

A close-up photograph of a man, a woman, and a baby. The man is in the center, looking up at the baby on the left. The woman is on the right, looking towards the man. They are all smiling and appear to be in a warm, intimate moment. The background is softly blurred, suggesting an indoor setting with natural light.

CHILD CARE LAW CENTER

ANNUAL REPORT

2015

making change possible

together

LETTER FROM OUR EXECUTIVE DIRECTOR AND BOARD CHAIR



Dear Friends,

We know that children thrive when surrounded and supported by family and community: moms, dads, grandparents, aunts, uncles, neighbors, cousins, friends and child care professionals.

But the modern American economy and current government policies too often leave parents isolated and unable to work to provide for their family, because of lack of affordable child care. And for families of children with special needs, finding child care can be scary, distressing, and a challenge that never ends.

When you consider that almost 200,000 children are on the waiting list for subsidized child care slots in California alone, it can seem impossible to turn things around. But change is possible if we pursue it. The Child Care Law Center exists to stand up for families and knit our community closer together. We hope you will enjoy our updates and stories of success and we welcome your questions, thoughts, and support.

*Change is possible if we pursue it, but we must pursue it **together**.*

Warmly,

Kim Kruckel, Executive Director
Daniel Stringer, Chair, Board of Directors

CHILDREN THRIVE

*when surrounded and supported by
family and community*

YOU HELPED A MOM KEEP HER BABIES IN CHILD CARE

Mary, a working mom of three, was pregnant with her fourth baby. She had successfully worked her way off welfare and she relied on a little help from the state to help pay for child care while she juggled to both raise her little ones and advance her career to provide for them. One day, she found out that she was earning \$26 a month over the maximum and no longer qualified for child care assistance.

Mary called Child Care Law Center in a panic.

There was no way she could afford child care for four children (at least \$2000 a month) with four mouths to feed, rent to pay, diapers to buy, gas to put in their car. Child Care Law Center's attorneys got to work right away and discovered that Mary should not be losing her child care assistance.

We defended Mary's rights. We helped her request a hearing and appeal to the California Department of Education. Thanks to you, Mary is back at work after having her fourth baby – and all of her little ones are safe and happy in child care. **We could not protect families like Mary's without your support.**



YOU MADE CHILD CARE HEALTHIER FOR CALIFORNIA CHILDREN



Child Care Law Center believes that all children should be safe and healthy in child care settings. Child care presents a unique setting for the transmission of illness. Children are cared for together at a young age and before they have received scheduled immunizations or the chance to develop immunities. Maximum immunization is essential so that babies, young children and the medically compromised get protection against serious vaccine-preventable diseases.

When the opportunity arose to strengthen vaccination requirements in child care settings, we were at the forefront of the discussion. Our staff and board formed a task force in response to California Senate Bill 277, which proposed eliminating the “personal beliefs” exemption from immunization requirements.

The task force examined the public health risks, and hashed out the legal issues - including possible First Amendment conflicts. We supported the bill, which is now law in California. **Because of your support, children are now safer from disease in child care.**

ALL CHILDREN

should be safe and healthy in child care settings

YOU HELPED MAKE CHILD CARE SAFER FOR CHILDREN WITH DIABETES

You know that diabetes is a common condition – according to the CDC, 29 million people have diabetes in the U.S. - and it is possible for diabetes to be managed without a lot of hassle. Amanda is a three-year-old with diabetes and she needs insulin to manage it every day. When Amanda was first diagnosed, her parents, Jen and Luis – who both have full time jobs - were petrified at the thought of leaving their daughter in day care. Could the child care providers give Amanda the right medication? And what if something happened to their daughter while they were at work, a thirty - minute drive away?



Sure enough, the California state licensing agency told Amanda's child care providers that state law did not permit them to administer insulin, even though in 2013, the California Supreme Court had ruled that school personnel must be allowed to administer insulin to children in schools. Amanda's child care providers contacted Child Care Law Center for help.

We requested that the licensing agency follow what the schools were doing – especially because the Americans with Disabilities Act (ADA) passed over 25 years ago. **We believe that children with special needs, like Amanda, deserve to be safe in child care.**

Your support means that Amanda, and children like her, will not be excluded from child care programs because Child Care Law Center was there to advocate.

BOARD MEMBER SPOTLIGHTS

I know every word to the "Frozen" soundtrack.



