MyNanny Template Nanny Agreement

Disclaimer: This Template Contract is the property of MyNanny Agency LLC. It is intended to provide household employers a baseline structure for contracting their household nanny. This contract may be subject to changes based upon the employer/employee needs. It is not in any way a legally binding contract with MyNanny LLC.

This Nanny Agreement between _____ (the "Family") and _____ (the "Nanny") entered on _____, 2021 outlines the terms and conditions of employment below:

Start Date _____

Regular Work Hours

Monday	_____ (Time)
Tuesday	_____ (Time)
Wednesday	_____ (Time)
Thursday	_____ (Time)
Friday	_____ (Time)
Saturday	_____ (Time)
Sunday	_____ (Time)

Responsibilities

Compensation

The Nanny will receive a salary of $_____ per year. The salary is based on _____ hours of work per week at a rate of _____. Any additional hours per week will be paid at the overtime rate of $_____ per hour.

The Nanny will receive _____ Sick days per year.
The Nanny will receive _____ Paid Time Off days per year.
The Nanny will receive _____ Paid Holidays per year: _____

Additional Benefits _____

Travel Required Yes_____ No_____

Travel Compensation

The nanny will be compensated their regular hourly rate when traveling with the family and will be paid for all hours worked. The nanny will additionally receive a daily fee of _____ for days away from home.

Reimbursement

If the Family does not provide a car for the nanny to use while driving the children, the Family will reimburse Nanny at the current IRS Standard Mileage Rate (54.5 cents per mile as of 01/01/2018). Nanny will keep track of mileage and submit it by the end of the month for reimbursement.

Family Information

Parent(s) Name(s):	
Children(s) Name(s):	
Pet(s):	
Address:	
Phone Number:	
Email:	

Nanny Information

Name:	
Address:	
Phone Number:	
Email:	

Confidentiality

The Nanny understands that any and all private information obtained about the Family or their dependents during the course of employment, including but not limited to medical, financial, legal, and career, are strictly confidential and may not be disclosed to any third party for any reason.

Social Media

The Nanny understands that no information about his/her location, plans for the day, or pictures of the Family members should be shared on any social media network without prior consent from the Family.

The Nanny will also not tell strangers of the Family (i.e. caregiver's friends) where he/she is spending the day unless the Family has authorized.

Defamation

The Nanny agrees not to attack/criticize employers with identifying information through oral or written word on public forums, blogs, social networks, or any other platform at any time during or subsequent to employment. The Family agrees not to attack/criticize the Nanny with identifying information through oral or written word on public forums, blogs, social networks, or any other platform at any time during or subsequent to employment.

Communication

Both the Family and the Nanny agree to be communicative about expectations. This includes but is not limited to: the Family arriving home late, a notice of vacation or travel, the Nanny arriving late, doctors appointments, etc.

Termination

_____ days' notice should be given to either party if the other wishes to terminate without cause. If the Family terminates without cause, they will be responsible for paying out all accrued vacation and sick time. If the Family fails to give _____ days' notice of termination with no cause, they much provide equivalent severance pay.

The following are cause for immediate termination, but are not limited to:

- Allowing the safety of the dependent(s) to be compromised
- Inconsistent or non-performance of agreed-upon job responsibilities
- Lying
- Stealing
- Misuse of the family automobile
- Breach of the confidentiality clause
- Persistent absenteeism or tardiness
- Unapproved guests
- Smoking or consumption of alcohol while on duty
- Use of an illegal drug(s)

Employer (the Family) Signature: _____ Date: _____

Name Printed: _____

Employee (the Nanny) Signature: _____ Date: _____

Name Printed: _____