



**MISSOURI DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION  
OFFICE OF CHILDHOOD - CHILD CARE COMPLIANCE  
COMPLAINT INVESTIGATION OF  
SUBSTANTIATED STATUTE OR RULE VIOLATIONS**

**DATE OF REPORT**  
12/1/2023

**DVN**  
002810800

**FACILITY NAME**

ALICIA WATKINS LLC

**FACILITY ADDRESS**

1010 FAY ST

**CITY**

COLUMBIA

**ZIP CODE**

65201-4716

**PHONE NUMBER**

(573) 554-5523

**COUNTY**

BOONE

**ASSIGNED SPECIALIST**

HONEA, MICHELLE J

**RULE/STATUTE VIOLATION(S)**

**VIOLATION(S)**

5 CSR 25-600.020 (1)

Prior to the employment or presence of a child care staff member in a licensed , regulated, or registered child care facility not exempted by section 210.1080.13, RSMo, the child care provider shall request the results of a criminal background check for such child care staff member from the department.

5 CSR 25-500.102(1)(N)

Child care staff members shall have qualifying background screening results on file as required by 5 CSR 25-600.020 General Requirements.

**CONCLUSION SUMMARY**

On December 1, 2023, the Office of Childhood (OOC) received the allegation that background checks are not being done on the employees. After conducting an investigation, Compliance Inspector (CI) Michelle Honea found the allegation to be substantiated based on the following information.

5 CSR 25-500.102(1)(N), which states: "Childcare staff members shall have qualifying background screening results on file as required by 5 CSR 25-600.020 General Requirements."

AND

5 CSR 25-600.020(1), which states: "Prior to the employment or presence of a childcare staff member in a licensed , regulated, or registered childcare facility not exempted by section 210.1080.13, RSMo, the childcare provider shall request the results of a criminal background check for such childcare staff member from the department ."

On December 5, 2023, caregiver Rashay Green stated that she has been working at the facility for three weeks. She does not have an eligible letter and has not completed the fingerprinting process.

On December 5, 2023, caregiver Shakara Turner stated that she has been working at the facility for a few days . She does not have an eligible letter and has not completed the fingerprinting process. She does not have a time to do the background check.

On December 5, 2023, LLC Manager Shepel Davis stated that none of the new staff have eligible letters .

On December 5, 2023, CI Honea reviewed all staff files. Caregivers Shakara Turner, Patricia Ellington, Rashay Green, and Brianna Long did not have eligible letters on file.

**VIOLATION(S)**

5 CSR 25-500.102(1)(A)

Child care personnel shall be of good character and intent and shall be qualified to provide care conducive to the welfare of children.

5 CSR 25-500.102(1)(O)

Child care staff members with disqualifying background screenings results as defined in 5 CSR 25-600.040 Background Screening Findings, shall be prohibited from being present on the premises of the facility.

**5 CSR 25-500.102(1)(R)**

Any person present at the facility during the hours in which child care is provided shall not present a threat to the health, safety, or welfare of the children.

**CONCLUSION SUMMARY**

On December 1, 2023, the Office of Childhood (OOC) received the allegation that Alicia Watkins is the owner and is not supposed to be there due to having an ineligible letter. After conducting an investigation, Compliance Inspector (CI) Michelle Honea found the allegation to be substantiated based on the following information.

5 CSR 25-500.102(1)(O), which states: "Childcare staff members with disqualifying background screenings results as defined in 5 CSR 25-600.040 Background Screening Findings, shall be prohibited from being present on the premises of the facility."

AND

5 CSR 25-500.102(1)(R), which states: "Any person present at the facility during the hours in which child care is provided shall not present a threat to the health, safety, or welfare of the children."

On December 5, 2023, caregiver Rashay Green stated that she has been working at the facility for three weeks. She was interviewed at the facility by Alicia, who said she was the owner. Alicia comes to the facility daily, sometimes during the morning but mostly in the afternoon before 4:30 pm. Sometimes there are children in the building when Alicia present.

On December 5, 2023, caregiver Shakara Turner stated that Alicia comes to the facility at different times of the day, while children are at the facility.

On December 5, 2023, LLC Manager Shepel Davis stated that Alicia comes to the facility in the afternoons to do the books.

5 CSR 25-500.102(1)(A), which states: "Child care personnel shall be of good character and intent and shall be qualified to provide care conducive to the welfare of children."

On December 5, 2023, CI Honea reviewed the facility's record and determined that a Facility Review Conference (FRC) was held with LLC Manager Shepel Davis on November 9, 2023. At that time, Shepel signed the FRC document stating that Alicia Davis would not be on the premises and had not been on the premises since the previous investigation which occurred on October 5, 2023. Additionally, at the FRC Shepel signed the ineligible letter stating that Alicia Davis would not be employed or present at the facility. The facility is licensed to provide care Monday through Friday, 6:00 a.m. through 9:00 p.m.

On December 5, 2023, caregivers Rashay Green and Shakara Turner both stated that Alicia comes to the facility at different times of the day and while children are present.

**CORRECTIVE MEASURES**

CORRECTIVE MEASURE	COMPLETED (Y/N)	COMPLETED DATE
	No	

DISPOSITION	DISPOSITION DATE
SUBSTANTIATED	12/12/2023

**APPROVING SUPERVISOR**  
CHRISCO, MARLA L