

Exemption Review Information Form

Name of Applicant:

Kimberly Fisher DOB: 9/19/73

Age: 34

Date of Exemption Review:

2/13/08

Fact-finding Review Team Member:

Marcia Weller, Family Safety Screening Unit
Joshua Petersen, Family Safety Screening Unit
Don Jones, Substance Abuse and Mental Health
Linda Stoller, Director, Hillsborough County Childcare Licensing

Other Attendees:

Kimberly Fisher
David Fisher, Owner, Fun Factory

Disqualifying offense(s)/ Date/ Age at Time of Offense(s):

[REDACTED]

Non-Disqualifying offenses

None

Program for Which Screened:

Day Care – Voluntary Pre-K

Facility Name for Which Screened:

Fun Factory

The following significant information was gathered for the Exemption Review:

[REDACTED]

Ms. Fisher's official records gathered for this Review are limited to the

[REDACTED] above. Ms. Fisher indicated that all other records, [REDACTED]

The customary Background Screening Internet search, of Court records, [REDACTED]

[REDACTED]

Applicant's version of the disqualifying incident:

Ms. Fisher provided a written summary of the incident [REDACTED]

[REDACTED]

[REDACTED]

Current status with court system/probation:

[REDACTED]

Degree of harm to any victim, any permanent or temporary damage or injuries:

[REDACTED]

Stressors in the applicant's life at the time of disqualifying incident and whether they are still present:

Ms. Fisher stated she completely terminated her relationship with her boyfriend, [REDACTED]. She and her children permanently relocated to the nearby home of Ms. Fisher's mother.

Current Stressors, current support system, current living arrangements:

Ms. Fisher stated that she is a single mother of four. Her children's ages are 16, 9, 12 and 2. Ms. Fisher also stated she has been an active church member for over ten years and is a Sunday school teacher.

Work history for last 3 years:

The Fun Factory hired Ms. Fisher on 2/02/98. Subsequently, the Fun Factory received a background screening letter of 6/16/98 from the Department of Children and Families that stated no disqualifying events had been found for the applicant. Ms. Fisher continued her employment at the Fun Factory until she was disqualified on 7/10/07, as the result of a second background screening. It remains unclear as to why Ms. Fisher was not disqualified in 1998 or 2003.

Ms. Fisher reported that she has worked at McDonald's to support her family, following her child care disqualification of 7/10/07.

Education/training:

Ms. Fisher provided her Child Development Associate (CDA) credentials, according to her Fun Factory employer. She stated that she has sought additional education in pursuit of her career goal to nurture the developmental needs of children.

Counseling received:

Ms. Fisher stated she has not participated in any type of counseling. Nor were any such resources offered [REDACTED], according to Ms. Fisher.

Drug/Alcohol Involvement:

Ms. Fisher denied any drug or alcohol involvement in her life.

Remorse / accept responsibility:

Ms. Fisher correctly signed the Affidavit of Good Moral Character.

As stated above, Ms. Fisher readily [REDACTED]

References and other Documents:

Ms. Fisher provided two letters of reference from Fun Factory staff. Her references included David Lewis, facility owner and Mary Ann Utley, facility director. Both professionals praised Ms. Fisher's ability to promote the best interest of the children she served at the day care facility.

David Lewis, Owner, Fun Factory

Mr. David Lewis attended the Exemption Review. Mr. Lewis has known Ms. Fisher throughout the duration of her ten years of employment with the Fun Factory. Mr. Lewis enthusiastically endorsed Ms. Fisher as a caring, highly skilled and, overall, "ideal employee". He described Ms. Fisher as a professional who successfully communicates exceptionally well with children and has the support of all the parents whose children attend the facility. Mr. Lewis called attention to Ms. Fisher's motivation to pursue her continued education in the field of child development. As to personal knowledge of Ms. Fisher, Mr. Lewis stated he is aware of Ms. Fisher's church participation.

In conclusion, Mr. Lewis expressed his strong opinion that Ms. Fisher is an asset for all children, rather than any type of liability, and urged the Review Team Members to consider Ms. Fisher in this light.

Mary Ann Utley, Director, Fun Factory


Ms. Mary Ann Utley wrote that she has known Ms. Fisher for ten years and praised her ability to work with children and build relationships with their parents, as well. Additionally, Ms. Utley has observed Ms. Fisher with her own children. She described Ms. Fisher's children as respectful and well mannered and the family as a loving one.


Additional Comments/Findings of Fact:

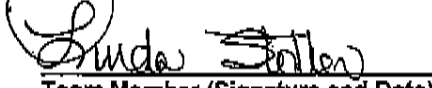
1. [REDACTED]
2. Ms. Fisher is a single parent of four children between the ages of two-years-old to sixteen-years-old.
3. Ms. Fisher sought out and completed Child Development Associate credentials. She identified the role of Child Development Associate as part of her long-term career goal. Her immediate goal is to return to work at the Fun Factory day care facility.
4. The two reference responses, in behalf of Ms. Fisher, indicated that she successfully provided care for children throughout her ten years at the Fun Factory. Ms. Fisher's references reported no documented incidents related to her performance, while working at the Fun Factory.

Signature of Review Team Members Present:

	2/25/08	MARCIA WELER, BACKGROUND SENG
Team Member (Signature and Date)		Team Member Name/Program Represented (print)

	2/25/06	Don Jones, SAMH
Team Member (Signature and Date)		Team Member Name/Program Represented (print)

		John Petersen - Family Safety Rep
Team Member (Signature and Date)		Team Member Name/Program Represented (print)

		Linda Stoller / Child Care Licensing
Team Member (Signature and Date)		Team Member Name/Program Represented (print)