



ESSEX JUNCTION RECREATION & PARKS
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EJRP Licensed Childcare

FAMILY HANDBOOK 2026-2027

A STARS ACCREDITED, STATE LICENSED CHILDCARE PROGRAM

FIRST DAY OF SCHOOL, Aug 26, 2026

Rec Kids Afterschool Programs:

Fleming School: 3rd-5th Grade

Hiawatha School: 2nd Grade

Maple Street Park: Hiawatha Kindergarten and 1st Grade

Essex Elementary School: Kindergarten

Essex Elementary School: 1st-2nd Grade

Founders Memorial School: 3rd-5th Grade

Westford Elementary School: K-5th Grade

Location	Program Phone	School Phone	Email
EJRP – Main Office	802-878-1375		reckids@ejrp.org
Fleming	802-238-4190	802-878-1381	flemingreckids@ejrp.org
Hiawatha	802-881-8885	802-878-1384	hiawathareckids@ejrp.org
Maple Street Park - Hia K-1	802-922-2178	802-878-1375	maplestreetreckids@ejrp.org
Essex Elementary - K	802-404-6618	802-878-2584	eeskreckids@ejrp.org
Essex Elementary- 1-2	802-404-6606	802-878-2584	eesreckids@ejrp.org
Founders	802-404-6605	802-879-6326	fmsreckids@ejrp.org
Westford	802-404-6607	802-878-5932	westfordreckids@ejrp.org



Table of Contents

	<u>Page Number</u>
1. Caregiver Expectations of the Program	4
2. Program Expectations of Caregivers	4
3. Child Expectations of the Program	4
4. Program Expectations of the Child	4
5. Family Involvement	5
6. Typical Daily Schedule	5
7. Fees and Payment Policy	6
8. Registration/ Enrollment	7
9. Enrollment Forms	9
10. Withdrawal From Program	9
11. Hours of Operation	9
12. Absences	10
13. Release of Children	10
14. Calendar	11
15. Distribution of Medications	11
16. Health and Safety Policies	12
17. Fire Drill and Emergency Procedures	13
18. Snack	13
19. Child's Personal Property	14
20. Field Trip/Swimming Information	14
21. Addressing Concerns	14
22. Confidentiality	15
23. Behavior Management Procedures	15
24. Weapons/Threats	16
25. Termination	16
26. Vermont Child Care Financial Aid	17
27. State of Vermont Afterschool Program Regulations	17
28. Child Care Consumer Line	17

Disclaimer: EJRP reserves the right to modify the procedures within this manual at any time, and all policies and procedures except those explicitly in reference to afterschool also apply to EJRP Vacation Camps and Summer Camps.



Rec Kids Mission Statement:

The Rec Kids Afterschool Program is committed to providing children with a safe environment where they are given an opportunity to express themselves and develop socially, physically, artistically, and creatively through a program that nurtures and respects the uniqueness of each and every child.

Rec Kids Philosophy:

At Rec Kids we believe that all children need a safe place where they can interact with their friends after school. We offer a variety of activities which include recreation and games, arts and crafts, reading, enrichment, time to work on homework, and free time for the children to pursue their own interests in a respectful, friendly environment. We allow children many opportunities to learn experientially and focus on subjects that engage and interest them, therefore allowing for meaningful learning. We also encourage as much caregiver involvement as possible because we realize that the link between the school setting and home is vitally important in fostering a sense of community.

Rec Kids Goals:

- The children will be provided a safe environment from the time school dismisses until the time caregivers are able to pick them up.
- The children will have a program that will include activities to stimulate their curiosity and imagination.
- The children will be encouraged to have ownership of the expectations of them and understand consequences of their behaviors or actions if the expectations are not followed.
- The children will be given the opportunity to provide suggestions for activities and program ideas.
- The children will learn appropriate social behavior through positive role modeling and constructive group games and activities.
- The children will be encouraged to spend at least a portion of their program time every day on an outdoor activity (weather permitting).
- The children will have fun!



