

# PARENT HANDBOOK

## Welcome to Laugh & Learn Home Daycare

The purpose of this Parent Handbook is to outline the policies and procedures under which we operate as licensed child care providers.

## **Registration Checklist:**

Children may be enrolled from 0 years of age through four years of age, regardless of race, creed, or religious beliefs. The following forms are required by the State of California and need to be read, completed and/or signed prior to enrollment.

- 1. Parent Handbook (read)
- 2. Parent Provider Contract/Enrollment Form (complete/sign/date)
- 3. Child's Preadmission Health History-Parents Report (complete/sign/date)
- 4. Identification and Emergency Information (complete)
- 5. Personal Rights (complete)
- 6. Consent for Emergency Medical Treatment (complete/sign/date)
- 7. Nebulizer Care/Verification (complete/sign/date)
- 8. Caregiver Background Check Process (read)
- 9. Family Child Care Consumer Awareness Information (read)
- 10. Notification of Parents' Rights (read/sign/date)
- 11. Parent Notification Additional Children In Care (read/sign/date)
- 12. Immunization Card must be up to Date at Time of Enrollment (supply)

## **Definitions:**

**Full time childcare:** Monday through Friday (4-5 weekdays) anytime between the hours of 7:00am and 5:30pm

**Part time childcare:** Limited days of the week (1-3 weekdays) anytime between the hours of 7:00am and 5:30pm

Infant/young toddler: 0-24 months

Older Toddler/Preschooler: 2 and 3 years old

## **State Licensing Requirements**

Laugh & Learn Home Daycare is licensed and complies with all applicable licensing regulations and standards. These standards relate to our home, staff, health, safety procedures, nutrition, care giver to child ratios, and record keeping. We believe that these standards are in the best interest of the children. Our home is subject to inspection by state and city health, fire, and licensing officials.

## Ages Accepted

At Laugh & Learn Home Daycare we specialize in childcare for **children ages one month to four years old**. That is to say that when your child turns 4 they will receive a diploma saying they graduated from Laugh & Learn Home Daycare. At this age, we suggest your child moves on to a preschool type setting in order to help them get used to being around a larger group of children and experience new teachers, in a continued effort to ready him/her for kindergarten. If you believe your child needs a little extra time with us, then just discuss that with us prior and accommodations can be made. Additionally, we use a preschool curriculum specifically geared towards ages 2 - 3. This allows us to focus more on the younger age group of children we have in our care, and therefore betters the childcare experience for all involved.

## **Termination Policy**

The first **2 weeks** will be regarded as a trial period, in which case either party may terminate the contract without notice. After the first **2 weeks of enrollment**, we require a minimum of two weeks written notice per child. (1 child= 2weeks notice, 2 children= 4 weeks notice, 3 children= 6weeks notice)

If at any time, after consultation with the parent or guardian, I feel that you or your child is a safety risk to myself or any of the children in my care, including the child his/herself, I will give you as much written notice as possible that care is terminated. This action will be reserved for extreme cases only, and I will first attempt to resolve any issues with you before resorting to termination of care.

Regular/consistent violation of policy: late payment, unscheduled early arrival/late pick-up, bringing a sick child, or any police herein or as amended, will be grounds for termination. In cases of non-payment, legal action may be taken, and the parents will pay all legal fees incurred.

## **Advance Notice**

If you will no longer be needing our childcare services before your child turns 4, thirty days' advance notice needs to be given to us. **Whenever possible even more notice is better**. This helps us tremendously. Reason being, unlike childcare centers we can only take 14 children. So, when we are full we are forced to say NO to all incoming requests for childcare. If we have advance notice of discontinuation of needed services then it is possible for us to make future arrangements with new families inquiring about daycare for their child. This helps to keep our open spots fluctuation to a minimum, and helps us be able to focus more on being the best childcare providers we can be, instead of worrying about "the bills", and putting food on the table.

## **Daycare Hours**

The daycare is open Monday through Friday 7:00am to 5:30pm with the following holiday exceptions:

## <u>Holidays</u>

President's Day Memorial Day 4th of July Labor Day Columbus Day Veteran's Day Halloween (closed at 4:30pm) Thanksgiving Day Day after Thanksgiving Christmas Eve - New Year's Day (Christmas Break)

<u>Note:</u> If the holiday falls on a Saturday, daycare will be closed the Friday before. If the holiday falls on a Sunday daycare will be closed the Monday after.

