

# Member Update

**Spring 2013**

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## It's all in the Family.....



### Special points of interest:

- Check out the This and That page 13
- Do you know what former organization now has the new name ChildCare Aware of Minnesota? See Page 2
- Update your web page on the [www.sclfccca.com](http://www.sclfccca.com) See Page 2

Karen VonBank opened her family child care business in 1976, 36 years ago, when her oldest daughter was born and, as Melissa shares, before I was born. Karen's successful business interacting with parents, keeping all the records for licensing and the IRS, and modeling professionalism have made an impact. Karen not only has impacted the lives of the children she has cared for but her own children and family. Steve, Karen's husband, assists with the business now while daughter Amy opened her child care business in Belle Plaine in August

2010. Karen's niece Kelly Eotvos from Montgomery opened her child care in April of 2012 and daughter Melissa, is pending opening her business in New Prague in LeSueur County in March of 2013.

It is a neat occurrence when a mother-daughter team take the Family Child Care Pathways to Success series of classes but it is awesome to have a group of 4 from the same family in class. Sharing of ideas, solving parent & child issues, exchanging toys and materials, and just having someone to talk to who "walks the walk and talks the talk" are certainly benefits our "all in the family" providers can

benefit from.

Karen just re-joined the Scott County Licensed Family Child Care Association board as the New Prague Community Representative, a position she has held in the past as well as president of the Association. Karen is also a mentor for our SCLFCCA Association.

Congratulations to each of your businesses. The SCLFCCA wishes you many years of caring for children in Scott & LeSueur Counties.

Diane Woestehoff from Belle Plaine and her daughter Michelle (Shelly) Trost also started in the fall 2012 class and hope to complete the series this coming fall.

## Ooey Gooley Lady

The Scott County Licensed Family Child Care Association board members scout speakers at other conferences to determine who to bring in for keynotes or trainers for our half day conference in fall and our full-day conference in spring.

This year Lisa Murphy, also known as the Ooey Gooley Lady, was contracted to do the 6 hours of training. SCLFCCA believes from the feedback as well as the laughter in the room as Lisa presented, that the information she shared in such a humorous way made the day well worthwhile.

Here is Lisa's web site as she referenced the web site during her presentations. If you did not attend, check out the website.

[Www.ooeygooley.com](http://www.ooeygooley.com)

Congratulations to Michelle Herzog and the committee whose dedicated hours made this event happen and to Shakopee ECFE/schools for their contributions.

## Service Offered by SCLFCCA for Members

### Web Page to Advertise Your Openings

A service that has been used extensively by parents is the listing of your child care openings on the SCLFCCA web site <http://www.sclfccca.com>. Providers are encouraged to update their page as their openings become available. Providers who do not update monthly, bi-monthly, or every quarter are contacted via e-mail or a telephone call to update their openings twice a year. Update information by sending an email to [friske@frontiernet.net](mailto:friske@frontiernet.net) or calling Deloris at 952-492-3827

On the bottom of your web page is the date you were last updated. Parents look at this date from feedback SCLFCCA has been given. It is **IMPORTANT** to keep that date current even if the information on your page does not change. Just e-mail Deloris and ask her to update your date.

Have you tried to search for child care to see if your name comes up? Try it!

Ask parents calling for child care where they looked to find your openings.

New on the web site is the option to list your **home address** and have a **map link** attached so parents can see your location. If you are uncomfortable with having your address available, you may opt not to use this feature.

## 2013 Redleaf Press Calendar Keepers

**Deloris Friske has a few 2013 Redleaf Press Calendar Keepers left. Please contact her at [friske@frontiernet.net](mailto:friske@frontiernet.net) to get one of the remaining calendars.**



## Did you know????

**Minnesota Child Care Resource & Referral Network (CCR&R) changed it's name to**

**ChildCare Aware of Minnesota**



[www.childcareawaremn.org](http://www.childcareawaremn.org)

# The Unionization of Family Child Care Providers is in the legislature and back in the news again.

Here is an update but please know that bills change after hearings in committee. Please take the time to read and educate yourself on these bills. They will affect your child care business. We have included a list of definitions here and on page 4 to help with clarification.