POLICIES AND PROCEDURES

Enrollment in EJRP Licensed Childcare programs constitutes an understanding that you will abide by the policies listed as follows:

1. Caregiver Expectations of the Program

Caregivers may expect that:

1. Their children are cared for in a safe and supportive environment.
2. They may visit the program anytime and will be welcomed. Exception: Major health concerning situations may require policies that prohibit visitation of the program, but we are happy to set up phone calls or virtual meetings as needed.
3. They will be advised of any misbehavior that requires a behavior plan or significant intervention.
4. They may be required to meet with our behavior support team and their child.
5. They will be informed promptly if their child does not arrive at the program.
6. They will be regularly informed by the Site Coordinator about program activities.

2. Program Expectations of Caregivers

The Program expects that caregivers will:

1. Support their child's success in the program through collaboration with the Site Coordinator and behavior support team
2. Communicate respectfully with EJRP staff.
3. Pick up children on time as explained in Section 11. Hours of Operation.
4. Keep the child's records up-to-date.
5. Follow health protocols as explained in Section 16. Health Policies and Safety.
6. Contact the Site Coordinator if their child will not be attending on a scheduled day.
7. Pay fees as explained in Section 7. Fees and Payment Policy.

3. Child Expectations of the Program

Children may expect:

1. To have a safe, fun, supportive and consistent environment.
2. To receive nurturing care from counselors who are actively involved with them.
3. To receive respectful treatment.
4. To use the program equipment, materials, and facilities on an equitable basis.
5. To have behavior management strategies that are fair and non-punitive.

4. Program Expectations of the Child

The Program expects that the children will:

1. Be responsible for their actions.
2. Respect school expectations for behavior that guide them during the day while at **Rec Kids**.
3. Remain with the group and counselors at all times.
4. Take care of materials and equipment properly.
5. Check-in at **Rec Kids** promptly after school dismissal.
6. Have fun!



5. Family Involvement

Rec Kids believes that children benefit from their families' involvement in the program. The channels of communication between home and the program should be open and clear. As well as joining in on fun and exciting experiences, we ask that caregivers openly communicate with us and occasionally join us to collaborate and problem-solve when challenges arise.

Daily communication with staff will help build a healthy relationship that best serves your child in this program. Please do not hesitate to wait for these opportunities to request a conversation about your child's development. We are ultimately here for you and your family and welcome the chance to sit down and chat.

Caregiver involvement will serve to strengthen our program. We invite every caregiver to find meaningful opportunities to participate, whether it be attending our family night events, coming in to share a family tradition, or simply joining us for an activity with approved advanced permission from the Site Coordinator.

6. Typical Daily Schedule*

*may vary by program location

School Dismissal Time: Program Check-In

3:00pm-4:00pm- Outside Play

4:00pm-4:30pm- Snack and Meeting

4:30pm-5:30pm- Choice Activities, which may include:

- Arts and Crafts
- Physical Activity
- Enrichment Opportunities
- Clubs and Special Events

5:30pm-6:00pm- Quiet Activities and Program Wrap-Up



7. Fees and Payment Policy

EJRP Licensed Childcare salaries, supplies and administrative expenses are supported entirely by fees. The Essex Westford School District provides the space, utilities, custodial services, and transportation for some programs as an in-kind donation to the Program. Fees are as follows:

- **\$50 Registration Fee-** Due at the time of registration for any family that does not qualify for the Childcare Financial Assistance Program (CCFAP).

Rec Kids 2026-2027 Fees	
Days Registered Per Week	Monthly Rate (10 months)
2	\$188
3	\$252
4	\$302
5	\$338
Sibling Discount: 10%	

1. Registration fees are **non-refundable**. Families who receive subsidy through Childcare Resource will have the \$50 registration fee waived.
2. **Sibling Discount:** Two or more children in Rec Kids will receive a discounted rate of 10%. The child who attends the most frequently will be charged the monthly rate. All others will be given a 10% discount.
3. **Please note:** Our billing is based on the number of days per week that your child is scheduled for, for the 175 day school year. This will not change due to sick days, personal vacations, snow days, other school closings, or any other days that your child does not attend or program is canceled beyond the control of EJRP.
4. **Billing Options:** In early September, families will need to sign up for a billing option for the year.
 - Pay in full for the school year (Amount listed above times 10 months)
 - 10 month payment plan, September-June. Bill reminders will be sent via email on the 15th of each month, and due by the 22nd. Families can pay their bill at any time during the month within their account, OR can pay with cash or check at the office if preferred. If payments are not received by the 22nd, EJRP will manually process payment with the credit card on file.



