



MISSOURI DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION
OFFICE OF CHILDHOOD - CHILD CARE COMPLIANCE

COMPLAINT INVESTIGATION OF
SUBSTANTIATED STATUTE OR RULE VIOLATIONS

DATE OF REPORT

12/8/2023

DVN

002854764

FACILITY NAME

MRS JACKIES DAYCARE

FACILITY ADDRESS

831 S NOLAND RD

CITY

INDEPENDENCE

ZIP CODE

64050-4501

PHONE NUMBER

(816) 777-7586

COUNTY

JACKSON

ASSIGNED SPECIALIST

RADNEY, HEATHER E

RULE/STATUTE VIOLATION(S)

VIOLATION(S)

5 CSR 25-500.032(4)

The person(s) or legal entity who owns a child care facility shall be responsible for meeting all debts and obligations incurred by the facility and for maintaining compliance with all licensing rules for group child care homes and child care centers.

CONCLUSION SUMMARY

Compliance Inspector (CI) Heather Radney conducted an investigation of the allegation that the owner is not paying the employees. The allegation is substantiated based on the following information:

5 CSR 25-500.032(4) - The person(s) or legal entity who owns a child care facility shall be responsible for meeting all debts and obligations incurred by the facility and for maintaining compliance with all licensing rules for group child care homes and child care centers.

On December 15, 2023, CI Radney conducted interviews with Caregivers Alicia Jimenez and Isabel Torres. Alicia Jimenez reported she has worked there almost three weeks. She has not been paid yet. Jackie told her she would be paid this week but now she says it will be December 25, 2023 before she is paid. She was told when she was hired that she would receive pay every two weeks. Isabel Torres reported she has worked here for a month and a half. She has only been paid once and it was only for two days of work. Jackie told her the next paycheck will be December 25, 2023.

On December 18, 2023, CI Radney conducted a telephone interview with Caregiver Tashania Shelton. She reported she started working there in August 2023. When she was hired she was told she would get paid \$15.00 per hour and would get paid every two weeks on Monday. She got paid the first time in October, and she got one paycheck in November. She has not received pay for the end of November and beginning of December. She was told several times they would get paid on a certain date, but the date would come and go and they would not get paid. She was told she would get paid last Thursday, December 14, 2023, or Friday, December 15, 2023, but she wasn't. She doesn't know how much she is owed, but she sent Jackie a message with the hours she has not been paid.

On December 21, 2023, CI Radney received and reviewed documentation regarding pay checks and termination dates from Jacqueline Thomas. Eleven pages were received from Ms. Thomas and five of the pages were pay stubs. One page was a pay stub for Tashania Shelton. Tashania's pay stub was for the pay period of October 22, 2023-November 4, 2023. The spreadsheet showing termination dates shows Tashania's termination date was November 10, 2023. There was no documentation for pay stubs for Alicia Jimenez or Isabel Torres.

CORRECTIVE MEASURES

CORRECTIVE MEASURE

The facility shall ensure all debts and obligations are met. The facility shall provide documentation to the Office of Childhood verifying debt/obligation has been met. Documentation must be submitted by February 19, 2024.

COMPLETED (Y/N)

Yes

COMPLETED DATE

4/8/2024

DISPOSITION SUBSTANTIATED		DISPOSITION DATE 2/5/2024
APPROVING SUPERVISOR FOX, ROMENA		