On Monday, February 25, 2013 the **Senate** introduced a bill SF778 entitled Family Child Care Providers Representation Act. This bill addresses collective bargaining for family child care providers. This bill was amended in committee.

Click on this link to read the entire bill:

<https://www.revisor.mn.gov/bin/bldbill.php?bill=S0778.0.html&session=ls88>

<https://www.revisor.mn.gov/bills/bill.php?f=SF778&y=2013&ssn=0&b=senate>

The **House of Representatives companion bill** to the Senate bill entitled Family Child Care Providers Representation Act is bill HF950. This is the same bill that addresses collective bargaining for family child care providers. This bill was amended in committee also.

Click on this link to read the entire bill:

[https://www.revisor.mn.gov/bills/text.php?number=HF950&version=1&session=ls88&session\\_year=2013&session\\_number=0](https://www.revisor.mn.gov/bills/text.php?number=HF950&version=1&session=ls88&session_year=2013&session_number=0)

Interested in writing to the committee leaders and members who will be working for these bills?

Click on this link for Senate Committee e-mail info:

[http://www.senate.leg.state.mn.us/committees/committee\\_bio.php?cmte\\_id=3061&ls=88](http://www.senate.leg.state.mn.us/committees/committee_bio.php?cmte_id=3061&ls=88)

Click on this link for House of Representatives Committee e-mail info:

<http://www.house.leg.state.mn.us/comm/committeemembers.asp?comm=88005>

## **These are links to stories that have been in the news regarding the Unionization of Family Child Care Providers:**

<http://www.startribune.com/politics/statelocal/193066391.html>

<http://www.startribune.com/politics/statelocal/193165891.html>

[http://www.twincities.com/politics/ci\\_22665404/minnesota-legislature-bill-seeks-allow-child-care-workers?IADID=Search-www.twincities.com-www.twincities.com](http://www.twincities.com/politics/ci_22665404/minnesota-legislature-bill-seeks-allow-child-care-workers?IADID=Search-www.twincities.com-www.twincities.com)

<http://kstp.com/news/stories/s2943486.shtml>

<http://minnesota.cbslocal.com/2013/02/25/dfl-lawmakers-revive-child-care-unionization>

[http://www.twincitiesnewstalk.com/cc-common/podcast/single\\_page.html?podcast=davisandemmer&selected\\_podcast=davis\\_\\_emmer\\_2-26\\_8am\\_0\\_1361873911.mp3](http://www.twincitiesnewstalk.com/cc-common/podcast/single_page.html?podcast=davisandemmer&selected_podcast=davis__emmer_2-26_8am_0_1361873911.mp3)

<http://www.ccptmn.org>

<http://childcarefreedom.com>

<http://childcareunioninfo.com>

Watch for updates on this bill and others as SCLFCCA emails you via our yahoo account.

**Collective bargaining** is a process of negotiations between employers and a group of employees aimed at reaching agreements that regulate working conditions. The interests of the employees are commonly

presented by representatives of a trade union to which the employees belong. The collective agreements reached by these negotiations usually set out wage scales, working hours, training, health and safety, overtime, grievance mechanisms, and rights to participate in workplace or company affairs.[1]

The union may negotiate with a single employer (who is typically representing a company's shareholders) or may negotiate with a group of businesses, depending on the country, to reach an industry wide agreement. A collective agreement functions as a labor contract between an employer and one or more unions. Collective bargaining consists of the process of negotiation between representatives of a union and employers (generally represented by management, in some countries such as Austria, Sweden and the Netherlands by an employers' organization) in respect of the terms and conditions of employment of employees, such as wages, hours of work, working conditions, grievance-procedures, and about the rights and responsibilities of trade unions. The parties often refer to the result of the negotiation as a collective bargaining agreement (CBA) or as a collective employment agreement (CEA).

