

Use the checklist that follows to determine whether your "family seeks nanny" ad is ready to be posted to [Eastside Parents & Nannies](#) or [Seattle Parents & Nannies](#).

The last pages have rule-compliant templates. You are required to use the checklist but are not required to use any of our templates.

Required in Ad

- ☐ **1.** Your household (5+) COVID vaccination status
- ☐ **2.** A title matching the duties asked. Our group supports these three titles:
 - ☐ **a.** Sitters; are occasional (occasional evening, Saturday, etc.).
 - ☐ **b.** Nannies; are regular, however few or great the # of hours (e.g. 8-2 Wed-Sat); and provide dedicated childcare to your children and your children alone.
 - ☐ **c.** Nanny-household Managers; handle work beyond "returning the house as found", but still primarily provide childcare (at least 51% of job).
- ☐ **3.** A pay rate/range at/above group minimum for the title used that considers any experience requirement* in the ad. "DOE" can be attached if a range (e.g. 26-32) or a rate with a "+" (e.g. 26+); "DOE" may not be attached to a rate alone (e.g. 26). Ranges may not be greater than 7 (e.g. 26-33).
- ☐ **4.** Some outline of need or schedule (e.g. days, hours, duration of employment).
- ☐ **5.** Age(s) of child(ren) involved.
- ☐ **6.** Location (e.g. city of address, neighborhood if a larger city like Seattle). Be sure your location matches the group you're posting in (e.g. Bellevue belongs in Eastside Parents & Nannies); see the About section in each group for what cities are covered.

* Be especially careful about experience requirements. Consider the requirement "2 years of infant experience". Sounds harmless, yes? Except, it is a rare nanny that starts on the day of birth. So, "2 years" is at least 3 infants. And most nannies work with a range of ages, so having worked with 3 infants can mean 5, 10, 15, or even more years of total nanny experience. Instead consider something like "at least six months working with an infant at least 20 hours a week in the last decade" or "at least 250 hours of infant care experience in the last five years".

Recommended in Ad

- ☐ **1.** Guaranteed hours. They offer a nanny financial predictability and fairness; and are an industry standard that recognizes your nanny as the professional they are.

Family Seeks Nanny

Ad Checklist

- ☐ **2.** Benefits. The industry standard is two weeks of vacation (one the nanny's choice, one the family's), federal holidays, and sick time per Washington State sick leave law. Increasingly more common is a healthcare stipend (50-300/month), personal days, and to attract the most experienced, increased vacation time.
- ☐ **3.** Requirements that are important to you (e.g. current Tdap, CPR, First Aid, flu shot, car, passport). I urge careful review to avoid overdoing; list requirements, not wants.
- ☐ **4.** Pets. If you have a pet, it's best to be upfront about it.

Forbidden in Ad

- ☐ **1.** A salary. Per Washington L&I, nannies are household employees and household employees are hourly.
- ☐ **2.** A "clean driving record" requirement. Use "excellent" instead. Nannies tend to drive more than the typical parent. We won't have individuals driving 8,000 miles a year not at least hear out the speeding ticket belonging to the nanny who must drive 24,000 or more miles a year to live.
- ☐ **3.** A "clear English" requirement. This is wrong. Don't do it. Nannies, regardless of what they speak, are amazingly adept at being understood. Outside that, the majority in our groups have English as their first language.
- ☐ **4.** A second spoken language requirement, preference, or implication thereof. Prior to this rule, families were using such requirements to find/exploit minorities or as leverage against nannies who spoke one language in bad faith negotiations over pay and benefits. Research shows that long lasting language learning comes from the parents and/or immersion schools (e.g. FISW, Jing Mei, etc.), so the benefit to any such requirement isn't there to begin with. That said, nannies are permitted to include this information about themselves in their ads. You may search the group, find their ads, and offer more than others.
- ☐ **5.** Titles other than the three supported by our groups; sitter, nanny, and nanny-household manager. Any housework beyond (e.g. laundry) returning the house as found is outside the realm of "nanny" and requires the use of "nanny-household manager" as the title. This is NOT a group in which to find a housekeeper, pet sitter, adult care provider, tutor, daycare, preschool, etc.

Templates

Example Ad: One Family Seeking a Nanny

Family Seeks Nanny

Hi!

We're a Bellevue family (Enatai) with an adorable six-month-old girl. We're fully vaccinated, and she has her first shot. We need a nanny 10 am to 4 pm, Monday through Thursday.

We have a newfoundland dog named Sally. She is the friendliest thing, but barely moves, posing the occasional hallway obstacle. We'd like you to be up to date on your Tdap and current on your CPR certification.

We're offering 27-31 an hour depending on your experience and qualifications, as well as paid holidays, sick time per WA law, two weeks' vacation (one our choice, one yours), a healthcare stipend, two personal days, and guaranteed hours. We would also happily pay to have your Tdap brought up to date.

Name(s)

Example Ad: Two Families Seeking a Nanny

Families Seek Nanny for Share

Hi!

We're two families, one in Sammamish and one in Issaquah, and we have a 16-month-old girl and a 14-month-old boy. Both households are fully vaccinated, and the adults are boosted. We need a nanny 9 am to 5 pm, Monday through Friday; MWF in Sammamish and TuTh in Issaquah. We need someone with a car and at least 3 years of experience nannying.

We're offering 32-36 an hour depending on your experience and qualifications, as well as paid holidays, sick time per WA law, two weeks' vacation (one our choice, one yours), a healthcare stipend, and guaranteed hours.

Name(s) and Name(s)

Example Ad: One Family Seeking a Nanny-Household Manager

Family Seeks Nanny-Household Manager

Hi!

Family Seeks Nanny

Ad Checklist

We're a Seattle family (Leschi) with three children, ages 7, 5, and 3. Our whole household is vaccinated. We need a nanny-household manager from 8 am to 5 pm, Monday through Friday.

We're offering 30-36 an hour depending on your experience, qualifications, and agreed upon duties, as well as 1.5x for all hours beyond 40, paid holidays, sick time per WA law, three weeks' vacation (two our choice, one yours), a healthcare stipend, and guaranteed hours. Sports are involved, so First Aid certification is a must.

You should know we have an old cat roaming the house. No care is expected for the cat, but please watch where you step.

Name

The templates provided above may be copied and modified as required to post to our or any childcare group.