## Sick/Personal Days

As strong as our immune system has become over the years, we unfortunately still get sick from time to time. Because of this we allot ourselves 7 sick/personal days per year. We also use these days for our continuing education classes (CPR, Pediatric First Aid, etc.) in order to keep our childcare license in good standing. Of course, we will give you as much of an advance notice as possible.

## **Vacations**

We allot ourselves 2 weeks of vacation a year. The dates of our vacation will be posted at least one month in advance. **Regular payment rates apply for our vacations, your vacations, weeks with holidays, and provider's sick/personal days.** 

**Note:** Parents are responsible for finding back-up care for their children during provider vacations, holidays, and sick/personal days resulting in the daycare closing.

# **Deposit**

A nonrefundable deposit equal to two weeks of childcare costs is due at time of enrollment. However, do not give us the deposit until you have signed the Parent-Provider Contract/Enrollment application and thoroughly read the parent hand book. Your child's spot is not secured until we have received both the deposit and the signed Parent-Provider Contract/Enrollment application. The deposit will be credited towards the last two weeks of your child's enrollment.

Note: Please make checks payable to Laugh & Learn Home Daycare.

## **Application Fee:**

In order to receive an application packet, there will be an application fee of \$25 (nonrefundable) to cover the cost of start-up supplies for your child.

## Payment Policy/Attendance

Payment is due on Friday the end of each week or on the first day of the week attending daycare. If payment is received after Monday of each week, a \$20 per day late fee will be charged. **It must be understood that to hold your child's space, payment must be paid whether your child attends or not. Payment is based on contract, not attendance. Your daycare tuition will remain the same (AKA grandfathered in) through your child's first day of enrollment to their last except in the following scenarios. (1) When changing contracted days of attendance. (2) Stopping and then restarting paid attendance in our daycare. In all scenarios, your new payment will default to the current price of the newly enrolled schedule.** 

The following paragraph only concerns part-time schedules. **Unfortunately, we cannot switch around your child's scheduled days of enrollment on an occasional or semi-occasional basis**. In other words, your days contracted are your days and cannot be altered on a weekly basis. If you feel you need and/or want a more flexible schedule then you may want to consider adding days or going to full time. However, keep in mind you can also pay for extra days on an as needed basis for the cost of your current average daily amount (e.g. If you pay \$130 per week each additional day would be \$65 per).

Note: To figure out the monthly payment you do the following, (weekly amount  $\times$  52 weeks  $\div$  12 months = monthly amount).

## **Non-Sufficient Checks**

Due to the inconvenience of NSF checks, a \$50 fee will be charged for NSF checks.

## Late Pickup Policy

If your child is picked up at 5:30pm, there will be a late charge assessed of \$1.00 for every one minute (unless prior arrangements have been made). Please be courteous and arrive on time. After hours is time with our family.

## Health Matters

For the health and safety of your child and all of the children in our daycare, **please do not bring your child to daycare sick.** In which case, we in turn may become sick making it difficult to care for the children at the high standards that we have set for ourselves. We can only care for children with mild cold like symptoms that are otherwise feeling and acting well. Mild cold like symptoms are clear runny nose, slight cough, and a slight or no fever. If you are not sure if your child should be brought to daycare, then please call and check with us. If a child becomes ill during daycare hours the parents will be contacted to pick up their child. Parents need to pick up their children within one hour of being notified. If parents are not available, the emergency contact person will be notified.

**Note:** Once the child is removed from daycare due to illness, **they may not return to daycare until symptoms requiring removal are no longer present.** The child must also be void of any contagious disease, unless accompanied by a doctor's note stating the illness in question is not contagious, and the child is otherwise feeling well enough to participate in our daily schedule.