Source: [http://en.wikipedia.org/wiki/Collective\\_bargaining](http://en.wikipedia.org/wiki/Collective_bargaining)

### **Collective Action**

Behavior or actions of a group working toward a common goal. When individuals engage in collective action, the strength of the group's resources, knowledge and efforts is combined to reach a goal shared by all parties.

Source: <http://www.businessdictionary.com/definition/collective-action.html>

### **2012 Minnesota Statutes Resources Chapter 179A**

Public Employment Labor Relations

Source: <https://www.revisor.mn.gov/statutes/?id=179A>

### **2012 Minnesota Statutes Resources 179A.16 Subdivision 2 - Essential Employees.**

An exclusive representative or employer of a unit of essential employees may petition for binding interest arbitration by filing a written request with the other party and the commissioner. The written request must specify the items which that party wishes to submit to binding arbitration. Within 15 days of the request, the commissioner shall determine whether further mediation of the dispute would be appropriate and shall only certify matters for arbitration in cases where the commissioner believes that both parties have made substantial, good faith bargaining efforts and that an impasse has occurred.

Source: <https://www.revisor.mn.gov/statutes/?id=179A.16>

### **2012 Minnesota Statutes Resources 179A.22 STATE AND ITS EMPLOYEES; NEGOTIATIONS. Subdivision 1.Appointing authority.**

For purposes of this section the term "appointing authority" has the meaning given it by section 43A.02, subdivision 5.

#### **Subd. 2.Employer.**

The employer of state executive branch employees shall be, for purposes of sections 179A.01 to 179A.25, the commissioner of management and budget or the commissioner's representative.

#### **Subd. 3.Duties.**

In all negotiations between the executive branch of the state and exclusive representatives, the state executive branch shall be represented by the commissioner of management and budget or the commissioner's representative. The attorney general, and each appointing authority shall cooperate with the commissioner of management and budget in conducting negotiations and shall make available any personnel and other resources necessary to enable the commissioner to conduct effective negotiations.

#### **Subd. 4.Agreements.**

The commissioner of management and budget is authorized to enter into agreements with exclusive representatives. The negotiated agreements and arbitration decision must be submitted to the legislature to be accepted or rejected in accordance with this section and section 3.855.

Source: <https://www.revisor.mn.gov/statutes/?id=179A.22>

Credit: Ramsey County Family Child Care Association Newsletter

# Union Dues or Fair Share? What are we talking about?

## The Difference Between Fair Share & Union Dues

To support a labor union, you have two payment options: fair share or union dues. Each option has benefits and disadvantages.

### Union Dues

Union dues consist of money deducted from your check according to the union contract. The money covers your

membership. The union dues also cover benefits provided by the union. For instance, if you have a problem with your employer you can request a union representative to work on your behalf to settle the dispute.

### Fair Share

Although opting out of joining the union prohibits you from paying union dues, you still have a financial responsibility. As an employee of a unionized business, some unions require

you to pay your "fair share" to the union. A fair share is an exact fee paid by a nonunion member. An employer deducts the fair share fee out of each paycheck like it would if you were paying union dues. Paying a fair share fee funds the union. Typically, a fair share fee is a percentage of union dues.

Source: EHow & Ramsey County Association Newsletter  
Note: The discussion at the Capitol on the union bill currently states it addresses providers who receive CCAP payments.

## Minnesota Resources



[www.firstchildrensfinance.org](http://www.firstchildrensfinance.org)

First Children's Finance  
212 3rd Avenue North Suite 310  
Minneapolis, MN 55401  
612-279-6507 (Jim Dickenson, current President of MLFCCA)

First Children's Finance has been added to the Providers tab under Family Child Care Resources on the website.

- Financial Assistance for Child Care Providers
- Business Training and Consulting for Child Care
- Excellent on-line Resources for Child Care Providers including many of Tom Copeland's resources as well as resources developed for business plans by First Children's Finance

## Minnesota Center for Professional Development

<http://mncpd.org/>

This link was also added to the Providers Tab

Submit your training to be recorded here. You will need to sign up. At this time sign up is free.



