



RICK SNYDER  
GOVERNOR

State of Michigan  
DEPARTMENT OF HUMAN SERVICES  
BUREAU OF CHILDREN AND ADULT LICENSING



MAURA D. CORRIGAN  
DIRECTOR

December 3, 2014

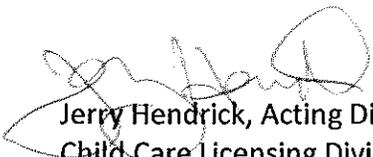
Ms. Nathalie Johnson  
5356 Interlochen  
Coloma, MI 49038

Re: **License DG110080455**

Dear Ms. Johnson:

On or about October 24, 2014 you were mailed a copy of the Department's Notice of Intent to refuse to renew your license to operate a group child care home. In accordance with that notice, and because you did not exercise your right of appeal, your license will not be renewed and is now revoked, effective December 2, 2014. It is further understood that you will not receive children for care, now or in the future, without being legally licensed.

Sincerely,

  
Jerry Hendrick, Acting Director  
Child Care Licensing Division  
Bureau of Children & Adult Licensing

JH:kam

cc: Yolanda Sims, Area Manager  
Tiara McKay, Licensing Consultant

**CERTIFIED MAIL- Return Receipt Requested**



RICK SNYDER  
GOVERNOR

State of Michigan  
DEPARTMENT OF HUMAN SERVICES  
BUREAU OF CHILDREN AND ADULT LICENSING



MAURA D. CORRIGAN  
DIRECTOR

October 24, 2014

Nathalie Johnson  
5356 Interlochen  
Coloma, MI 49038

License #: DG110080455

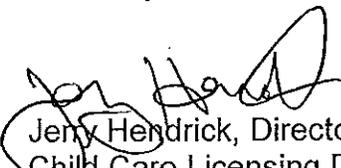
Dear Ms. Johnson:

Enclosed is a copy of a NOTICE OF INTENT TO REFUSE TO RENEW YOUR LICENSE to operate a group child care home, alleging that you have violated the Child Care Organizations Act. Your options are as follows:

- 1) You may appeal the Notice of Intent and attend a pre-hearing compliance conference. A Notice of Compliance Conference, which provides the date, time, location, and guidelines of the conference, is enclosed.
- 2) You may appeal the Notice of Intent, waive the compliance conference, and proceed directly to an administrative law hearing.
- 3) You may choose not to appeal the Notice of Intent.

If you choose to appeal the Notice of Intent, the Department must receive your WRITTEN APPEAL within 30 days of your receipt of this Notice. If the Department does not receive your written appeal within 30 days of your receipt of this Notice, you will have WAIVED YOUR RIGHT to an administrative law hearing and the proposed action will be final.

Sincerely,

  
Jerry Hendrick, Director  
Child Care Licensing Division  
Bureau of Children and Adult Licensing

COPY

Enclosures

Cc: Yolanda Sims, Area Manager - email      McKay - email

STATE OF MICHIGAN  
DEPARTMENT OF HUMAN SERVICES  
BUREAU OF CHILDREN AND ADULT LICENSING

In the matter of

License #: DG110080455

Nathalie Johnson

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NOTICE OF INTENT TO  
REFUSE TO RENEW LICENSE

The Michigan Department of Human Services, by Jerry Hendrick, Director, Child Care Licensing Division, Bureau of Children and Adult Licensing, provides notice of the intent to revoke the license of Licensee, Nathalie Johnson, to operate a group child care home pursuant to the authority of the Child Care Organizations Act, 1973 PA 116, as amended, MCL 722.111 et seq., for the following reasons:

1. On or about April 7, 1998, Licensee was issued a license to operate a group child care home, with a current licensed capacity of 12, at 5356 Interlochen, Coloma, MI 49038.

Licensing Background

2. In March 2009, an onsite renewal inspection was completed, and Licensee was cited, in part, for not having verification of blood-borne pathogen training for an assistant caregiver, a violation of R 400.1904(1)(c). On April 16, 2009, Licensee submitted a corrective action plan that addressed this violation.

