



CHURCH FEE AND POLICY SCHEDULE

1. Hourly Rate – Church Care. The Client shall pay KMC Nineteen Dollars and fifty cents (\$19.50) per hour of childcare services provided by a ChildCare Specialist. The Client shall pay KMC Twenty-One Dollars and fifty cents (\$21.50) per hour for Teacher, Small Group Leader, Large Group Leader and Worship Leader services. One-time registration fee of two hundred dollars (\$200). **Registration fee is waived for churches for 2019.**

2. Church Care Ratios. The Client agrees to the following ChildCare Specialist to Child ratios. For infants under 1 year of age there shall be one at least one (1) ChildCare Specialist for four (4) infants. For children ages 1 year through 4 years there shall be at least one (1) Childcare Specialist for every 6 children. For ages 5 and up there shall be at least one (1) ChildCare Specialist for every eight (8) children.

3. Small Group Ratios. The Client agrees to the following ChildCare Specialist to Child ratios for small group care. There should be one (1) ChildCare Specialist for up to six (6) children. There should be two (2) specialists for seven (7) to twelve (12) children. If there are more than twelve (12) children, a third ChildCare Specialist may be required.

4. Black-Out Dates. Service is not guaranteed on New Year's Day, Valentines Day, Easter, Mother's Day, Memorial Day, Father's Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day or New Years Eve. All requests for these dates will be handled on a first-come, first-served basis. The hourly rate shall be Twenty-four Dollars and fifty cents (\$24.50) per hour of childcare services.

Service is not guaranteed on Thanksgiving weekend, Memorial Day weekend, or the weekends before and after Christmas. The hourly rate for the dates surrounding the stated black-out dates is the standard rate set forth in Sections 1 and 3.

5. Weekly Needs. Due to the high volume of requests we receive from our churches specifically on Sunday mornings, we ask that if you have a need with multiple specialists, that it is submitted at least a week in advance to ensure coverage. In regards to holiday coverage, please refer to policy 5.

6. Urgency Fees. If the Client needs childcare services at any time with less than forty-eight (48) hours prior notice, the Client will pay an additional urgency fee of Twenty-Five Dollars (\$25.00) if KMC is able to match the Client with a Childcare Specialist.

7. Booking Minimums. There shall be a two (2) hour minimum charge per booking. If the Client cancels the services of a ChildCare Specialist within twenty-four- hours (24) of the ChildCare Specialist's expected arrival the booking minimum will still apply.

8. Tardiness. In the event that a ChildCare Specialist is tardy to a scheduled placement during normal business hours, which are Monday through Friday 9:00am-5:30pm, please reach out to our office at 984-302-0550. In the event that a ChildCare Specialist is tardy to a scheduled placement during weekend or night hours, please reach out to our answering service line at 336-508-1853.

9. Timesheets. A church representative must sign off on each ChildCare Specialist's timesheet at the end of each placement for verification purposes.

10. Payment. The Client shall keep a credit card number or bank account number on file with KMC. KMC shall charge the Client's credit card or draft from the bank account number for the time set forth on the time sheet signed by both the Client and the ChildCare Specialist. For clients choosing to pay via auto draft from a bank account, no processing rate will apply. For clients choosing to pay by credit card there will be a 3% processing fee upon each invoice.

11. Non-Compete Clause. In consideration of the services to be performed by KMC outlined above, the Client agrees (i) to only employ KMC's ChildCare Specialists through KMC, (ii) to refer others to KMC (instead of to a ChildCare Specialist directly), and (iii) to provide true and correct time sheets to KMC. If the Client employs a ChildCare Specialist directly (instead of through KMC), the Client will be charged a placement fee of Five Hundred Dollars (\$500).

12. Late Fee. The Client shall pay a Twenty-Five Dollar (\$25.00) late fee for payments not received within 5 business days our billing dates. You are required to keep KMC informed of any account or credit card changes or you will be subject to the Late Fee.

13. Priority Placement. Churches that utilize our services on a weekly basis for their childcare needs will receive priority placement, which includes but is not limited to holiday care. If you utilize our services for back up care or ad hock care, your needs will be served on a first come first served basis.

14. Revision of Fees and Policies Hereunder. KMC may revise this Fee and Policy Schedule from time to time upon notice to the Client.