5. **Payment Process:** Families are required to put a credit/debit card information on file at the time of registration. Families can pay their bill at any time during the month within their account, or can pay with cash or check at the office if preferred. ***If payments are not received by the 22nd, EJRP will manually process payment with the credit/debit card on file.*** If the payment method on file is declined, you will be notified and have until the 25th of the month to make other payment arrangements. Failure to comply with payment deadlines may result in program termination.
6. Receipts will be sent via e-mail to the primary email address on your family's account after payment is confirmed.
 - a. Payment methods can be updated at any time by accessing your EJRP account.
7. **Processing Fees-** Processing fees are paid by the customer at time of purchase based on the payment method. The following are our current processing fees:
 - a. Credit/Debit card: 3.5% plus \$0.30 per transaction
Cash & Check: 0.00%
8. Failure to keep tuition payments current may result in program termination until the fees are paid in full. Reinstatement may occur on a space-available basis when all fees have been paid. If an account is one month behind in payments, an email will be sent requesting a meeting and/or phone call to take place to set up a payment plan. If no response is heard, a second email will be sent explaining that payment must be made in full by a certain date or you will no longer be eligible for the after-school program.
9. **One Household Billing:** We realize that some families have unique arrangements between caregivers and/or other family members for payment of Rec Kids. We are only able to bill one payment method on the primary household. This individual will be responsible for all Rec Kids payments and coordinating with others to make payments in a timely manner.
10. **Schedule Changes:** All changes must be made in writing with **a three week notice** to reckids@ejrp.org. Payment is required for days that your child does not attend, but is scheduled for, **without three weeks notice**.
11. **Financial Aid Payments:** Caregivers are responsible for the determined "family share" from their subsidy authorization and will be required to select a billing option outlined above. For more information on the financial aid program, see Section 26.

8. Registration and Enrollment

Registration: Caregivers must complete an online request for registration form. Our team will follow up via email to confirm enrollment as space allows. **Enrollment is not secured until we have received the non-refundable deposit.** Children who cannot be immediately enrolled will be placed on a waiting list at no cost to the family.



Enrollment Policy: *Rec Kids* is offered to K-5th grade children currently enrolled in one of the elementary schools in the Essex Westford School District. Children must attend the Rec Kids program at the school that they attend during the day, with the exception of Kindergarten and 1st grade students who attend Hiawatha Elementary. These students will be bused to and must be picked up from Maple Street Park. Enrollment for each site is subject to staffing and space availability. The staff-to-child ratio will stay at or below 1:13.

Rec Kids will assure meaningful access to its benefits and services by modification of the program to accommodate the needs of qualified differently abled persons, but only where such modifications are reasonable and necessary, do not fundamentally or substantially alter the nature of the program, and do not result in an undue burden on the program.

Requests for modifications should be made as far in advance of the commencement of the program as possible. *Rec Kids* strives to provide safety, well-being, development, and success of each child enrolled. Children enrolled in *Rec Kids* must be able to participate safely and successfully when a 1:13 staff-to-child ratio is maintained.

Notice of Non-Discrimination: In accordance with the applicable State and Federal laws and regulations for municipal organizations and licensed childcare programs, *Rec Kids* does not discriminate on the basis of race, color, religion, ancestry, national origin, sex, sexual orientation, age, place of birth, or a qualified individual with a disability in admission or access to, or treatment of employment in its programs or activities.

