

Washoe County Human Services Agency

Regulations for Child Care Facilities

Qualifications and Requirements of Caregivers

SECTION 22 QUALIFICATIONS AND REQUIREMENTS OF CAREGIVERS

22.1 Specific caregivers. The following Sections apply to all caregivers, including family child care and group child care home licensees.

22.2 Caregiver qualifications

A. Every caregiver must be:

1. At least 16 years of age;
2. Able to communicate adequately to summon emergency assistance and respond to or initiate contact with parents and licensing authority; and
3. Mentally and physically healthy and qualified to carry out a program which places emphasis on the development of children.

B. A staff member under 18 years of age may not be used to supervise other staff.

C. Licensees, including family child care and group child care home operators, must be at least 18 years of age.

D. Any caregiver who is under 18 years of age must:

1. Have completed a course in the development of children; or
2. Be currently enrolled in and complete a course in the development of children while employed in a facility.

The course must be approved by The Nevada Registry or its successor organization, or any other agency designated by the Agency to approve such courses. If The Nevada Registry or its successor organization has not approved the course, and the Agency has not designated another agency to approve such courses, the Agency may decide whether a course in the development of children is adequate to meet these requirements.

E. Although Subsection 22.2.A allows caregivers to be under the age of 18 in certain circumstances, a child care facility may not be operated unless a person who is 18 years of age or older is on the premises of the facility.

F. No more than 50 percent of the caregivers in a child care facility may be under 18 years of age.

*G. Whenever a facility is in operation, at least one caregiver on duty must have current CPR certification. All caregivers of a facility must obtain certification in the

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administration of cardiopulmonary resuscitation (CPR) within 120 days of commencing employment and provide documentation that such certification is current.

1. The certification must be in the administering of CPR to children and to infants if the facility is licensed to care for children under the age of two years, and to adults if necessary to ensure that the person is certified to administer CPR to children of all ages for which the facility is licensed to care for.
 2. The course must be taught by a certified instructor who meets the standard of a nationally or internationally recognized provider of training in CPR, including, without limitation, the American Heart Association, the American Red Cross, MEDIC FIRST AID International, EMS Safety Services, or the American Safety and Health Institute.
- H. Caregivers must complete a program for the administration of first aid. The program must be provided by a licensed health care professional or a representative of a licensed health care agency or clinic, a community college, a university, the American Red Cross, the American Heart Association, an adult education program in home nursing, or an institution approved by The Nevada Registry or its successor organization. The training must include health information for children and responses to illness and emergencies, including the administration of first aid to victims of fire, serious injury, or the ingestion of poison.
- I. Upon request a facility must present to the Agency evidence that any caregiver on duty has complied with training requirements.
- J. Each caregiver and staff member working directly with children, except as exempt in Section 31.7, shall complete and comply with a course in the recognition of the signs and symptoms of illness in children and the prevention of exposure to blood borne pathogens as required in Subsection 6.5 of these Regulations as follows:
- *1. Prevention and Control of Communicable Diseases in the Child Care Setting as taught or approved by the Washoe County Health District. Certification must be completed within 120 days after the first day of employment in any licensed child care facility. This course must be completed at least once every 36 months. A copy of the most recent certificate shall be maintained at the facility.
 2. Whenever a facility is in operation, at least one caregiver on duty must have completed a course in Prevention and Control of Communicable Diseases in the Child Care Setting.
- K. Within 90 days after the caregiver commences employment in the facility, the caregiver must apply with The Nevada Registry or its successor organization, and annually renew his registration before the date on which it expires.

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- 22.3 Caregiver requirements. Caregivers must be able to:
- A. Work with children without recourse to physical punishment or psychological abuse;
 - B. Communicate with children and their parents;
 - C. Praise and encourage children and provide them with a variety of learning and social experiences;
 - D. Recognize and eliminate hazards to the safety of children; and
 - E. Summon help in the event of an emergency.
- 22.4 Tuberculosis test/immunizations. Each caregiver and staff member shall comply with health verification requirements in Subsection 6.2 of these Regulations as follows:
- A. Written certification of negative results of a tuberculosis test taken within 12 months immediately preceding the first day of employment at the facility. Thereafter, every two years, a skin test or chest x-ray for tuberculosis is required. If a positive skin test is found, a chest x-ray is required.
 - B. Requirements in Subsection A above will apply to any person residing in a family child care or group child care home. Children under the age of 18 living in the home must have a current record of immunization from the Washoe County Health District or authorized physician.
- 22.5 Health problems, exclusion of caregivers, other staff members, and volunteers
- A. Each caregiver, other staff member, or volunteer who has an identified health problem that may affect his/her ability to provide adequate care to children in a facility shall:
 - 1. Report the problem to the Director of the facility or, if self-employed, to the Agency; and
 - 2. Submit to the Director of the facility or, if self-employed, to the Agency, a written statement from a licensed physician attesting to the fact that the health of the caregiver does not endanger the children who are under his/her care in the facility.
 - B. Each Director shall report to the Agency any health problems reported to him/her pursuant to Subsection 22.5.A.1. See also Subsection 26.2 on the duty of the child care facility to report reportable diseases and conditions to the Agency and Health Authority.
 - C. In the event of question regarding the physical or mental health of any child care personnel or facility resident, the Agency or licensee may require him/her at any time

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to undergo further medical/psychiatric examination. If, as the result of further examination, there is indication of a physical, emotional, or mental condition which could be hazardous to a child, other staff, or self, and which would prevent satisfactory performance, the employee/caregiver shall not be assigned or returned to a position until the condition is cleared to the satisfaction of the examining physician.

