Iowa Department of Human Services

CHILD CARE CENTER COMPLAINT

Name of Center: North Star Child Care Center **Enrollment:** 70 **License ID:** 53025

Street: 2301 E Court Street **City:** Iowa City **IA** **Zip Code:** 52245 **County:** Johnson

Mailing Address: 1705 S 1st Ave Suite 1

Mailing City: Iowa City **IA** **Zip Code:** 52245

Director's Name: Child Care Director: Kayla Kuepker **Center Phone Number:** 319-351-9531

On-Site Supervisors: N/A **E-Mail Address:**

Date of Complaint: 01-16-2026 **Date of Visit:** 03-03-2026

[ ] Scheduled **[X]** Unannounced **[ ]** NA

[X] Non-Compliance with Regulations Found **[ ]** Compliance with Regulations Found

RECOMMENDATION FOR LICENSE

[X] NO CHANGES to licensing status recommended

[ ] PROVISIONAL license from **to**

[ ] SUSPENSION of License

[ ] REVOCATION of License

Complaint Details:

Did this complaint result in a serious injury? ☐ Yes ☒ No

Did this complaint result in a death to a child? ☐ Yes ☒ No

Summary of Complaint:

-A staff member is actively using marijuana. She has smoked in the restroom while working at the center. It was also shared that this individual has previously been written up twice before for the same concern.

-Staff do not know how to appropriately clean, sanitize and disinfect.

-The center does not have first aid kits with sufficient supplies.

-The center does not maintain ratio.

Licensing Rules Relevant to the Complaint:

Inspection Findings:

109.6(5) Use of controlled substances and medications: All owners, personnel, and volunteers shall be free of the use of illegal drugs and shall not be under the influence of alcohol or of any prescription or nonprescription drug that could impair their ability to function. VIOLATED.
-A few individuals reported that a staff member is using marijuana. They stated that the individual does not appear to be impaired.
-It was shared that this employee has used marijuana in the parking lot and in a restroom.
-The employee did sign the following statement: "I affirm that I am free of the use of illegal drugs and shall not be under the influence of alcohol or of any prescription or nonprescription drug that could impair my ability to function. (If unable to affirm, please explain).
-The director shared that the staff was written up for the third time and will be terminated if this occurs again.
-The center's policy on substance abuse states "North Star Child Care Center is a drug and alcohol-free workplace. Any employee under the influence of unlawful drugs or alcoholic beverages during working hours will be subject to immediate termination. Similarly, any employee involved in manufacture, distribution, dispensing substance, possession or use of controlled substances in the workplace will be subject to immediate termination. Where a violation of the law occurs, that violation will be reported to the appropriate legal authorities. If you become aware of a violation of our substance abuse policy, you should immediately report the issue to the Executive Director, Human Resources Director, Child Care Center Director, or a Program Director. If you fail to report violations, you may be subject to disciplinary action or termination." These policies were not followed.

109.11(3)a Center shall ensure that: Facility and premises are sanitary, safe, and hazard free. VIOLATED.
-Several staff did not know the difference between cleaning, sanitizing and disinfecting.

109.10(7) First aid kit: The center shall ensure that a clearly labeled first aid kit that is sufficient to address minor injury or trauma is available and accessible to staff at all times when children are: In the center. In the outdoor play area. On field trips (away from the center). VIOLATED.
-First aid kits had not been checked. It is imperative that monthly checks are completed to ensure the first aid supplies is sufficient.

109.8(2) Ratio maintained in center as required. NOT VIOLATED.
-This worker interviewed a variety of staff and the director. Everyone reported that they were in ratio and that the director was available to help in ratio

Special Notes and Action Required:

The director and center must be in compliance with state and federal laws. State and Federal laws on marijuana include: https://en.wikipedia.org/wiki/Legality_of_cannabis_by_U.S._jurisdiction

The director is also reminded that the center needs to follow the employee manual.

The director is strongly encouraged to review:
https://americanaddictioncenters.org/workforce-addiction
https://www.cdc.gov/niosh/substance-use/about/index.html

The director should share this resource with the staff members to ensure if they need any assistance, they are able to locate them:
https://johnsoncountyiowa.gov/sites/default/files/2026-01/Resource%20Directory%202025%20-%20Full%20Directory.pdf

-The director will develop postings for the classrooms that explain the difference between cleaning, sanitizing and disinfecting. All staff will be properly trained on how to use the products the center provides. https://cchp.ucsf.edu/resources/posters/step-step-cleaning-child-care-programs

-It is imperative that monthly checks are completed to ensure the first aid supplies is sufficient. Please use the following list to ensure your kit is sufficient: https://hhs.iowa.gov/media/2896/download?inline

Consultant's Signature:

Heidi Brown

Date:

04-19-2026