. All employees and parents shall acknowledge receipt of this policy annually at the beginning of each school year.