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# Share Care Worksheet

The Right Family

### Pragmatics

* Schedule
* Compensation/benefit
* Documentation
* Taxes
* Car and/or driving
* English skills
* Health/Safety/Background checks required

### Childrearing Orientations

* Values
* Routines
* Discipline

### Communication

* Style
* Understand similarities
* Understand differences
* Resolve conflicts

# The Right Nanny

### Childcare Experience

* Experience with same age children
* Experience with share care and/or multiples
* Amount of experience
* Quality of experience

### Childrearing Orientations

* Values
* Routines
* Discipline

### Communcation

* Style
* Experience: written and verbal
* Experience: More than one family
* Ability to resolve differences

# The Right Environment

* Same house or divided
* What transition interval
* How to prepare children for transition
* What to take or leave?
* Food supplies
* Sleeping equipment
* Clothing and diapers
* Toys and books
* Strollers, etc.

# Contracts

### Family-Family Agreement

* Nanny compensation/benefits: % shared
* Termination: notice required to family and nanny
* Reimbursements:
* Household: wear and tear
* Special expenses, e.g.
  + Childproofing, equipment
* Recurring expenses, e.g.
  + Discovery Museum, gas

### Family-Nanny Agreement

* Compensation/benefits: % shared
* Termination: notice required to family
* Responsibilities, Schedule, rules of each house

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**Share Care Parent Agreement**

Parents:

, CA 94

Tel: Parents:

, CA 94

Tel: Position: Share-care for Parents’ children

Children:

#### General Responsibilities: Parents ensure to:

* Provide a safe and healthy environment for the children.
* Mutually determine who to hire for their children’s nanny.
* Mutually determine and adhere to terms of nanny employment contract
* Communicate often and clearly in care of children and nanny employment
* Respect household policies of each family.

#### Compensation: Parents to Nanny:

* Monthly recurring costs are reimbursed

e.g. clothing, diapers, food items, nanny cell phone, gas, etc.

* Shared equipment is mutually determined, purchased and paid (e.g.

strollers, beds, etc.)

* Maintenance and repair of play areas is mutually determined and paid

#### Termination of Agreement

Parents are free to terminate this Share Care Agreement at any time for any reason. Similarly, Parents are free to end Nanny’s employment and terminate their Nanny

Employment Agreement at any time for any

Start Date: Share care will start

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* Salary is paid on time according to

mutually determined terms

* Salary is paid during vacation periods or

reason. If either party does so terminate following the first Ninety days of this Share

Care Agreement (the Probationary

Period), a

At-Will Agreement: This Share Care Agreement is solely on an at will basis, terminable by either Parents for any reason at any time, with or without cause. Nothing in this Share Care Agreement, or in the prior or subsequent course of conduct between the parties, shall be construed to create a contract for a term of years, a contract terminable only for good cause, or any relationship between the parties other than one of at will agreement.

while otherwise away and not using

childcare

* Benefits are mutually determined and provided

#### Compensation: Parents to Parents

* Annual costs for nanny’s testing; training and background checks are shared and paid
* Worker’s compensation for the nanny is provided by both parties in separate policies.

Thirty day notice will be given.

Alternatively the Parents can provide the other parents an amount equal to thirty days of the nanny’s salary.

Parents will pay Nanny any earned but unpaid wages (subject to withholding for any applicable federal or state taxes) and the parties will return to each other any personal property of the other.

Confidentiality: Nanny agrees that all personal, family or other information with respect to Parents and/or their family, friends and associates is confidential. Nanny will keep such information confidential.

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**Share Care: Commonly Asked Questions**

***Why do parents choose share care?***

Most parents decide to enter into a nanny share arrangement for three reasons:

(1) to offset the high cost of care by nanny

(2) increased socialization for their child and

(3) parental support

What is the cost comparison of share care vs. other forms of care?

|  |  |  |  |
| --- | --- | --- | --- |
| Nanny Share | Nanny | Childcare Center | Family Childcare |
| $22 – 24/hr | $18 – 20/hr | Hourly rate n/a | Hourly rates n/a |
| $1,900 – 2,000/month | $3,100 – 3,500 / month | $1,600 – 2,000 / month | $1,200 – 1,800 / month |

***What is the Prevalence of a Share care arrangement?***

Since 2007 I’ve experienced an 80% increase in the number of families interested in creating share care arrangements. In 2009 approximately 30-40% of families consider this type of arrangement.

***How does the prevalence of share care impact the pool of qualified candidates?***

The vast majority of nannies have not worked in share care arrangements. There are, however, many who have worked in other types of childcare arrangements that require similar caregiving skills. For example, working in a family childcare or childcare center with more than one child of the same age; working as a nanny with twins or triplets; working as a nanny with more than one child close in age.

***What is the optimal age difference between children in a share care arrangement? Should we share with a family that has a child the same age as ours or older?***

There is no optimal age difference between children. Many nannies have experienced working with children of the same age or children close in age. The key is hiring a nanny who has had the experience caring for the same ages in the share care arrangement.

***What is the most important factor to consider when creating a share care arrangement?***

Without question, the key to success is creating an arrangement with a family having similar childrearing orientations, family values and with whom you can communicate well enough with to resolve inevitable differences when they occur.

**What is the optimal interval when transitioning the children from one family’s *home* to another?**

Parents should provide sufficient time for children to settle into their routines in one environment before transitioning to another. Children and nannies also need time to make the transition into a new environment and prepare for transitioning into another. Most families and nannies have found one month to be sufficient time to do this.

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This Worksheet is intended as a guideline only. Parents are advised to consult with their own attorney for legal advice.