

October 15, 2025

ISSUED VIA PROVIDER HUB

Nazliya Sadiki, Authorized Agent
The Little Bee's Childcare Corp.
13306 Monterey Avenue South
Savage, MN 55378-1635

License Number: 1121580 (Child Care Center)

ORDER OF CONDITIONAL LICENSE

Dear Nazliya Sadiki:

The Department of Children, Youth, and Families (DCYF) is placing your license to provide child care services at The Little Bee's Childcare Corp, located at 1630 County Highway 10, Spring Lake Park, Minnesota on conditional status for two years, beginning October 15, 2025 . This means you must meet certain conditions to maintain your license, detailed below. This order is based on your noncompliance with child care center licensing requirements. Details of our findings are also provided below. Our next steps and your options are also detailed.

REASON FOR THE CONDITIONAL LICENSE

On August 21, 2025, a DCYF licensor conducted a follow-up visit at your facility located at, 1630 County Highway 10, Spring Lake Park, Minnesota. As a result of this licensing visit, the DCYF licensor determined that your program failed to comply with the laws and rules that apply to licensed child care centers, citing fourteen violations. DCYF has considered the nature, chronicity, and severity of these violations, as well as the health, safety, and rights of children by the program.

Nature and severity: On August 21, 2025, the DCYF licensor determined fourteen licensing violations. Seven of the fifteen violations are repeat violations for which you were previously cited. In your response to the Correction Order dated June 4, 2025, you stated that you corrected all the violations. However, it was determined that seven of those citations were not corrected and were again determined to be out of compliance. Numerous violations related to the health and safety of children were found, including failure to:

- comply with background study requirements (addressed in a separate Order to Pay a Fine on May 12, 2025)
- adequately supervise children
- comply with infant safe sleep requirements
- comply with children's file requirements
- comply with staff qualifications requirements
- comply with staff training requirements

Chronicity: Your program received its license on March 25, 2024. In that short time, your program has demonstrated a history of noncompliance with licensing rules and statutes. The information below summarizes this history:

- October 15, 2025 Conditional License (this order): 14 violations (7 repeat)
- May 12, 2025 Correction Order: 25 violations (9 repeat)
- May 12, 2025 Order to Pay a Fine: 1 background study violation (\$200)
- January 30, 2025 Correction Order: 17 violations (1 repeat)
- October 29, 2024 Correction Order: 3 violations
- July 17, 2024 Technical Assistant Review Report: 2 violations

Due to the serious and chronic nature of these violations, and the conditions in the program, which impact the health and safety of children in your care, your license to provide child care is placed on a conditional status.

Licensing Violations

DCYF determined that your program failed to follow licensing rules and statutes, as described below.

Program Practices

1. Violation: Staff distribution requirements were not maintained. A teacher or assistant teacher did not directly supervise an aide.

An aide qualified staff person was supervising eight children in the School Age classroom. A teacher qualified staff person was required to meet staff distribution requirements.

Rule Violated: Minnesota Rules, part 9503.0034, subpart 1; and part 9503.0040, subpart 2, item D

Repeat Licensing Violation: The license holder was cited for a similar violation in a Correction order dated January 30, 2025.

2. **Violation:** Staff did not supervise the children at all times. The DCYF licensor observed the following:

- At approximately 11:05 a.m., two children were alone and unsupervised in the gym adjacent to the School Age classroom.
- At approximately 11:20 a.m., a school age child walked from the School Age classroom to the front door alone. A staff person in the School Age classroom went to retrieve the child who left the classroom leaving the remaining seven children in the School Age classroom alone and unsupervised.
- At approximately 11:05 a.m., two preschool children were alone and unsupervised in the bathroom across from the Preschool classroom for approximately one minute.-

Supervision occurs when a program staff person is accountable for the child's care and is within sight and hearing of a child at all times, so that the program staff person can intervene to protect the health and safety of the child.

Rule/Statute Violated: Minnesota Statutes, section 142B.01, subdivision 27 and Minnesota Rules, part 9503.0045, subpart 1, item A

Infant and Toddler Care

3. **Violation:** Each infant's bottle was not labeled with the child's first and last name.