# Family Child Care Providers are Creative!!!!

Most family child care providers are very creative about using what we have available to make learning experiences for children or making our routines go more smoothly.

Here are some ideas shared in classes I have taken. Have you tried any?

## Filling the mop pail with water

We all have those spills and, once in a while, it is a disaster that needs to be cleaned up before the children are “stuck to the floor”. How often do you find that the pail you are using for mopping the floor does not fit in the sink. Here are a couple of solutions. Fill the pail from the bathtub faucet. Try this way if you want to impress school age children. Put a clean dustpan in the bathroom sink so that the wide edge is under the faucet and the handle extending over the edge of the sink. Make sure your bucket is strategically located so the “waterfall:” you create goes in the bucket. Is your soap in the bucket? Talk about the bubbles you see!



## Painting this spring

Painting to cover up the marks on the wall from this years child care activities? If the painting is repair, it is 100% business deductible.

Place a large heavy duty rubber band around an open paint can to wipe your brush on and keep paint off the side of the can or paint container. When replacing the cover to the container, the wet paint that went down the sides or in the lid groove will not dry to make getting the lid off a challenge to do “touch up” later.

## Make a “cuff” to save your tagboard posters & wrapping paper from unrolling

We use rolls of wrapping paper for projects or wrapping gifts for Christmas or birthdays. If the paper is on a roll, how many times does that roll, unroll when you store it?

Taking the inside of a toilet paper roll and cut it forming a “cuff” to put around the paper roll. This also works for holding tag board posters. Laminated posters are a little more challenging with the toilet paper cuff.



CUT OPEN TOILET PAPER ROLLS

## Kids come with flip flops?

How many times do the flip-flops the children wear tear by the big toe and cause a fall or lots of tears because their favorite flip-flop is broke? Take a plastic bread clip and put it on the bottom of the flip-flop by the circle.



## Cheap and almost free scoop for the sandbox or dramatic play area

Here is a project for the older school-age children that involves recycling. You already have the jugs from milk or other products purchased in gallons or half-gallons. Use the diagram below to create a dust pan or scoop for your dramatic play area, the sandbox or your sand and water play table.



# Family Child Care Pathways to Success Fall 2012



Rachel Schmitz from Waconia



Michelle Krueger & Amanda Langins  
(not pictured) from Chaska

21 Providers Participated in  
the Fall 2012 Family Child  
Care Pathways to Success  
classes!

## Carver County

Billi Larson  
Montgomery

Nancy Knutson  
LeSueur

Kelly Eotvos  
Montgomery

Melissa Draeger  
New Prague



## LeSueur County

# Family Child Care Pathways to Success Fall 2012



Amy VonBank (Belle Plaine), Kristy Konopacki (Belle Plaine), Cindy Olson (Jordan), Karen VonBank (New Prague), Melanie Laing (Jordan), and Wendy Hall (Shakopee),

## Scott County Participants

Lindsey Booth  
(Elko)

Several providers are in process of completing the series of 8 classes this spring.

**Congratulations  
Class of Fall 2012**



Shannon Heinzelman  
(Savage)



# Licensing response on Crib Concerns for Scott County

Carrie Speikers has received lots of calls from providers frantic if they are doing everything "right" or interpreting correctly how Scott County Licensing is interpreting the rules. We always encourage our providers to go directly to their licensor for the answer and that is what we are sharing from the questions Carrie posed to licensing.

I am taking a minute to email all of you in an effort to get some clarification and hopefully diffuse what I would term as panic that is taking place among providers. There has been discussion in online groups, over social media, and at the local conference this past weekend about things that are being said are taking place related to enforcement of safe sleep/infant care practices. Many of these stories are coming out of different counties and I would love it if you could share your response to help providers feel like they are back in control and safe caring for infants.