The individual cited below has been designated to coordinate the program's efforts to implement these State and Federal laws. You may contact this person for further information about these laws and regulations and our grievance procedure for the resolution of discrimination complaints.

Rosy Peckham
rpeckham@ejrp.org
802-878-1375
75 Maple Street
Essex Junction, Vermont 05452

Openings: Full- and part-time openings are determined on the basis of FTE's (full-time equivalents) and the number of FTE's permitted by the program's license. When full or part-time childcare openings occur, caregivers or registered children are contacted for enrollment on the basis of: 1) the schedule indicated on the registration form, and 2) on a first-come basis for the available time according to their spot on the waiting list.



9. Enrollment Forms

Caregivers will be asked to complete the following either on paper or electronically:

- Rec Kids Request for Registration Form
- Caregiver Agreement, Permissions, and Waivers
- Emergency Contacts, Healthcare Providers, Medication Authorization Form
- EJRP Behavior Contract
- Medication Release (as needed)
- Food Allergy Action Plan (as needed)

All forms and documentation must be kept current within your EJRP account. The caregiver must provide the Site Coordinator with any new information that is on forms such as: **emergency contact persons, names, health changes or needs, addresses, and phone numbers, and immunization records.**

10. Withdrawal from the Program

Caregivers wishing to withdraw their child from **Rec Kids** or make any schedule changes must notify **EJRP and the Childcare Team in writing three weeks in advance at reckids@ejrp.org**. Payment is required for days that your child does not attend, but is scheduled for, **without three weeks notice.**

Once registration has been confirmed in April for the following school year, families must maintain enrollment for the remainder of the current school year. Cancellations made after April will forfeit your child's registration for the following year and re-enrollment will be subject to availability.

11. Hours of Operation

Rec Kids runs from school dismissal until 6:00 p.m. The Site Coordinators and counselors are only paid until 6:00 p.m. every evening. Caregivers whose children remain past 6:00 p.m. must pay overtime fees as follows:

- 1-5 minutes overtime - \$5.00 per child**
- Each additional minute after 5 - \$1.00 per child per minute**

Your account will be billed and charged using the payment method on file. Multiple late pick-ups will result in re-evaluation of your child's enrollment and may result in termination of services.



12. Absences

If your child will not be attending **Rec Kids** because of a scheduled appointment, vacation or other planned absences, please notify the **Rec Kids** Site Coordinator via email or text. If your child is ill, when you call the school to report the illness or pick up your child from school, please call or text the Site Coordinator as well to make them aware of your child's absence. **On your scheduled days, you are still responsible for payment if your child is ill/or does not attend the program.** Your child must be present at school dismissal to attend Rec Kids.

An absence from the program without prior notification may be mistaken for a missing child. Notification will prevent unnecessary concern and time spent searching for your child. If a child does not arrive at the program as intended, the Site Coordinator will contact the child's teacher and caregivers. If the caregivers cannot be reached, the Site Coordinator will contact the child's emergency persons. If the Site Coordinator is not able to contact any of the above-listed individuals, they will call the Essex Junction Police Department for assistance.

13. Release of Children

Children may be picked up by any guardians or emergency contacts listed on registration forms. Children will be allowed to leave with persons other than the caregiver or persons listed in the emergency contact form only if permission has been given to the Site Coordinator in writing from the caregiver (text, email, paper permission all allowed). No child will be forced to leave the program if they feel uncomfortable with an unauthorized pick up person. It is our duty to make sure that your child's safety and well-being are our priority, and this includes when they are leaving. If we are uncomfortable with a situation, we may involve law enforcement to ensure the child's safe passage. Please note that anyone picking up children from EJRP licensed programming may be asked to show photo identification. We encourage families to keep the emergency contacts form updated to add or remove pick-up permissions as needed.

Court Orders and Custody: Rec Kids is required to follow all applicable legal custody arrangements and court orders. We cannot restrict a legal guardian's access to their enrolled child unless official court documentation has been provided to the Licensed Childcare Director. For this reason, families involved in custody proceedings or subject to restraining orders affecting a child's care must submit all relevant legal documents as soon as they are available.