Five infant's bottles were labeled with the child's first name and the first letter of the last name in the Infant classroom.

Rule Violated: Minnesota Rules, part 9503.0145, subpart 7, item D

Repeat Licensing Violation: The license holder was cited for a similar violation in a Correction order dated May 12, 2025.

In your response to the Correction Order dated June 4, 2025, you stated, "We have corrected this issue immediately. All bottles in the infant classroom are now clearly labeled with each child's first and last name, in full compliance with licensing requirements. Staff have been reminded of this policy, and we will continue to monitor daily to ensure ongoing compliance".

4. **Violation:** The program did not comply with the requirements for reducing the risk of sudden unexpected infant death. The program did not ensure that there was nothing in the crib with an infant younger than one year of age, except for the infant's pacifier.

An infant younger than one year of age was asleep in a crib with a blanket on him/her.

Statute Violated: Minnesota Statutes, section 142B.46, paragraph (b)

Staff Qualifications

5. **Violation:** The program did not have documentation on site to show that 1 of 1 (SP10) staff persons met the:
 - education requirements of the assistant teacher job classification for which the staff person was employed (SP10); and
 - experience requirements of the assistant teacher job classification for which the staff person was employed (SP10).

Rule Violated: Minnesota Rules, part 9503.0033, subpart 2; and part 9503.0120, item B

Staff Training

6. **Violation:** The program did not comply with requirements for an allergy-related Individual Child Care Program Plan (ICCPP); Documentation was not available to show that staff persons reviewed an allergy-related ICCPP.

There was no documentation available to show that 2 of 2 (SP2 and SP9) staff persons had reviewed an allergy-related ICCPP for a child.

Statute Violated: Minnesota Statutes, section 142B.66, subdivision 1, paragraph (b)

Repeat Licensing Violation: The license holder was cited for a similar violation in a Correction Order dated May 12, 2025.

In your response to the Correction Order dated June 4, 2025, you stated, "The ICCPP in questions was immediately reviewed and signed by [the staff person], and the signed acknowledgment has been placed in both the child's file and the staff file. A new ICCPP review log was created to document and track staff acknowledgment for each child-specific care plan, including food allergies and medical needs. A policy was implemented to ensure: ICCPPs are reviewed and signed by all assigned classroom staff within 24 hours of enrollment or care plan updates. Documentation is verified by the Director and maintained in both the child and staff

folders. The importance of ICCPP documentation was emphasized during a staff meeting, and training was provided on how to review, sign, and apply care plan instructions”.

7. Violation: The program did not comply with the training requirements for an allergy related Individual Child Care Program Plan (ICCPP).

There was no documentation available for 1 of 1 (SP9) individuals (director, staff persons, substitutes, or unsupervised volunteers) to verify that each staff person responsible for carrying out an allergy-related Individual Child Care Program Plan (ICCPP) was informed of the changes to the ICCPP.

Statute Violated: Minnesota Statutes, section 142B.66, subdivision 1, paragraph (c)

Children's Records

8. Violation: Each child's record did not contain all required information:
 - 1 of 1 (C9) children's files reviewed did not contain the names and telephone numbers of anyone authorized to take the child from the program;
 - 1 of 2 (C1) children's files reviewed did not contain the names, addresses, and telephone numbers of the child's source of regular medical and dental care and source of emergency medical and dental care;
 - 1 of 1 (C9) children's files reviewed did not contain the names, addresses, and telephone numbers of two persons to be contacted if a parent cannot be reached in an emergency or when there is an injury requiring medical attention;
 - 1 of 1 (C9) children's files reviewed did not contain written authorization for the center to act in an emergency or when the parent cannot be reached or is delayed; and
 - For children age six weeks to 33 months, 1 of 1 (C9) children's files reviewed did not contain a description of the child's eating, sleeping, toileting, communication habits, and effective methods for comforting the child.

