

CAREGIVER BACKGROUND CHECK ROLE CHART

The table below is not an exhaustive list of possible roles in child care; it is meant to provide examples and additional clarification regarding who is subject to the new background check requirements.

DEFINITIONS

Caregiver means any of the following:

1. A person who is an employee or contractor of a child care program and involved in the care or supervision of children in care.
2. A person who has direct contact and unsupervised access to children in care of a child care program.
3. A person who has, or is seeking, a license, certification, or contract to operate a child care program.

* Student teachers, practicum students, household members, and volunteers counted in ratio are all considered **caregivers**.

Household Member: A person who is age 10 or older, who resides, or is expected to reside, at a child care program, and who is not a client of the child care program or caregiver.

Noncaregiver Employees: Individuals who provide services to a child care program as an employee or as a contractor, are not caregivers, but whose work at the child care program provides opportunities for unrestricted access to children in care. Unrestricted access means the ability to move freely throughout the premises and opportunities for interactions with children in care.

Role	Description	5-Year Fingerprint-Based FBI Check	Annual Name-Based DOJ Check
Administrative Staff	Someone working at a separate building, reception desk, office space, or somewhere in the facility who does not provide care for children, does not have the ability to move freely throughout the premises and does not have the opportunity to interact with children in care.	No	No
Administrative Staff	Someone providing administrative support or acting as office staff for a program or provider who does not provide care for children but does have the ability to move throughout the premises and the opportunity to interact with children in care.	Yes	No
Administrator	Someone overseeing administrative staff who has unescorted access to the premises and could potentially interact with children in care.	Yes	No
Applicant / Licensee	Anyone applying to start a licensed child care center or certified child care program.	Yes	Yes
Director	Anyone acting as the director of a child care facility or program.	Yes	Yes
Director - Assistant	Someone providing assistance or support for the director of a facility or program <u>who does not have unescorted access</u> to the facility and does not have the opportunity to interact with children in care.	No	No
Director - Assistant	Someone providing assistance or support for the director of a facility or program <u>who does have unescorted access</u> to the facility and does have the opportunity to interact with children in care.	Yes	No

Role	Description	5-Year Fingerprint-Based FBI Check	Annual Name-Based DOJ Check
Facilities Staff	Facilities, maintenance or grounds keeping staff, <u>who do not have unescorted access</u> to the premises and do not have the opportunity to interact with children in care.	No	No
Facilities Staff	Facilities, maintenance or grounds keeping staff <u>who do have unescorted access</u> to the premises and have the opportunity to interact with children in care.	Yes	No
Household Member (18 or Older)	Any member or non-client resident of a household that is also a child care program or center who is 18 years of age or older.	Yes	Yes
Household Member (Under Age 18)	Any member of a household that is also a child care program or center who is under 18 years of age.	Children under 18 years of age are not subject to fingerprint-based background checks, however, they must still be submitted to undergo a less comprehensive background check.	Children under 18 years of age are not subject to fingerprint-based background checks, however, they must still be submitted to undergo a less comprehensive background check.
Human Resources	Someone who provides human resource services or support for a program or facility, does not have unescorted access to the premises where child care is occurring and <u>does not have</u> the opportunity to interact with children in care.	No	No
Human Resources	Someone who provides human resource services or support for a program or facility, does have unescorted access to the premises where child care is occurring and <u>does have</u> the opportunity to interact with children in care.	Yes	No
Kitchen Staff	Someone who prepares food on behalf of the center, does not have the opportunity to interact with children (such as by serving them the food) and <u>does not have unescorted access</u> to the premises.	No	No
Kitchen Staff	Someone who prepares food on behalf of the center, is not a caregiver, has the opportunity to interact with children (such as by serving them the food) <u>and has unescorted access</u> to the premises.	Yes	No
Minor Employee (Under Age 18)	Any employee under the age of 18 <u>who does not have unescorted access</u> to the premises or the opportunity to interact with children in care.	Children under 18 years of age are not subject to fingerprint-based background checks, however, they must still be submitted to undergo a less comprehensive background check.	Children under 18 years of age are not subject to fingerprint-based background checks, however, they must still be submitted to undergo a less comprehensive background check.
Minor Employee (Under Age 18)	Any employee under the age of 18 <u>who has unescorted access</u> to the premises and the opportunity to interact with children in care.	Children under 18 years of age are not subject to fingerprint-based background checks, however, they must still be submitted to undergo a less comprehensive background check if they meet the other qualifications.	Children under 18 years of age are not subject to fingerprint-based background checks, however, they must still be submitted to undergo a less comprehensive background check if they meet the other qualifications.

Role	Description	5-Year Fingerprint-Based FBI Check	Annual Name-Based DOJ Check
Other Caregiver	Any other individual who meets the definition of "caregiver." The definition of caregiver is: 1. A person who provides or is involved in the care or supervision of children enrolled in a child care program. 2. A person who has, or is seeking, a license, certification, or contract to operate a child care program. 3. A person who has direct contact and unsupervised access to children enrolled in a child care program.	Yes	Yes
Other Non-Caregiver	Any person employed by, or providing services to, a center who has unescorted access to the facility and the opportunity to interact with children in care.	Yes	No
Provider	Any individual responsible for providing child care services for a center, facility or program.	Yes	Yes
Site Supervisor	Someone responsible for supervising or observing the training or teaching of another individual <u>without unescorted access</u> to the child care premises or without the opportunity to interact with children in care.	No	No
Site Supervisor	Someone responsible for supervising or observing the training or teaching of another individual <u>with unescorted access</u> to the facility and the opportunity to interact with children in care.	Yes	Yes
Student Intern	Student interns and student teachers all count as caregivers under the new guidelines and require a fingerprint-based FBI background check.	Yes Students under 18 years of age are not subject to fingerprint-based background checks; however, they must still be submitted to undergo a less comprehensive background check.	Yes Children under 18 years of age are not subject to fingerprint-based background checks; however, they must still be submitted to undergo a less comprehensive background check.
Student Teacher	Student interns and student teachers all count as caregivers under the new guidelines and require a fingerprint-based FBI background check.	Yes Children under 18 years of age are not subject to fingerprint-based background checks; however, they must still be submitted to undergo a less comprehensive background check.	Yes Children under 18 years of age are not subject to fingerprint-based background checks; however, they must still be submitted to undergo a less comprehensive background check.
Teacher - Assistant	Teachers in any capacity count as caregivers and require a fingerprint-based FBI background check.	Yes	Yes
Teacher - Lead	Teachers in any capacity count as caregivers and require a fingerprint-based FBI background check.	Yes	Yes
Teacher - Substitute	Teachers in any capacity count as caregivers and require a fingerprint-based FBI background check.	Yes	Yes

Role	Description	5-Year Fingerprint-Based FBI Check	Annual Name-Based DOJ Check
Volunteer	Parent volunteers who do not fulfill a caregiving role and do not count towards the required staff-to-child ratio.	No	No
Volunteer	Any volunteer counted towards the required staff-to-child ratio.	Yes	Yes
Volunteer	Any volunteer who does not count towards the required staff-to-child ratio, but provides services to the center or program and <u>has unescorted access</u> to the premises and the opportunity to interact with children.	Yes	No

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