## **Guidelines for Children Requiring Exclusion from Daycare**

A child with any of the following illnesses must be completely free of any symptoms before returning to daycare. If the child is taking antibiotics for an illness, the child may return to daycare after the initial 24 hours of beginning antibiotics as long as he or she has a slight to no fever (under 100F under the arm), no

longer contagious, and is otherwise feeling well enough to participate in our daily schedule. Signs of illness include the following; unusual lethargy, irritability, persistent crying for no reason, runny nose (more than clear), cough (more than slight), difficulty breathing, diarrhea, vomiting, mouth sores, rashes (note from doctor stating non-contagious is ok), pink eye, chicken pox, mumps, measles, roseola, hepatitis A, impetigo, lice, ringworm, scabies, strep throat, scarlet fever, tuberculosis, shingles, and any other contagious disease or rash. Any child with a fever of 100 degrees or above, orally (in the mouth), or axillary (under the arm), may not attend daycare. State law requires that we notify parents of children who have been exposed to certain contagious diseases. Please notify us if your child becomes infected, so a note can be posted.

**Note:** A fever in and of itself is not all bad (given that it is not too high). A fever is your body's natural way of trying to protect itself against whatever virus or bacteria is attacking it. Illnesses that causes fevers cannot live in our bodies' abnormally hot environment. **However, a fever is an obvious indicator that the child is sick and possibly contagious, therefore requiring exclusion from daycare.** 

## Child's Absences and/or Vacations

If your child will not be attending daycare due to illness or other, **please let us know as soon as possible so the day's activities won't be held up waiting for your child to arrive.** Also, we need to know how many children we need to prepare meals for. No discounts will be given for your child's absences due to illness or vacations. If your child will not be attending daycare for whatever reason, you are still required to pay.

## **Medication**

At Laugh & Learn Home Daycare we do not give medications to the children. If your child needs to be medicated in order to get through the day, and be able to comfortably participate in our classroom activities, then it is quite possible he or she may be too sick to attend daycare. We will however give certain doctor prescribed medications to the children, of course given that they are no longer contagious, and only if the medication consent form has been signed. Examples of these would be; antibiotics for ear infections etc. and Tylenol for teething or pain associated with bumps or bruises (not to bring down a fever). If you're not sure if we will administer a certain medication or not, please feel free to ask.

## Reporting Child Abuse

We are required by law to report any suspected incidents of possible child abuse or neglect. Your child can be questioned by child protective services at any time without your consent.

## Medical and Dental Emergency Procedures

Emergency information is kept on file at the daycare. In case of illness or injury this information will be used to notify you or the person designated by you, of your child's status. If your child is injured while at the daycare, first aid will be administered. If treatment by a doctor is necessary, we will make every effort to contact you or the doctor you have chosen to treat your child. In all cases, an injury report is completed, and a copy is given to the parents as well as the Department of Social Services. Authorization for emergency treatment must be signed at the time of enrollment to ensure that in the event of an emergency, we can make sure your child receives the necessary emergency treatment he or she needs. **It is very important that all emergency contact information is kept up to date and correct. Please inform us immediately of any changes to keep your information current.** Parents are responsible for all costs involved in emergency medical treatment, including emergency transportation if required. **Note:** In case of a serious accident or sudden illness requiring immediate medical attention, the following procedures will be followed.

- 1 A phone call to 911 is made.
- 2 Child's parents (or emergency contacts) are called.
- 3 Child is separated from the other children and appropriately cared for.
- 4 Parent, provider, or ambulance takes the child and health records to the doctor or hospital.

# **Evacuation Procedures**

Laugh & Learn Home Daycare has written policies and procedures for dealing with emergencies and natural disasters. Evacuation plans are posted in the daycare. In the unlikely event, the children will be evacuated to an emergency location, and you will be notified as soon as possible. Our emergency location

of choice is the white hydrant that is on the corner of White Oak Dr. and White Oak Ct. A notice will be posted at the daycare with all information on the alternative sight. Directions are as follows: From Alberta Dr., make a left onto White Oak Dr. and the hydrant will be on the corner to your left.

# **Diaper Policy**

It is the parent's responsibility to provide diapers, wipes, and diaper cream for your child. If we are running low on such items, I will be giving you a list of what we need. Each child has his or her own clearly labeled diaper bin. Diapers are checked frequently, and changed every three hours or more often if required. Diapers containing #2 are changed immediately. The diaper changing tables are cleaned and disinfected between each diaper change, and hand washing of childcare provider and child is performed after each diaper change.

# <u>Toilet Training</u>

We are more than happy to encourage potty training as long as the child is ready (typically between 2 and 3 years old). The initial start needs to be done at home for at least two weeks with success before it can be effectively started at daycare. Parents will be required to supply pull-ups and wipes. **Children will be allowed to come to daycare in cotton training pants/underwear after they have been accident free for at least two weeks in pull-ups.** Communication between parents and the daycare provider is imperative for a successful transition from diapers to toilet.