Rule Violated: Minnesota Rules, part 9503.0125

Repeat Licensing Violation: The license holder was cited for a similar violation in a Correction Order dated May 12, 2025.

In your response to the Correction Order dated June 4, 2025, you stated, "We immediately audited all children's files and found that: [one child] was missing regular and emergency medical/dental provider information, which has now been completed by the parent. [Four children] were missing parent conference documentation, which has now been completed with dates and summary notes added. A new enrollment checklist has been implemented to ensure all required information is collected and verified before a child's start date. Moving forward, parent conferences will be documented in real-time, and summary forms are kept in each child's file".

9. Violation: 3 of 3 (C3, C6 and C9) children's files reviewed did not contain documentation of a current physical examination received within 30 days of enrollment.

Rule Violated: Minnesota Rules, part 9503.0125, item G; and part 9503.0140, subpart 3

Repeat Licensing Violation: The license holder was cited for a similar violation in a Correction Order dated May 12, 2025.

In your response to the Correction Order dated June 4, 2025, you stated, "Parents of [three children] were contacted, and current physical examination forms have been submitted and placed in the children's files. A 30-day reminder system is now used to track due dates for physicals and follow up with families after enrollment".

10. Violation: 4 of 4 (C1, C2, C6 and C9) children's files reviewed did not contain a current immunization record, a signed notarized statement of parental objection to the immunization, or a medical exemption.

Rule Violated: Minnesota Rules, part 9503.0125, item G; and 9503.0140, subpart 5

Repeat Licensing Violation: The license holder was cited for a similar violation in a Correction Order dated May 12, 2025.

In your response to the Correction Order dated June 4, 2025, you stated, "Immunization records were requested from parents of [four children]. As of now, all records are either: Updated and submitted, or Supported by signed exemption forms where applicable. Enrollment cannot continue unless immunization records or exemptions are in place per Policy".

11. Violation: The program had not provided individual parent conferences two times a year.

Rule Violated: Minnesota Rules, part 9503.0090, subpart 2, item A

12. Violation: 3 of 3 (C1, C2 and C3) children's files reviewed did not contain documentation to show that individual parent conferences were planned and offered.

Rule Violated: Minnesota Rules, part 9503.0090, subpart 2, item B.

Repeat Licensing Violation: The license holder was cited for a similar violation in a Correction Order dated May 12, 2025.

In your response to the Correction Order dated June 4, 2025, you stated, “We immediately audited all children’s files and found that: [one child] was missing regular and emergency medical/dental provider information, which has now been completed by the parent. [Four children] were missing parent conference documentation, which has now been completed with dates and summary notes added. A new enrollment checklist has been implemented to ensure all required information is collected and verified before a child’s start date. Moving forward, parent conferences will be documented in real-time, and summary forms are kept in each child’s file”.

13. Violation: The program did not develop an Individual Child Care Program Plan for 1 of 2 (C8) children's files reviewed with a known allergy.

Statute Violated: Minnesota Statutes, section 142B.66, subdivision 1, paragraph (a)

Repeat Licensing Violation: The license holder was cited for a similar violation in a Correction Order dated May 12, 2025.

In your response to the Correction Order dated June 3, 2025, you stated, “ An Individual Child Care Program Plan (ICCPP) for [one child] was completed in collaboration with the child’s parent. The plan includes allergy details, emergency response, and authorized medication, and has been reviewed and signed by classroom staff. ICCPPs are now completed within 24 hours of parent disclosure and reviewed with staff before the child’s first day”.

14. Violation: The individual child care program plan (ICCPP) for 1 of 1 (C9) children with a known allergy did not contain:

- avoidance techniques (C9); and
- procedures for responding to an allergic reaction, including medication, dosage, and doctor contact information (C9).

Statute Violated: Minnesota Statutes, section 142B.66, subdivision 1, paragraph (a)

Immediate corrective action required

You must immediately correct the violations cited above. Submit documentation to your licensor within 30 days from when you received this order explaining how you have corrected the violations. If

you fail to demonstrate substantial compliance with child care licensing requirements or with the terms of your conditional license that are provided below, DCYF may take an additional licensing action, including revocation, against your license.