First of all there is confusion between law, Child Care Rule (Minnesota Statute 9502), recommendations and best practices in regards to infant care. I would love if you could share what/how Scott County licensing interprets the following items and what type of action would be taken:

## **245A.1435 REDUCTION OF RISK OF SUDDEN INFANT DEATH SYNDROME IN LICENSED PROGRAMS.**

(a) When a license holder is placing an infant to sleep, the license holder must place the infant on the infant's back, unless the license holder has documentation from the infant's parent directing an alternative sleeping position for the infant. The parent directive must be on a form approved by the commissioner and must include a statement that the parent or legal guardian has read the information provided by the Minnesota Sudden Infant Death Center, related to the risk of SIDS and the importance of placing an infant or child on its back to sleep to reduce the risk of SIDS.

(b) The license holder must place the infant in a crib directly on a firm mattress with a fitted crib sheet that fits tightly on the mattress and overlaps the mattress so it cannot be dislodged by pulling on the corner of the sheet. The license holder must not place pillows, quilts, comforters, sheepskin, pillow-like stuffed toys, or other soft products in the crib with the infant. The requirements of this section apply to license holders serving infants up to and including 12 months of age. Licensed child care providers must meet the crib requirements under section [245A.146](#).

- Can a provider hold a sleeping infant? **Yes**
- If a provider is feeding an infant and the infant falls asleep what would the appropriate protocol be? Would the provider be considered out of compliance? **When you are done feeding the baby, place the baby in an approved sleep space. No, you would not be out of compliance.**
- If you are using a tight fitting sheet in your crib or pack-n-play and after the infant has been sleeping the sheet develops a wrinkle in the material, would you then be out of compliance? **No, it is fine if the sheet develops a wrinkle.**
- Does Scott county consider an infant to be a child until their first birthday, or until they turn 13 months? **On their first birthday.**
- If a provider was to go on a walk and an infant fell asleep in the stroller, what would the appropriate protocol be? **When you get home from the walk, move the baby to an approved sleep space.**
- If a child falls asleep in a bouncy seat, swing and the provider moves the child immediately to a crib or pack-n-play would the provider be at risk of a fine and correction order for "letting" the infant fall asleep in an "unsafe" sleep space? **No. When a baby falls asleep in an unapproved sleep space, you are expected to move the baby to an approved sleep space.**
- If you are transporting children and an infant fell asleep in their car seat while you are driving, what would be considered the appropriate protocol? Could a provider be fined and given a correction order based on having a sleeping infant in their vehicle while transporting? **No, when you get home you are expected to move the sleeping baby to an approved sleep space.**
- If an infant was playing on his back or tummy on the floor, and as a provider you had to move away from him to diffuse a situation among the other children in your care, would you be out of compliance? **Not exactly sure what you are asking... if a baby falls asleep on the floor when it is playing, you are expected to move the baby as soon as you notice.**

The other question or concern that I have been hearing from Scott County providers (based on what they are hearing coming out of other counties) is a fear that the rules will not be interpreted the same by the different licensors and therefore is there gray area as to what is considered okay? **Scott County licensors work very hard to be consistent. We consult with each other on a regular basis.**

## Keep It Clean...Disinfect for less disease and healthier children

Even if you clean your house regularly, which we do as child care providers, germs like Staphylococcus, E. coli, and cold and flu viruses can be present unless you are disinfecting regularly. You know about getting high-risk areas.

- Changing Table
- Toilet Handles
- Toys mouthed
- Table Surfaces



What about hidden hot spots like your TV remote or washing machine? With simple knowledge you can keep your home's most commonly contaminated areas free of bacteria and viruses and keep your child's world healthier.

### Dishcloths & Individual Washcloths

In one study, 10% of household dishcloths contained salmonella; 32% contained E. coli. During flu season 60% are positive for influenza. **Laundry dishcloths after every use.**

### Sinks

Your kitchen sink contains about 1,000 times more bacteria than the average toilet. But your kitchen and bathroom basins aren't the only places that need cleaning—The damp pipes and surfaces under them can breed mold. Wipe kitchen and bathroom sinks regularly with disinfecting wipes to help kill bacteria and viruses and open under-sink cabinet doors periodically. The light and air will help prevent mold growth.