3. In May 2011, an onsite renewal inspection was completed, and Licensee was cited, in part, for not having verification of blood-borne pathogen training for an assistant caregiver, a violation of R 400.1904(1)(c). On June 12, 2009, Licensee submitted a corrective action plan that addressed this violation.
4. In June 2013, Licensing Consultant Carrie Harris completed an onsite renewal inspection and cited Licensee, in part, with the following violations:
  - a. Licensee did not have verification of blood-borne pathogen training for an assistant caregiver, a violation of R 400.1904(1)(c).
  - b. Licensee did not have certification of completing annual CPR training, as required by R 400.1905(7).
  - c. Licensee did not maintain employee files for any of the assistant caregivers, as required by R 400.1906(1)(a) through (g).
  - d. Licensee failed to maintain the premises in a clean, safe and comfortable condition, as required by R 400.1932(1).
  - e. There were two firearms on a bedroom floor without trigger locks, and an antique revolver was in a chair. A wooden box containing more guns was unlocked and accessible to children, a violation of R 400.1935(1).
  - f. Licensee failed to ensure that children could not access the swimming pool, as required by R 400.1921(1). A cement block, the pool pump, a Rubbermaid tub, a kiddie pool, and a ladder were all located next to the pool, giving children a climbing structure in which to access the pool.

On June 4, 2013, Licensee submitted a corrective action plan that addressed these violations. Licensee was issued a six-month, first provisional license.

5. In November 2013, Ms. Harris conducted an onsite renewal inspection at Licensee's home and cited, in part, the following violations:
- a. Licensee did not have verification of infant and adult CPR training, first aid training, and blood-borne pathogen training for three assistant caregivers, as required by R 400.1904(1)(c).
  - b. Licensee did not have documentation of safe sleep and shaken baby training for one assistant caregiver, as required by R 400.1905(3).
  - c. Licensee did not have a signed statement acknowledging mandatory reporting laws for one assistant caregiver, as required by R 400.1906(1)(g).
  - d. Licensee failed to ensure that children could not access the swimming pool, as required by R 400.1921(1). There were several items surrounding the above ground pool that allowed children to gain access to the pool.

On January 9, 2014, Licensee submitted a corrective action plan that addressed these violations. Licensee was issued a six-month, second provisional license.

#### **Current Allegations**

6. On August 11, 2014, Licensing Consultant Tiara McKay conducted an onsite renewal inspection at Licensee's home. Ms. McKay observed excessive clutter on the kitchen countertops and island, leaving no surface area available for use. The table and shelving unit in the dining room, an area used for child activities and reading, were also filled with excessive clutter. There were two extension cords lying loose on the dining room table and accessible to children.

7. On August 11, 2014, Ms. McKay observed an unlocked firearm on the floor of a bedroom on the second floor of the home.
8. On August 11, 2014, there was a lattice cover over the above-ground pool pump that served as a climbing structure, allowing children access to the pool. The ladder was taken out of the pool and placed next to the pool, still allowing children access to the pool.
9. On August 11, 2014, Ms. McKay reviewed Licensee's records. Licensee did not have verification of blood-borne pathogen training for her assistant caregiver.
10. On August 11, 2014, Licensee did not have verification that the assistant caregiver received training in safe sleep practices and shaken baby syndrome.
11. On August 11, 2014, Licensee did not have a signed statement from the assistant caregiver affirming knowledge of child abuse and neglect law and receipt of Licensee's discipline policy.
12. On August 11, 2014, Licensee did not have documentation from the Department of Human Services confirming that the assistant caregiver has not been involved in substantiated child abuse or neglect.
13. On August 11, 2014, Licensee did not have verification of annual completion of CPR training. Licensee last completed CPR training in June 2013.

#### COUNT I

The conduct of Licensee, as set forth in paragraph 6 above, evidences a violation of:

**R 400.1932**

**Home maintenance and safety.**

- (1) The structure, premises, and furnishings of a child care home shall be in good repair and maintained in a clean, safe, and comfortable condition.

[NOTE: By this reference, paragraph 4(d) is incorporated into this Count for the purpose of demonstrating willful and substantial violation of the above rule.]

**COUNT II**

The conduct of Licensee, as set forth in paragraph 8 above, evidences a violation of:

**R 400.1921**

**Water hazards and water activities.**

- (1) The caregiver shall ensure that barriers exist to prevent children from gaining access to any swimming pool, drainage ditch, well, natural or constructed pond or other body of open water located on or adjacent to the property where the child care home is located. Such barriers shall be of a minimum of 4 feet in height and appropriately secured to prevent children from gaining access to such areas.

[NOTE: By this reference, paragraphs 4(f) and 5(d) are incorporated into this Count for the purpose of demonstrating willful and substantial violation of the above rule.]

