



What exactly IS a Pod Leader?

Is a Pod Leader a Nanny? A Teacher? A Sitter? A Tutor?

First, it may be easier to talk about what is not legal, and then we can talk about what we are doing at Nautilus to make sure our families, children and staff are safe and protected.

- If we are supervising children regularly in your home for more than 4 hours a day it could be considered an unlicensed childcare center. So, this isn't childcare.
- Nanny shares are actually not legal in Washington. At best they are a legal gray area, or at worst they are prohibited. Yes, this is true, even though you probably know lots of people who do them. So a Pod Leader isn't a nanny, either.
- If parents homeschool, they can't just hire a tutor or Pod Leader to teach their children full time. Under Washington State law, when a parent removes their child from the school system, they are agreeing to be the child's primary teacher. So, Pods aren't homeschools.
- Finally, microschoools are not legal unless they are approved by the state and a teacher could lose their license for teaching in an unsanctioned school. We don't want to risk that, so Pods aren't microschoools.

So what does a Pod Leader do when all of the above is illegal?

1. Pod Leaders are considered "tutors" under the Nautilus Learning business insurance. This allows them to be in your homes (with a parent present nearly all of the time) and be fully covered by our Liability Insurance. This insurance covers *your property, your children, and the employee.*
2. Pod Leaders are regular employees. They receive a W-2 and are eligible for health, dental and vision insurance, paid medical leave and vacation pay.
3. As employees, we follow the Washington State Labor laws. All Pod Leaders need to be relieved for a lunch break if they work more than 4 hours in a day
4. We don't operate for more than 4 hours without a homeowner present.
5. We follow the district curriculum and all students are enrolled in their public schools. This ensures that the Pod Leaders are a supportive role in a child's education but we are not risking their teaching license by creating unsanctioned schools