## Other Common areas we touch during child care hours

### Cell Phones

Because your mobile phone spends much of its time near your mouth or in your hand, it can harbor more bacteria than a toilet seat. However, alcohol and ammonia based disinfectants can damage touch screens. Look for one of

several touch-screen-safe cleaners on the market. Put a little on a clean, soft antimicrobial cloth and wipe down your phone's screen, buttons and back, taking care to avoid getting any liquid in the phone's openings.

### Washing Machine

In a study of 100 homes, 33% of washing machines tested positive for E. coli. Wash underwear separately using bleach, which acts as "mouthwash" for the machine. Allowing your machine to dry between cycles or rinsing the drum weekly with added bleach will also keep E. coli counts to a minimum.

## Numbers that help guide our cleaning

### 24-48 Hours

The time a disease-causing microorganism typically survives on a hard surface. This can vary widely in dry environments with high UV light where viruses might last only 4 hours. Credit: Sam's Club healthy Living

### 2-3 Times

The minimum number of times per week that kitchens, bathrooms and other high traffic spaces should be disinfected in order to keep homes free of disease-causing germs and viruses.

### 4-10 Minutes

The time it takes a disinfecting agent to kill pathogens. Don't worry about creating resistant super-bacteria; resistance only occurs with products that delay growth, not ones that kill.

## Positive Behavior Supports

Helping children in your care learn positive behaviors can encourage success at school. One proven strategy for teaching positive behaviors is called Positive Behavior Supports (PBS), a method you could use in your child care and parents use at home.

Some Minnesota schools are using Positive Behavior Interventions and Supports at school, since research shows that it supports all students and creates a positive environment at school that makes it easier for students to learn. Ask if the schools in your child

care area are using PBS.

Before you make a PBS plan at home, it is important to understand the meaning of a child's behavior. **Behavior is a way people communicate what they need.**

At each stage of development, children use the language they know to get what they need. Infants may cry when hungry, toddlers might throw a toy to gain attention, and elementary-age children may scream to express their anger. Middle school children often argue when

they disagree. High school students may refuse to follow rules when denied a privilege.

If children get what they need because of their behavior that behavior will continue. You can help the children in your care meet his or her needs by using appropriate behavior and modeling what to do.

## What Parents and Providers Can Do

Managing and improving a child's behavior isn't about punishment or consequences. Although punishment might temporarily stop negative behavior, it doesn't teach your child what behavior you would like to see. PBS is a process that teaches children how to

behave appropriately by focusing on teaching, practicing, and rewarding good behavior.

Here is how it is done:

1. Teach the behavior you want to see.
2. Support and reinforce that positive behavior.

3. Change the environment so that it reinforces the new behavior.

So the challenge for you as a caregiver (or the parent) will be to decide on what behavior you will expect, how you are going to teach the new behavior and how you will reinforce it.

## Replacement behaviors

### 5 to 1 Rule

When the child is doing the positive behavior, it is important that you notice. A good rule to remember is to recognize the positive behaviors five times more frequently than you recognize the inappropriate behaviors.

An example might be to put a golf tee or cotton ball in a jar every time you "catch" the child doing the right thing and then create a reward system so that the golf tees (or another object) can be used to gain a reward. Effective reward don't need to cost money.

The PBS concept reinforces the concept of working together to make a more enjoyable and harmonious child care setting and will also support the child's progress when they enter the formal school setting.

Credit: Pacer Center

## Organization Tip

### Store those cleaning supplies, art supplies, craft supplies

Cleaning supplies need to be out of reach and inaccessible to children in care. Do you have the back side of a door to a closet that you could hang a shoe rack purchased at the Dollar Store? Store your cleaning items in the shoe slots. Put a child safety lock on the front side of the door.

We have seen the hanging shoe rack used outdoors to hold individual cups for water during the summer.