**COUNT III**

The conduct of Licensee, as set forth in paragraph 7 above, evidences a violation of:

**R 400.1935**

**Firearms.**

- (1) All firearms shall be unloaded and properly stored in a secure, safe, locked environment inaccessible to children. A secure locked environment shall include a commercially available locked firearms cabinet, gun safe, trigger lock that prevents discharge, or other locking firearm device.

[NOTE: By this reference, paragraphs 4(e) is incorporated into this Count for the purpose of demonstrating willful and substantial violation of the above rule.]

#### COUNT IV

The conduct of Licensee, as set forth in paragraph 9 above, evidences a violation of:

**R 400.1904      Assistant caregivers.**

- (1) An assistant caregiver shall meet all of the following requirements:
  - (c) Have proof of valid infant/child/adult CPR, first aid, and blood-borne pathogen training within 90 days of hire.

[NOTE: By this reference, paragraphs 2, 3, 4(a), and 5(a) are incorporated into this Count for the purpose of demonstrating willful and substantial violation of the above rule.]

#### COUNT V

The conduct of Licensee, as set forth in paragraph 10 above, evidences a violation of:

**R 400.1905      Training.**

- (3) The caregiver shall assure that assistant caregivers have training that includes information regarding safe sleep practices (sudden infant death syndrome) and shaken baby syndrome prior to caring for children.

[NOTE: By this reference, paragraph 5(b) is incorporated into this Count for the purpose of demonstrating willful and substantial violation of the above rule.]

#### COUNT VI

The conduct of Licensee, as set forth in paragraph 13 above, evidences a violation of:

R 400.1905

**Training.**

- (7) Infant, child, and adult CPR and first aid training shall be maintained in the following manner:
  - (a) Each year for CPR.

**COUNT VII**

The conduct of Licensee, as set forth in paragraphs 11 and 12 above, evidences a violation of:

R 400.1906

**Records of caregiving staff and child care home family; record maintenance.**

- (1) The caregiver shall maintain a file for the caregiver and each assistant caregiver including all of the following:
  - (e) A statement signed by each assistant caregiver that he or she has not been convicted of either of the following:
    - (i) Child abuse or child neglect.
    - (ii) A felony involving harm or threatened harm to an individual within the 10 years immediately preceding the date of hire.
  - (g) A written statement signed and dated by the assistant caregiver at the time of hiring indicating all of the following information:
    - (i) The individual is aware that abuse and neglect of children is unlawful.
    - (ii) The individual knows that he or she is mandated by law to report child abuse and neglect.
    - (iii) The individual has received a copy of the discipline policy.

[NOTE: By this reference, paragraphs 4(c) and 5(c) are incorporated into this Count for the purpose of demonstrating willful and substantial violation of the above rule.]

COUNT VIII

The conduct of Licensee, as set forth in paragraph 12 above, evidences a violation of:

**R 400.1906                      Records of caregiving staff and child care home family;  
record maintenance.**

- (1) The caregiver shall maintain a file for the caregiver and each assistant caregiver including all of the following:
  - (f) Documentation from the department of human services that the assistant caregiver has not been involved in substantiated child abuse or neglect.

[NOTE: By this reference, paragraph 4(c) is incorporated into this Count for the purpose of demonstrating willful and substantial violation of the above rule.]

NOTICE IS GIVEN that, Licensee is offered the opportunity to show compliance with all lawful requirements for retention of the license. If Licensee appeals the Notice of Intent and compliance is not shown, formal proceedings will be commenced pursuant to the Child Care Organizations Act, 1973 PA 116, as amended, MCL 722.111 et seq., rules promulgated thereunder, and the Administrative Procedures Act, 1969 PA 306, as amended; MCL 24.201 et seq. Should formal proceedings commence, you have the right to attorney representation at your own expense.

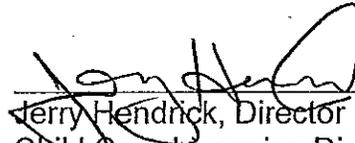
LICENSEE IS NOTIFIED that pursuant to MCL 722.121(2) of the Child Care Organizations Act, Licensee has 30 days from the date of receipt of the Notice of Intent to file a written appeal of the proposed action. The appeal shall be addressed to Jennifer Kerr, Departmental Analyst, Bureau of Children and Adult Licensing, Michigan

Department of Human Services. Your written appeal must include your name and license number, and must be submitted using one of the following methods:

- Mail your written appeal to the Bureau of Children and Adult Licensing, P.O. Box 30650, Lansing, MI 48909. You should obtain some type of delivery confirmation to verify delivery;
- Fax your written appeal to the Bureau of Children and Adult Licensing at (517) 284-9709. You should keep a copy of your fax confirmation as proof of submittal; or
- Email your written appeal to [DAUappeals@Michigan.gov](mailto:DAUappeals@Michigan.gov). You should keep a copy of the sent email as proof of submittal.

