**Employment Agreement between the Wiessman-Kreps Family (“Family”)**

**and Savannah Israel (“Caregiver”)**

**Employment:**

Employment will begin on Friday, March 6th 2020 - through Friday, Friday March 4th 2022 (two-year

commitment) and is considered at will. Caregiver is to provide childcare services and other duties as set

forth below.

**Childcare Responsibilities:**

1) Provide care, warmth, and security in the physical absence of parents.

2) Plan activities that promote physical, emotional, intellectual, and social development.

3) Maintain a patient, cheerful, and helpful attitude while on duty.

4) Actively participate in the child’s/children’s special problems, interests, and overall well-being.

5) Serve as a resource for problem solving and a positive role model for emotional intelligence.

6) Plan and prepare nutritious snacks and meals.

7) Comply with Family’s discipline and child-rearing preferences.

8) Provide reasonable flexibility in times of emergency.

**CPR:**

1) Caregiver agrees to complete an American Heart Association (AHA) infant/child CPR class prior

to beginning employment or within two weeks of employment, if previous certification has expired.

2) Family will pay for additional requested classes, as needed (Epi Pen, special needs, etc).

**Household & Additional Responsibilities:**

1) Household duties as needed may include: organizing food in refrigerator and pantry, light

housekeeping, various small household tasks/projects, and completing errands within the

community.

2) Walking dog while going on walks with child/children.

3) Showing household pets (dog & cat) positive affection throughout the day and cleaning cat liter

box as needed.

4) Light meal prep prior to parents arrival after work may be asked

**Weekly Work Schedule:**

1) Work week will typically be Monday through Friday for 38-40 hrs/week and with the following

hours (daily end time will vary, based upon when parents are able to return home):

Monday = 8:00am-4:00/4:30pm (8/8.5 hrs/day)

Tuesday, Wednesday, and Thursday = 7:30am-4:00/4:30pm (8.5/9 hrs/day)

Friday = 8:00am-12:30/1:00pm (4.5/5 hrs/day)

2) Specific daily hours are subject to change/flexibility and will be communicated and agreed upon in

advance.

3) Caregiver time worked over 40 hrs/week will be paid at a rate of time and a half per hour.

**Wage Compensation:**

1) **An hourly rate of $15.00 based on 35 hours/week** shall be paid on a weekly basis on the Friday

of each week. A bonus of **$50.00** will be paid bi-weekly. The family guarantees $**2200** in income, whether hours are less than 35.00 per week.

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2) Guaranteed increase in hourly rate with additional children in the future.

**Overtime Compensation:**

Caregiver time worked over 40 hrs/week will paid at a rate of time and a half per hour.

**Federal – State / Income Tax – Workmans Comp:**

Family will withhold taxes.

**Benefits:**

A. Holidays:

a. The following Federal Holidays will be paid time off:

i. New Year’s Eve

ii. New Year’s Day

iii. Memorial Day

iv. Independence Day

v. Labor Day

vi. Thanksgiving Day

vii. Christmas Eve

viii. Christmas Day

b. The following Holidays will be unpaid time off:

i. Martin Luther King Day

ii. Presidents Day

iii. Columbus Day

iv. Veterans Day

c. If any of these holidays occur on a weekend, Family & Caregiver will recognize the

observed Federal Holiday that is in association with the Holiday.

B. Sick Days: 7 days of paid sick leave will be allowed every contract year (Sept – Aug)

C. Vacation: 2 weeks of paid vacation will be allowed every contract year (Sept – Aug) – This will

consist of 1 week of Family’s choice and 1 week of Caregiver’s choice. If possible, please

provide 2 months of advance notice prior to taking vacation.

D. Caregiver may begin use of vacation days after 2 months of employment.

**Automobile:**

1) Reliable transportation and car insurance are required.

2) Caregiver will provide proof of insurance coverage

**Termination / Caregiver’s Employment:**

Under this agreement, employment may be terminated upon one or more of the following:

1) By Family or Caregiver for due cause – No notice. (Due cause is defined as breach of a

material term of this Agreement)

2) By Family without cause – Family will offer no severance pay for termination with 2 week

notice. In lieu of less than 2 week notice, family will offer 2 weeks of salary.

3) By Caregiver upon 2 week notice.

4) By Caregiver’s total disability or partial disability, which renders Caregiver unable to perform

services for more than 2 weeks.

IN WITNESS WHEREOF, the parties agree that they have read and signed this Agreement as of the day

and year written above.

FAMILY: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

CAREGIVER: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_