When custody or safety restrictions are in place, families may be asked to provide identifying information, such as photographs of individuals who are not authorized for pick-up or drop-off, to help staff ensure that children are only released to approved caregivers.

If the program receives a court order or subpoena for records, leadership will comply with all legal requirements and, when permitted, notify the affected family. In cases where a court has issued a legally binding custody decision, Rec Kids will fully honor and enforce those terms. Requests that are



not supported by legal documentation cannot be enforced by the program, and families will be asked to provide appropriate court-issued paperwork in order for any restrictions to be implemented.

14. Calendar

Rec Kids will follow the Essex Westford School District PreK-5 School Calendar.

Rec Kids will **not** be offered during these unscheduled closings:
School Cancellations & Emergency Dismissals

Vacation Camps are held on **some** school vacation days (noted below). **These camps are a separate enrollment from Rec Kids.** More information will be available via email and in Friday Folders in September.

Dates of Importance for '26-'27 School Year: Yellow Highlights are Offered Vacation Camp Days

August 26– First Day of School and Rec Kids
September 4 – No School, NO Vacation Camp
September 7 - Labor Day (No School, NO Vacation Camp)
September 21 – Yom Kippur (No School, **Vacation Camp 7:30am-5:30pm**)
October 22- Family Conferences (No School, **Vacation Camp 7:30am-5:30pm**)
October 23- No School, NO Vacation Camp - Professional Development for EJRP Staff
November 10- Diwali (No School **Vacation Camp 7:30am-5:30pm**)
November 23-24 – Fall Break (No School, **Vacation Camp-7:30am – 5:30pm**)
November 25-27 – Thanksgiving – (No School, NO Vacation Camp)
December 24-25 – Early Winter Break (No School, NO Vacation Camp)
December 28-31 – Early Winter Break (No School, **Vacation Camp-7:30am – 5:30pm**)
January 1 – Happy New Year – (No School, NO Vacation Camp)
January 18 – MLK Day (No School, NO Vacation Camp)
January 19 - Teacher Inservice (No School, **Vacation Camp-7:30am – 5:30pm**)
February 22-March 2 – Winter Break (No School, **Vacation Camp-7:30am – 5:30pm**)
March 10 - Eid (No School, NO Vacation Camp)
March 26- Family Conferences (No School, **Vacation Camp 7:30am-5:30pm**)
April 29-23 – Spring Break (No School, **Vacation Camp-7:30am – 5:30pm**)
May 31 – Memorial Day (No School, NO Vacation Camp)
June 14 - **LAST DAY OF REC KIDS**
June 15 – Last Day of School (Half day, No Rec Kids)

15. Distribution of Medications

If a child needs to be given prescription or over-the-counter medicine while at Rec Kids, the caregiver **must** provide the program Site Coordinator a completed medication authorization form. The medication **must** be within date and provided in the original or duplicate container, or a container accompanied by the doctor's directions. Staff trained in medication administration will oversee distribution of medication.



If medication is to be kept on site for treatment of a chronic condition, no more than a one-month supply should remain at the program at any time.

16. Health and Safety Policies

An Individual Health Care Plan (IHCP) is required for any child with a chronic medical condition diagnosed by a licensed healthcare provider. The plan must clearly outline the condition, associated symptoms, and any necessary medical treatments, as well as potential side effects that may occur while the child is in care and the possible health risks if treatment is not provided. All staff working with the child will have access to the IHCP and will review it to ensure they understand the child's needs and required support. IHCPs must be reviewed and updated annually by the child's physician or primary healthcare provider.

If your child has a known medical condition (asthma, diabetes, seizure disorder, etc.) they will not be able to begin attendance without a clear healthcare plan. It is the responsibility of the caregiver to ensure proper training is provided to EJRP staff in advance of the child's attendance. Please make sure that any medication is available and that the appropriate forms for its use have been completed.

If management of a medical condition is outside the scope of our staff's medication administration training or comfort level when performing medical care, EJRP reserves the right to decline to provide medical treatment, and alternate plans must be made by the family to ensure that the child can safely remain enrolled.