# TV Viewing

Television viewing is only done once or twice a week, no more than a half an hour at a time and is limited to PBS, the Disney channel, and Nick Jr. On occasion, usually only on Fridays, we may pick an appropriate children's movie to watch. Children are never required to sit and watch TV, and TV is not offered in place of free play or learning activities.

# Permission to Photograph and Video Tape

By signing a contract with Laugh & Learn Home Daycare, you grant permission for your child to be photographed and/or video-taped. Photographs will be available for sharing with the parents, may be posted on the website, may be included in newsletters. Children will not be identified by name in any external media. Video may include parent created video and instructional video uploads to my website.

# Toys

We have well organized, separate, age appropriate toys for the children. Older toddlers will not be allowed to be around or play with small objects and toys. During the initial adjusting period, we encourage your child to bring a piece of home with them; a special blanket, toy, or teddy can be very comforting. Photos of family members, neighbors, and pets can be left with us to help remind your child of familiar people if he or she feels lonely during the day. However, **please do not bring your child's toys to daycare except on designated sharing/show and tell days.** As much as we try to encourage sharing, this seldom works when it is the child's own personal toy. It only causes problems between them and the other children. Never send your child to daycare with toy weapons.

# Miscellaneous

- Here at Laugh & Learn Home Daycare we do not transport any child by car or any moving vehicle, unless a medical emergency requires us to do so.
- Understand that your child may be included in classroom evaluations by State Licensing officials and other parents observing their right to our open-door policy.
- Understand that your child may be included in pictures connected with our daycare program, unless otherwise specified by you the parent.

# **Open Door Policy**

Please feel free to come and go at any time throughout the day to visit your child, except during naptime hours, 1:00pm-3:00pm. However, please keep in mind that in doing so it can prove to be disruptive to the other children in our care. During times like these the other children have a hard time listening and following our directions. Furthermore, if you or any other part of your family i.e. (grandparents, etc.) would like to come and visit or play with the child for an **extended period of time**, please take the child in

question out of the daycare, to places such as your home, a park, or on a walk, etc., after which, feel free to bring the child back to daycare.

# Behavior Management & Discipline

We believe that the discipline of a child is achieved through patience, consistency, and positive reinforcement. We also try and teach the children in our care manners, kindness and to be respectful to others. One of the ways in which we do this is by the example we as providers set. We understand that our actions and reactions speak much louder than our words. The children are explained the rules of the daycare frequently, so they know what's expected of them. Once a child is old enough to understand the rules and disobeys them by, exhibiting inappropriate behavior (hitting, aggression, etc.), hurts others, or property, the following developmentally appropriate guidance techniques will be used. These techniques are as follows:

- 1. **Positive Reinforcement:** The child will be encouraged when he or she is demonstrating acceptable behavior.
- 2. **Redirection:** The child is redirected to another activity and given an opportunity to try again at another time.
- 3. **Time-Out:** The child is separated from the group for an age appropriate amount of time (one minute per one year of age). This technique is only used when a child repeat ably will not follow our directions or listen to our words, is exhibiting temper tantrum type behavior, or hurting one's self, others or equipment. When the child shows that he or she is ready to demonstrate acceptable behavior, they are encouraged to join the rest of the group to try again.
- 4. **Last Resort:** When a child's behavior is continually upsetting or dangerous to others, a conference will be called with the parents. If the problems cannot be resolved, arrangements will have to be made for the child to go elsewhere for care.

**Note:** Sometimes if both a parent and a provider are both in the same area (examples would be during dropoff and pick-up times) a child may forget the rules or test the boundaries. **Please help show your child that you respect us, the rules of our house, and our property by reminding them that the rules still apply when you are around.** We will also remind them of the rules and correct them if needed.

# <u>Cleanliness</u>

We take the well-being of your child very seriously and work hard to provide an environment that is as healthy as possible. We are committed to keeping our home and the children in it as clean as possible, in order to help minimize and/or prevent the spread of germs. Our home is kept clean and disinfected at all times. We thoroughly clean surfaces that children come in close contact with using soap and water, or Lysol, etc. The high chairs are cleaned between each use, and the diaper changing tables are cleaned and disinfected between each diaper change. Toys are cleaned and disinfected often, and water-play tables are cleaned and disinfected before being filled with water and carefully supervised when in use. Hand washing is the single most effective practice in preventing the spread of germs. We wash our hands many times throughout the day, as well as the children's hands before and/or after engaging in a thorough list of activities.