- D. The child care facility shall follow the Health Authority's directions on exclusion of the ill caregiver, other staff member, or volunteer with a reportable disease or condition. A caregiver, other staff member or volunteer who is excluded as a result of a reportable disease or condition shall not be allowed to return to the child care facility until permission to do so is given to the child care facility by the Health Authority. The following reportable diseases may require exclusion from child care per the direction of the Health Authority:

- Amebiasis
- Campylobacteriosis
- Cholera
- Cryptosporidiosis
- E. coli 0157:H7
- Giardiasis
- Haemophilus influenzae type b invasive disease
- Hepatitis A
- Measles (rubeola)
- Meningitis
- Meningococcal disease
- Mumps
- Pertussis
- Pneumonic Plague
- Poliomyelitis
- Rubella
- Salmonellosis
- Shigellosis
- Tuberculosis
- Typhoid fever
- Yersiniosis

- E. The child care facility shall exclude volunteers, caregivers, and other staff members, who either have contact with the children or contact with anything with which children came into contact with, and who have the following:

1. Respiratory illness, including uncontrolled coughing, difficulty breathing, or wheezing, until diagnosed not to be contagious;
2. Rash with fever or joint pain, until diagnosed not to be measles or rubella;

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3. Multiple bouts of diarrhea, defined as 3 or more watery stools during the previous 24-hour period or one bout of bloody diarrhea, until either no diarrhea occurs for 24 hours or until diagnosed not to be contagious;
 4. Vomiting illness (two or more episodes of vomiting in the previous 24 hours), until either no vomiting occurs for 24 hours or until determined by a treating health care provider not to be contagious;
 5. Shingles, only if the blisters cannot be covered by clothing or a bandage until the blisters have crusted;
 6. Skin infection, until 24 hours after treatment has been initiated;
 7. Strep throat or other streptococcal infection, until 24 hours after initial antibiotic treatment and 24 hours after cessation of fever;
 8. Head lice, from the end of the day of discovery, until after the first treatment;
 9. Scabies, until after treatment has been completed;
 10. Purulent conjunctivitis (defined as pink or red conjunctiva with white or yellow eye discharge, often with matted eyelids after sleep, and including eye pain or redness of the eyelids or skin surrounding the eye), until 24 hours after treatment has been initiated;
 11. Chickenpox (Varicella-Zoster) until all sores have dried and crusted (usually 6 days); or
 12. Ringworm of the scalp or body until 24 hours after treatment has been started.
- F. Caregivers or other staff members who have herpetic gingivostomatitis, cold sores or herpes labialis shall not be excluded from the child care facility, but shall:
1. Cover lesions with a bandage, clothing or other appropriate dressing;
 2. Avoid hugging, kissing or other close contact with children;
 3. Avoid sharing food or drink with children or other caregivers or members of the staff of the facility;
 4. Avoid touching lesions; and
 5. Wash hands frequently and upon accidentally touching a lesion or upon touching or changing a dressing.

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- G. The Health Authority may make a final determination on exclusion when a conflict exists between the treating health care provider and the exclusionary guidelines referenced in Subsection 22.5 E.
 - *H. For more information, refer to Addendum VI or to the Prevention and Control of Communicable Diseases in Schools and Child Care Facilities provided by Washoe County Health District.
- 22.6 Alternate caregivers. Alternate or substitute caregivers can be used in a facility when a caregiver's absence is either planned or unplanned. The alternate caregiver is considered a member of the staff of the facility for 12 months from the last date in which they worked as an alternate caregiver. The alternate caregiver must meet all of the conditions of this Section and Sections 6.7.B and 23 of these Regulations. Please refer to Section 31.7 regarding alternate caregivers in a family home child care.
- 22.7 Volunteers. For the purpose of these Regulations, a volunteer is a person at least 16 years of age working in a facility in an unpaid position.
- A. A volunteer who is working directly with children and who is counted in the staff to child ratio will be counted as a member of the staff for the purposes of these Regulations and must meet all caregiver requirements.
 - B. A volunteer for a child care facility, regardless of his age, may not provide direct care to a child at the facility unless the care is provided under the supervision of an employee at the facility who is 18 years of age or older.