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**Inspection Report**

<b>Provider Name:</b> Imaginations Abound	<b>Provider Information</b>	<b>CLR No:</b> L383362
<b>Provider Address:</b> 2613 Legends Way, Crestview Hills, KY, 41017	<b>Provider Type:</b> LICENSED TYPE I	<b>Capacity:</b> 160
<b>Owner(s):</b> Imaginations Abound Llc		<b>Director(s):</b> Rice, Mary Patricia

<b>Inspection Type:</b> Investigation	<b>Inspection Information</b>	<b>Inspection No:</b> 321769
<b>Date Initiated:</b> 06/08/2022 9:16 AM	<b>Date Concluded:</b> 06/08/2022 11:25 AM	
	<b>No. of Children Present:</b> 46	

Inspection Report	
Supervision	In Compliance
Staffing Requirements	In Compliance
General Administration	In Compliance
Employee Records	Not In Compliance

395 - Personnel File Not In Compliance

**922 KAR 2:090. Section 9. Records.**  
**(1) A child-care center shall maintain:**  
**(e) A current personnel file for each child-care center staff person to include:**  
**1. Name, address, date of birth, and date of employment;**  
**2. Proof of educational qualifications;**  
**3. Record of annual performance evaluation;**  
**4. Documentation of compliance with tuberculosis screening in accordance with Section 11(1)(b) of this administrative regulation; and**  
**5. The results of background checks conducted in accordance with 922 KAR 2:280;**

**Findings:**

General: Based on review of documentation and interview, the facility failed to maintain staff files. The following was found:

1. A review of staff files during the inspection found two staff that did not have the date of employment listed in their file. The staff person in charge contacted the owner/director via phone call during the visit. The owner/director reviewed information on her computer and then verbally identified the dates - 5/4/22 and 5/2/22 as the hire dates. However, the dates of hire were not maintained in the personnel files.
2. One staff person (hire date: 8/10/21) observed working in the Three Year Old Classroom during the visit did not have educational documentation or T.B. documentation on file.
3. One staff person (hire date: 8/23/21) observed working in the One Year Old Classroom during the visit did not have T.B. documentation on file.

Staff stated during interview that on 5/1/22, a terminated staff person entered the facility when the facility was closed and was seen on video surveillance removing documentation from some of the files in the office. The staff person in charge stated during interview that missing documents in the above two staff files (hire dates: 8/10/21 and 8/23/21) were present during the 3/2/22 renewal inspection and the surveyor was able to confirm this information during the investigation.

922 KAR 2:090. Section 11. Staff Requirements.

(1) Child-care center staff:

(a) Hired after January 1, 2009, who have supervisory power over a minor and are not enrolled in secondary education, shall have a:

- 1. High school diploma;
- 2. GED or qualifying documentation from a comparable educational entity; or
- 3. Commonwealth Child Care Credential as described in 922 KAR 2:250;

Findings:

General: Based on review of documentation, observation and interview, this regulatory requirement was not met. One staff person (hire date: 10/15/21) observed working in the Infant Classroom during the visit had educational documentation on file. However, the surveyor conducted a phone interview with a Campbell County High School representative during the investigation and found that the school does not have a record of anyone attending the school with the name of the person listed on the diploma.

Signature of Provider/Representative

Title

Date