# Rena, Jeanie, and Robert wash their hands:

- Before beginning work
- Immediately before handling food or feeding children
- After using the toilet, helping a child use the toilet or after changing soiled clothing or diapers
- After coming into contact with any bodily fluid, such as a wet or soiled diaper, runny nose, spit or vomit
- After handling a pet or pet equipment
- Whenever hands are visibly dirty
- After cleaning a child, the room, toys, or bathroom
- Before giving medication or applying ointment
- After work

# Children wash their hands:

• Immediately before and after eating

- After using the toilet or having soiled clothing or diaper changed
- Before and after using water tables
- After using play-dough or other substances
- After playing on the playground
- Whenever hands are visibly dirty
- Before going home

# Arrival and Departure

Please send your child clean, dressed (no pajamas, unless you don't mind your child wearing their pajamas all day), fed and ready for the day, as well as all of your child's necessary supplies needed for that day's care. Please do not send food i.e. (half eaten breakfasts, breakfast bars, candy, etc.) or gum with the children. Please make your goodbye brief (no more than a couple minutes): the longer you prolong departure the harder it gets for both parent and especially for your child. Never leave without telling your child goodbye. **Please be in control of your child during drop-off and pick-up times.** No one other than the parent or person designated by you will be allowed to pick up your child without **advanced written permission indicating the person's name and relationship to your child.** If there is a court order keeping one parent away from the child, we must have a written note from the custodial parent in our file to that effect. Otherwise, we cannot prevent the non-custodial parent from picking up the child.

## Supplies Needed at Daycare

Parents are responsible for supplying the following items:

- diapers/pull-ups
- wipes
- diaper creams
- weather appropriate clothes and a change of clothes (which will stay at the daycare in their cubby),
- jacket
- shoes that lace-up or Velcro and/or stay on feet (no flip-flops please),
- pacifier (if needed),
- swimsuit
- sunscreen (Please apply sunscreen to your child on sunny days)
- Children will be sleeping on a mat: a crib sheet, a blanket, and a pillow are needed. These items will be staying at the daycare. I will launder the items every Friday.

If necessary a comfort object for rest-time, and anything else your child may need. There is a good possibility your child will get dirty throughout the day because of food, paint, markers, dirt, bubbles, etc. So please dress your child accordingly for play. We are not responsible for replacing stained or soiled clothing. Furthermore, we suggest that you write your child's name on the tags of their clothing (especially socks and underwear) in order to prevent any clothing mix-ups.

Note: As the weather changes throughout the year, so do your child's items needed at daycare. We greatly appreciate your adherence to this subject, as it helps ours and the children's day run more smoothly to have all of his or her necessary belongings with them at daycare. This way we can care for your child in the best possible way.

# Meals/Snacks

Each day we provide two nutritious and well balanced meals and two snacks We provide morning breakfast at 8:00am, lunch at 12:30pm and afternoon snack at 4:00pm. Milk or juice is served with all the meals and snacks, and water is offered throughout the day. Below you will find a menu, showing an example of the different types of food we serve throughout any given week. The meals and snacks for each week constantly vary in order to ensure the children receive a well-balanced diet. The children are offered the food, but they will not be forced to eat. It is our goal to offer nutritious meals and snacks to the children in our care, as nutrition is a vital part of a child's health. Children need to eat well-balanced meals in order to meet his or her daily energy needs and to help them build a strong body and mind. We know that the good food habits a child develops will help them prevent cavities, iron deficiency anemia, and obesity, etc. - all common nutritional problems in young children.

## **Special Diets**

If your child has any particular dietary needs resulting from being a vegetarian, or having allergies, religious beliefs, or non-religious beliefs, etc., then we must be informed, and when applicable given a doctor's note stating to the fact. We will adhere to the child's dietary needs. The parent has a choice of providing the child with the child's meals. If a child's meals will be provided by parent, the child's lunch box will need to be labeled with their name.