Sara Westing from Shakopee uses a hanging shoe rack to store art and craft supplies in her child care area. Thanks for the great idea, Sara!



## Fall Conference

Saturday

October 26, 2013

8:00a.m.—12:30p.m.

St. Paul Evangelical Lutheran Church

100 West Sixth Street

Jordan, MN

4 in-service hours

Topic: Love & Logic Child Guidance Program



**New Provider Opportunity**



### Next Family Child Care Pathways to Success Class

Begins late September 2013

Shakopee Jr. High

7:00—9:00 PM

Thursday Evenings

8 weeks

Providers in process of licensing, newly licensed or licensed less than a year and one-half are invited to participate in this series of classes.

Topics Covered:

The Business of Family Child Care: Part I (Basics of Recordkeeping)

The Business of Family Child Care : Part II (Taxes) and Health, Safety & Nutrition

Communication: Building Parent-Provider Partnerships

Environments and Marketing

Child Growth & Development and Curriculum (Required class for your first year of business)

Child Guidance

Professional Pathways to Success

Risk Reduction—Liability, Accident Reduction and Safety

For more information contact Deloris Friske at 952-492-3827 or [friske@frontiernet.net](mailto:friske@frontiernet.net)

# This and That News



## Building Quality and Parent Aware

Interested in being part of the next Building Quality or Parent Aware Cohort? Parent Aware started in Scott County January 2013. Parent Aware is a Quality Rating Improvement system for parents and caregivers in Minnesota. Monetary incentives are available throughout the process. Currently the Building Quality it is \$500 and for Parent Aware it is \$1,000.

To apply and for more information contact:

Marie Johnson 952-402-9824  
 mjohnson@capagency.org  
 CAP Agency 712 Canterbury Road

## 22nd

### National Association of Family Child Care Conference

Fairmont Princess Hotel  
 Scottsdale, Arizona

July 18—20, 2013

Membership in NAFCC \$ 35.00

More information at [www.nafcc.org](http://www.nafcc.org)

Shakopee MN 55378

## What is the Latest Union News?

Here are web sites on which you can get information from the Governor's perspective, the Union Perspective, an anti-union perspective and a group that states they are not anti-union.

<http://www.ccptmn.org>

<http://childcarefreedom.com>

<http://childcareunioninfo.com>

Note: SEIU was the union that Scott County was assigned to. SEIU no longer is pursuing unionization of child care workers. SEIU is focusing on home health care workers.

## Mentors

### for the Scott County Licensed Family Child Care Association

The following mentors will be working with participants in the Family Child Care Pathways to Success class. They are available to help any provider in Scott County. Please give them a call if you just need to talk.

#### Elko-New Market-Webster-Lakeville:

Karen Smith 952-461-9535

#### Jordan:

Carrie Speikers 952-492-3811

Michelle Herzog 952-492-2104

Kelly Elsenpeter 952-492-5205

#### New Prague:

Karen Von Bank 952-758-2863

Jenny Bartusek 952-758-8655 LeSueur Co.

Anna Hoy 952-758-6759 LeSueur Co.

#### Prior Lake:

Deloris Friske 952-492-3827

#### Savage:

Virginia McLaughlin 952-440-3479

Laurie Cornelius 952-894-4284

#### Shakopee:

Sarah Stanko 952-445-2679

Linda Schesso 952-445-2240

Cheryl Nelson 952-403-1732

Lisa Boys 952-445-0632

## True or False?

Can you catch a cold by being cold?

**False.** Cold weather has nothing to do with getting sick. Possible reasons colds are more common in winter include vitamin D deficiencies due to less sunlight, dry air that lets viruses live longer and spending more time indoors, where germs are more likely to spread.

**2013 SCLFCCA Officers**

**President**

**Jami Tetzloff**

**952-403-1716**

jamileat@hotmail.com

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cspeikers@frontiernet.net

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**952-445-0632**

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**952-445-2240**

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**Scott-Carver Liaison, Membership, Training**

**Michelle Herzog**

**952-492-2104**

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