All children in the program must have an updated immunization form or a signed statement attesting why they have not been immunized on file, or signed permission slip via their registration form for EJRP staff to access these records electronically.

If a child has any one of the following conditions, the caregiver will be notified to pick up the child immediately (within 20-minutes): **contagious disease, fever over 100°F, vomiting, or diarrhea**. If the child is generally not able to participate in the daily activities of the program due to feeling ill, EJRP reserves the right to call for requested pick-up. Children may only return to care after an illness once symptoms have subsided for 24 hours without the use of medication, and your child's school will be notified for any confirmed illnesses.

If the child leaves school for a portion of the day due to an appointment that is not related to an illness, they may return to program if they have returned to school for dismissal from their classroom. If the child is absent from school, or leaves school due to illness, they will **not** be permitted to attend Rec Kids. Please refer to Section 12 for more information regarding absences.

In case of accident or illness, caregivers of the child will be called immediately. In serious cases, the child will be taken to one of the local hospitals by emergency vehicle for treatment and the caregivers will be called as soon as possible.



Outdoor play will not be allowed when temperature (including wind chill) falls below 0°F.

Vermont State law (S.9/Act 60) requires that any childcare worker report suspected cases of child abuse or neglect to the Department of Children of Families within 24 hours.

In the event of an emergency that requires school evacuation, caregivers will be contacted and will be directed to a safe meeting location for pick-up of their children.

<u>Rec Kids Site</u>	<u>Relocation Site</u>	<u>Secondary Relocation Site (if needed)</u>
Rec Kids at Fleming	Summit Street Elementary	Maple Street Park
Rec Kids at Hiawatha	Summit Street Elementary	Maple Street Park
Rec Kids at Maple Street Park	Albert D Lawton Middle School	Summit Street Elementary
Rec Kids at Founders	Essex Middle School	Essex Elementary School
Rec Kids at Essex Elementary	Founders Memorial School	Essex Middle School
Rec Kids at Westford	White Church on the Common	Westford Library

Vermont State law (16 V.S.A. § 140 and Act 135) prohibits the use of any tobacco or tobacco substitute product on public school grounds.

Rec Kids shall ensure that no person who has contact with children shall have a history of child abuse or criminal activity that would disqualify them under 33 V.S.A Chapters 49 & 69. All staff who may have contact with children, including Activity Specialists, Substitutes, and Volunteers shall submit a completed record check form to the Department for Children and Families prior to working with children.

Pesticide applications shall be used only when other pest prevention and control measures fail. Pesticides shall not be used to control pests for aesthetic reasons alone. Whenever possible, Rec Kids shall use pesticides of least risk to children.

17. Fire Drill and Emergency Procedures

Rec Kids will practice a fire drill and emergency evacuation once a month to ensure that children know what to do in the event of a real emergency. In the event of a real emergency, children and staff will evacuate the grounds and meet at a predetermined location (see above) for caregiver pick-up. Caregivers will be informed (by phone and/or email) of such occurrences as quickly as possible.

18. Snack

Rec Kids will provide nutritious snacks in the afternoon. We ask that “special treats” for birthdays, holidays and/or other special occasions remain non-food related (i.e. bringing in a special book to share with the program, make a birthday crown, sing a special song, play a special game etc.). In this case, please contact the Site Coordinator to determine a plan.



If your child has an allergy to certain foods please indicate on the registration form, complete the food allergy action plan, and remind the Site Coordinator prior to the start of the program. EJRP will make best efforts to accommodate that allergy within the realm of what we have access to.

19. Child's Personal Property

Children should **not** bring electronic devices, money, toys, food, or other items not necessary for afterschool activities to **Rec Kids** without checking with the Site Coordinator. Although **Rec Kids** attempts to help children stay organized, we cannot be responsible for broken or lost personal property. If items are not acceptable for use during the regular school day due to school rules, they also are not acceptable at Rec Kids.