# Learning and Fun

I will conduct the following activities with the children:

- literacy and language development activities
- expressive or sensory art activities
- health, safety, or nutrition projects
- puzzles, games, or manipulatives
- outdoor play
- large-muscle activities
- free play
- field trips
- construction and blocks
- music
- selected videos or television shows
- individual quiet activities
- dramatic play

## Nap Time

The children will sleep on mats. Our goal is to have all the children sleeping on the same afternoon nap schedule. Nap time for children will be between 1:00pm and 3:00pm each day. **The State of California requires that all children under the age of five have at least a two-hour rest period every day. No child will ever be forced to sleep; however, they are encouraged to remain quiet and on their mat during this time.** Please send a crib sheet, pillow, and blanket that can be kept at the daycare for your child. Crib sheet, pillow case, and blanket will be washed every Friday.

## **Daily Schedule**

This schedule is meant to give you an idea of your child's day. Actual times and activities may vary depending on time of the year, weather, age and temperament of the children. Age appropriate activities are scheduled with the flexibility allowed to respond to the needs of each individual child and their various ages.

7:00 - 8:00 drop-offs, welcome children, free-play and/or structured-play, trains, story-

time, etc.

8:00 - 8:30 breakfast, clean-up/wash-up

8:30 - 9:00 circle-time (Mother Goose Time Preschool Curriculum)

9:00 - 9:30 arts and crafts, story-time, various learning games

9:30 - 10:00 music, song and dance, tumbling exercises

10:00 - 11:00 outside play-time

**11:00 - 12:30** free-play and/or structured-play, interactive video (Little Einstein's, Blue's Clues, etc.)

12:30 - 1:00 lunch time, clean-up/wash-up, and get on mats

1:00 - 3:00 rest-time and/or quiet-time

- 3:00 4:00 free-play and/or structured-play, puzzles, books, various learning toys, etc.
- 4:00 4:30 afternoon snack, clean-up/wash-up
- 4:30 5:30 pick-ups, outside play (depending on season), coloring, play-dough, toys,

#### story-time, etc.

## Pets

We do have a small male Maltese Shitzu mix. He is friendly and very playful with children. His immunizations are up to date and current on his rabies shot. I have a copy of his papers on hand for any parents that are concerned. There will times when he will probably want to join the children when they are outside. I allow and encourage the children to interact with and care for my dog as a part of the child care program.

## **Guidelines - What Is Asked of Children**

- 1. All food and drinks must be kept in the kitchen area.
- 2. No shoes in the daycare area and inside the home.
- 3. No playing in the bathroom.
- 4. No coloring on anything but paper.
- 5. Name calling and foul language or yelling is not allowed.
- 6. No hitting, kicking, pushing, pinching, biting, spitting or pulling hair.
- 7. No pulling or picking of plants, grass, trees, or flowers.
- 8. No picking-up, pulling, poking Kelso (our dog).
- 9. All kitchen and bathroom cupboards are off limits to daycare children.
- 10. Take turns and share.
- 11. Help clean up.
- 12. Laugh, smile, play, and be happy.

## **Communication**

So, we can provide the best possible care, please feel free to communicate any needs, wants and/or concerns regarding your child. It is only through good parent/provider interaction that good quality nurturing care can be achieved.

## **Contract Adherence**

This is our home as well as our business, so please be respectful of our family and home by adhering to the policies and procedures outlined in the parent handbook. We realize this is a lot of information to absorb. Because of this, **please keep your parent handbook accessible so you can periodically review our policies and procedures as necessary.** We reserve the right to amend any portion of the Parent-Provider Contract/Enrollment Application, and Parent Handbook at any time. If and when we do make a change to the contract you will be given a copy.

# A Final Note

It is important that you feel comfortable with our policies and procedures. If you do not understand something, have a concern, or you feel uncomfortable with one or more of our policies and/or procedures it is important that you express that to us before enrolling your child in our daycare. We are always open to suggestions and feel communication is a very important part of a quality daycare. If there are any problems or concerns in the future, we encourage you to talk to us about them. If a lengthy discussion is needed, a time that is convenient for both of us will be scheduled, as the other children still need our attention during business hours. Thank you for the opportunity to work with you and care for your little one. We look forward to a future of keeping your child smiling and safe.

**Note:** By signing the Parent-Provider Contract/Enrollment Application, it is understood that all of the policies and procedures of Laugh & Learn Home Daycare handbook are understood and agreed upon.