



**Department of
Early Education and Care**
THE COMMONWEALTH OF MASSACHUSETTS

Small Group, Large Group and School Age Child Care Licensing

POLICY STATEMENT: Paid Staff

606 CMR 7.04(17)(l) Personnel Policies. In programs with four or more paid staff the licensee must describe, in writing, the program's current personnel policies and practices and must make them available to all employees and prospective employees at the program.

“Paid staff” refers to those individuals who are either paid by or receive direct financial benefit from the operation of the program. This includes the owner of the program as well as all staff who receive a salary or stipend from the program.

"Paid staff" does not refer to volunteers or foster grandparents, student interns or others who either receive no remuneration, or who receive a salary or stipend from sources outside the program for their work at the program.