20. Field Trip/Swimming Information

Please prepare your child for field trips and equip them with weather appropriate clothing and recommended equipment. On field trip days all participants will go on the field trip. Date and location will be communicated to caregivers at least one week in advance.

When opportunities for swimming and wading occur **Rec Kids** will have a certified lifeguard supervising the activity. All children will be given a swimming ability assessment and designation of swimmer/non-swimmer. Non-swimmers will be restricted from waist-deep or deeper unless participating in a swim program.

21. Addressing Concerns:

If you have a concern regarding the Rec Kids Afterschool Program please let us know as soon as possible. We strive to make Rec Kids a safe and pleasant place for all children. To best address your concerns please call or email your child's Site Coordinator so a meeting can be scheduled in advance. Many times Site Coordinators/counselors are not able to have discussions with caregivers and supervise the program/children effectively at the same time. If at any time you feel your concern is not being addressed to your satisfaction, please notify the Director or Assistant Director of Licensed Childcare by phone or email. We expect that caregivers and families maintain a high level of professionalism and respect in addressing these concerns.

It is in the best interest of Rec Kids and its participants that any concerns regarding behaviors between children be addressed through the appropriate parties. Caregivers should direct any concerns about Rec Kids to the Site Coordinator, Behavior Support Team, or Licensed Childcare Director, not other caregivers or other children. We strive to keep Rec Kids a safe and welcoming environment and confrontations between caregivers will not be tolerated. If incidents occur, caregivers may be



prohibited from our licensed space and asked to find an alternative individual to pick up their child to ensure Rec Kids maintains a pleasant atmosphere.

The following are the supervisors of Site Coordinators for the respective sites:

Rosy Peckham, Director of Licensed Childcare, 802-878-1375, rpeckham@ejrp.org
Sites: Hiawatha, Maple Street Park, Fleming

Cassandra Falone, Director of Licensed Childcare, 802-878-1375, cfalone@ejrp.org
Sites: Essex Elementary, Founders, Westford

22. Confidentiality

All employees of EJRP shall observe strict confidentiality in regard to child/family records and family information. Best efforts will be made to ensure confidential conversations regarding children/families or collaborating agencies shall take place in a private setting.

23. Behavior Response Procedures

Children are entitled to a pleasant and harmonious environment. **Rec Kids** will use an approach when dealing with challenging behaviors that is proactive and focuses on positive behavior reinforcement and on keeping the children engaged in interesting and enjoyable activities during their time at the program. If the children are being stimulated with exciting activities, this will help reduce the opportunity to engage in inappropriate behavior.

When a child makes a choice that does not align with program expectations, they will be given a verbal warning and told what the logical consequence will be if the behavior should continue. If the behavior continues to occur, the child will have to adhere to the aforementioned consequence. In the event the child continues to engage in inappropriate behaviors that day, or if the child is causing harm to themselves, other children in the program, or team members, the Site Coordinator will call the caregivers and have them come and pick up their child. Caregivers are responsible for picking up their child immediately - within 20 minutes - upon notification. If caregivers are unable to be contacted, a secondary caregiver (if listed) and/or emergency contacts will be contacted and asked to pick the child up immediately. Repeated failure to pick up in a timely manner or cooperate with attempts to create a success plan may result in suspension from the program.

When caregivers come to pick up their child, the Site Coordinator will have a brief meeting with the caregiver and child (if deemed appropriate) to discuss what happened and what would be a positive way to change the behavior in the future. If the behavior continues to hinder the effectiveness of the program, or poses a threat to the safety and wellbeing of the participant, another child, or team members, a caregiver/child/ Site Coordinator meeting and/or a consultation with our Behavior Support Specialist and team will be arranged to discuss the situation and determine what actions need to be taken. This will include a plan to support successful continued participation in our programs, as well as



an outline of behaviors that may jeopardize this continued participation and what the next steps will be should the behavior continue.