Additionally, DCYF will not approve a request to increase your childcare services from the date of this order until the time your conditional license expires.

Conditional License Terms

In addition to the child care licensing rules and statutes, you are required to comply with the following terms:

1. Within 15 days from receipt of this order, you must provide written notification of the conditional status of your license to all parents/legal guardians. Prior to providing the written notification to all parents/legal guardians, you must submit the written notice to your DCYF licensor for approval. The notification must specify the length of time of the conditional status of your license, the reasons your license was made conditional, and must include either a copy of the Order of Conditional License or an offer to provide a copy of the order upon request.
2. You must develop a system that includes using a checklist to ensure you have a record onsite for every child enrolled in your program and each record maintains all required information as specified under Minnesota Rules, part 9503.0125 and Minnesota Statutes, section 142B. 66, subdivision 1, paragraph (a). Within 30 days from receipt of this order, you must submit a copy of the checklist you will use to ensure each child has a record and contains all required documentation. On an ongoing basis while your license is on conditional status, you must complete the checklist for each child enrolled in your program and maintain a copy of the completed checklist in each child's file.
3. Within 45 days from receipt of this order, you must ensure that all staff persons have successfully completed training as required under Minnesota Statutes, section 142B.66, subdivision 1 paragraphs A and C, and infant safe sleep requirements as required under Minnesota Statutes, section 142B. 46. You also must ensure that new hires successfully complete all applicable training. You must maintain documentation of the completed training in each staff person's personnel record.

Your Right to Request Reconsideration

You have the right to request reconsideration of this order and the cited violations. Your request must:

- Be in writing

- Clearly state that you are requesting reconsideration of the conditional license
- List each citation you are challenging and identify what is inaccurate or incomplete about the information in the order
- Supply information that is accurate or more complete
- State why you believe your license should not be on a conditional status
- Be made before the deadlines provided below

If you choose to request reconsideration of this order, you must use the Provider Hub (<https://providerhub.DCYF.mn.gov/>) to submit your request. The timeline to request reconsideration began when this order was issued in the Provider Hub. Your request for reconsideration must be submitted in the Provider Hub within 10 calendar days from the date of issue. If you do not meet this deadline, you lose your right to request reconsideration.

Conditional license stayed pending reconsideration

If you request reconsideration within the timeframes described above, the terms of the conditional license will not take effect until a decision is issued by DCYF. If the conditional license is affirmed on reconsideration, the terms would take effect on the date of the reconsideration decision, and run for two years from that date. You continue to be required to comply with all child care center laws and rules.

Posting of this licensing action

You are required to place this Order of Conditional License in a place that is clearly noticeable to the people receiving services and all visitors to the facility for two years, even if you appeal.

Legal authority for this licensing action

- This action is taken under Minnesota Statutes, 142B.16, subdivision 1.
- Child Care Centers are required to follow Minnesota Rules 9503.0005 to 9503.0170; and Minnesota Statutes, Chapters 142B, 245C, and 260E
- The timeline to request reconsideration of the order is provided in Minnesota Statutes, section 142B.16, subdivision 4.
- The requirement to post this order in a clearly visible location is required under Minnesota Statutes, section 142B.16, subdivision 5.
- If a license holder files a timely reconsideration request, the terms of the conditional license are stayed pending a decision by DCYF under Minnesota Statutes, section 142B.16, subdivision 4.
- Minnesota Statutes, section 142B.16, subdivision 3 states that DCYF may impose additional licensing actions against a license holder that does not correct the violations cited in a conditional license order.

Nazliya Sadiki, Authorized Agent

October 15, 2025

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Questions

If you have any further questions regarding this matter, you may contact Donna Gainor, Unit Supervisor, at 651-431-6529.

Sincerely,

A handwritten signature in black ink that reads "KSommers". The signature is written in a cursive style with a long horizontal stroke at the end.

Kimberly Sommers, Assistant Unit Manager
Licensing Division
Office of Inspector General