LICENSEE IS FURTHER NOTIFIED that failure to file a written appeal of this action within 30 days will result in revocation of the license.

DATED: 10/27/2014

  
\_\_\_\_\_  
Jerry Hendrick, Director  
Child Care Licensing Division  
Bureau of Children and Adult Licensing

This is the last and final page of a NOTICE OF INTENT in the matter of Nathalie Johnson, DG110080455, consisting of nine pages, this page included.

JEK

STATE OF MICHIGAN  
DEPARTMENT OF HUMAN SERVICES  
BUREAU OF CHILDREN AND ADULT LICENSING

In the matter of

License #: DG110080455

Nathalie Johnson

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**NOTICE OF COMPLIANCE CONFERENCE**

**Date:** Tuesday, December 16, 2014

**Time:** 10:30 a.m. to 12:30 p.m.

**Location:** Kalamazoo Co. DHS- BCAL, 322 E. Stockbridge Avenue, conference room  
G, Kalamazoo, MI 49001

Pursuant to the Administrative Procedures Act, MCL 24.292(1), you are afforded the opportunity to attend an informal compliance conference. The purpose of the compliance conference is to allow you to show that you were in compliance with the Child Care Organizations Act and the licensing rules promulgated thereunder. You have the right, at your expense, to have an attorney represent you at the compliance conference. You may also bring **one** support person to the compliance conference.

To enable a thorough discussion of the Notice of Intent at the compliance conference, please bring any documents, pictures, etc. that you would like the Department to consider. You may also submit documents to the Department prior to the compliance conference by emailing them to [DAUappeals@Michigan.gov](mailto:DAUappeals@Michigan.gov).

If you are unable to attend the compliance conference at the scheduled date and time, you may request, in writing, that the Department change the date and/or time. The Department will make all reasonable attempts to accommodate your request, but will not reschedule the compliance conference to a date more than 10 days after the scheduled date. If you promptly notify the Department of your inability to attend the compliance conference as scheduled, the Department may be able to schedule the compliance conference to a date earlier than originally scheduled.

If you are unable to show that you were in compliance with the Child Care Organizations Act and licensing rules, and a resolution cannot be reached, the

Department will forward the matter to the Michigan Administrative Hearing System for the scheduling of a formal administrative hearing. The Michigan Administrative Hearing System will subsequently notify you of the date, time, and location of the administrative hearing.

All Department meetings and hearings are conducted in compliance with the Americans with Disabilities Act in buildings that accommodate mobility-impaired individuals and have accessible parking. If you require additional accommodations to participate in the compliance conference, please notify the Department at least one week in advance to make the necessary arrangements.

Please direct all written communications regarding the compliance conference or administrative hearing, including your license number, to the individual listed below:

Jennifer Kerr, Departmental Analyst  
Disciplinary Action Unit  
Bureau of Children and Adult Licensing  
Michigan Department of Human Services  
Victor Office Center  
201 North Washington Square, 4<sup>th</sup> Floor  
P.O. Box 30650  
Lansing, MI 48909-8150

STATE OF MICHIGAN  
DEPARTMENT OF HUMAN SERVICES  
BUREAU OF CHILDREN AND ADULT LICENSING

In the matter of

License #: DG110080455

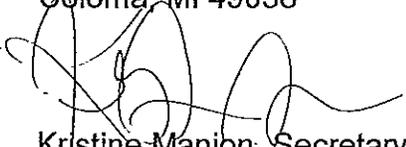
Nathalie Johnson

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PROOF OF SERVICE

The undersigned certifies that a copy of a Notice of Intent to revoke the license in the above matter was served upon the following persons by mailing the same to them at their address of record by certified mail on October 27, 2014.

Nathalie Johnson  
5356 Interlochen  
Coloma, MI 49038



Kristine Manion, Secretary  
Bureau of Children and Adult Licensing