If, after opportunities to correct the behaviors fail and the child continues to show they cannot correct their actions, the child will be removed from the program. Further, if EJRP staff/administration deem that participation by your child may threaten the health, safety, welfare, or enjoyment of the program by others, EJRP reserves the right to prohibit participation.

24. Weapons/Threats:

The possession of weapons of any kind or threats made to other children, employees, or school property will not be tolerated and will result in a phone call home for immediate pick up. A meeting with caregivers and Licensed Childcare Team MUST occur prior to re-entry, if deemed appropriate. If there is a repeated occurrence or if warranted by the first occurrence, the child will be suspended until a meeting with the EJRP Representatives, caregiver(s) and possibly the child can be arranged, as well as an evaluation and/or threat assessment by the school guidance counselor and/or district liaison officer is completed. In the event of an additional occurrence or in accordance with the findings from the threat assessment, the child may be removed from the program.

25. Termination:

EJRP reserves the right to terminate services to families for these reasons:

1. Non-payment of fees.
2. Failure to complete subsidy renewal in accordance with the family's expiration date.
3. Repeated late pickups that go beyond the time of closing. This practice puts us out of compliance with our licensing regulations and cannot be tolerated. Three late pickups will be grounds for dismissal.
4. Repeated late pick-ups and/or lack of cooperation if a child is being sent home early.
5. Disruptive and dangerous behavior indicating a child's inappropriate placement in our program. Evaluation and modifying attempts will be made prior to termination, as deemed appropriate, and as long as there is not a significant immediate threat to the safety or well-being of any person. Caregivers will be notified early in the process of trying to cope with these behaviors.
6. EJRP is committed to serving all children, and providing reasonable accommodations to try and meet the needs of each individual child. If we are unable to provide the supports necessary for a child to be successful and safe in our Rec Kids program, within our staff-child ratio of 1:13, and without fundamentally altering the nature of the program or placing undue burden on EJRP and/or its team members, we reserve the right to prohibit further participation or enrollment



(and, when deemed appropriate by EJRP, provide a prorated refund/credit of fees).

7. Caregivers unwilling or unable to respectful and collaborative with EJRP staff.

26. Vermont Child Care Financial Aid Program (CCFAP)

Vermont has recently made several changes to the Childcare Financial Assistance Program (CCFAP), meaning more families than ever will qualify for childcare financial aid. **EJRP recommends that all families contact Childcare Resource at (802) 863-3367 or info@childcareresource.org to find out if your family is eligible. More information on the CCFAP program can be found [here](#).**

All paperwork must be completed and on file with Child Care Resource & EJRP prior to having the subsidy benefit applied to your account. Families will not be able to start **Rec Kids** until the childcare financial aid certificate is received.

Family Share/Co-Pay: Childcare Resource will process your application, determine if you qualify for full-time or part-time coverage, and assign you a weekly “Family Share” or co-pay.

If your family share is lower than EJRP’s weekly costs, you will save money on EJRP licensed childcare programs. If your weekly share is more than what EJRP charges, you will be charged the EJRP rate. ***Even if your weekly family share is determined to be higher than the weekly tuition EJRP charges for Rec Kids, it could still benefit your family for Summer Camp and Vacation Camp weeks when childcare costs are higher, so please do not let that deter you from applying.***

Upon receipt of your certificate from Childcare Resource, EJRP will calculate your weekly co-pay owed, taking into account the family share determined by Childcare Resource, the number of children in your household enrolled in Rec Kids, and the number of days per week your child attends. If it is determined that you owe a co-pay out of pocket, EJRP will inform you of that amount and require you to have a payment method on file.

If you attend vacation camps, you must notify Child Care Resource in advance for full-day verification of financial aid. This requires a separate variable certificate, which must be provided prior to attending vacation camp.

27. State of Vermont Afterschool Program Regulations

To access and view the State of Vermont Afterschool Program Regulations that govern many of the Rec Kids policies please [click here](#).

28. Child Care Consumer Line

If you have questions or concerns about a childcare provider in Vermont, call the Child Care Consumer Line: 1-800-649-2642 toll free in Vermont or (802) 241-3110 from other locations.