FERNANDO GAYTAN

Affiliation

Legal Aid Foundation of Los Angeles where he is Managing Attorney with the Housing & Communities Workgroup and a member of the Impact Litigation team.

Years on the Board

3

What drew you to Child Care Law Center?

Creating greater equity. The problems clients bring to our doors are all interconnected. Folks are talking now about the school-to-prison pipeline. The critical work that CCLC does disturbs that pipeline and helps address at least one barrier to economic opportunity for families that are struggling financially.

Any kids of your own? Yes, a 9-year-old son.

Affordable child care must be accessible to all!



LISA HOLDER

Affiliation

Trial attorney focusing on cases involving employment discrimination, police misconduct, and international human rights abuses.

Years on the Board

Just joined this spring.

What drew you to Child Care Law Center?

My belief that early childhood education and affordable child care are civil rights that must be accessible to all.

Any kids of your own?

Yes, a 7-year-old son.

My toddler loves dogs and riding Muni.



AMANDA HINES GOLD

Affiliation

Morrison & Foerster LLP, where she is a Compensation and Employee Benefits attorney.

Years on the Board

1

What drew you to Child Care Law Center?

I'm inspired by the effect of CCLC's work on child care providers; giving them dignity, peace of mind. I think the Law Center can help immigrant women working in the child care field.

Any kids of your own?

Yes, a 20-month-old boy who loves dogs and riding Muni.

STAFF ATTORNEY SPOTLIGHTS

Now children with diabetes, epilepsy, and other conditions can get the services they need to stay healthy and safe while at child care.



ANNA LEVINE, Senior Staff Attorney

JD Yale Law School 2003

Specialization

Disability Rights, Parent Appeal Rights, Child Care Development and Block Grant requirements

Proudest Work Moment in 2015

Making it possible for children who need diabetes care, gastronomy tubes, or other medical support to safely attend licensed child care programs.

Any kids of your own?

Yes, two boys. My 5-year-old attends kindergarten in Oakland Unified School District, and his school's on-site after school program. My 2 year old attends Claremont Day Nursery in Berkeley.

Our work, in part, ensures that English language learners can follow the law when new child care policies are passed.



LUAN HUYNH, Policy Attorney

JD UCLA School of Law 2005

Specialization

Public Benefits and Housing Law

Proudest Work Moment in 2015

Working with Anna and Laurie on the bill text of AB 1207, which would require licensed child care providers to get training in detection of abuse and neglect, and specifying that the California Department of Social Services has to provide language access as part of these trainings.

Any kids of your own?

Yes. Willow, 1; Lukas, 4; Kyla, 14; and Carol, 22 (Carol and Kyla are my nieces).

Now all licensed child care providers will be trained on how to recognize and report child abuse.



LAURIE FURSTENFELD, Staff Attorney

JD UC Davis School of Law 2011

Specialization

Child Care Business and Zoning, Health and Safety Law

Proudest Work Moment in 2015

Passage of AB 1207, which will ensure that all licensed child care providers and employees know how to recognize and report child abuse.

Any kids of your own?

Yes, two kids, ages 3 and 5.

YOU PROVIDED GREATER JOB PROTECTION FOR PARENTS

One-third of families with children are headed by single parents and of those with both parents in the home, most likely the parents are working. What happens when there's an emergency at the daycare? What does a single mom do? What about if a parent needs to spend time looking for a good child care arrangement for her special needs child?



Many parents in California juggle the responsibility of having children in child care and going to work each day. **You helped the Child Care Law Center build a bridge to make life just a little bit easier for many California families.**

SB579 allows parents to take time off for child care/school emergencies **AND** if they need to look around for child care or school for their children. This is a big win for California families because children will feel safer, knowing that they can rely on their parent to come get them in the event of an emergency, and parents can breathe a little easier, knowing that they are not going to lose their job if they need to care for their children.

YOU HELPED PROTECT CHILDREN FROM CHILD ABUSE

You helped us sponsor a bill that could help prevent child abuse and make children safer in child care. Currently, child care providers are the **LEAST** likely of the mandated reporters to report child abuse – yet they work with the **HIGHEST RISK** population – children age 0 to 5 – and they spend the **MOST** time with these children, outside of the parents.

Child Care Law Center did the research, talked to experts, got the feedback from child care providers, and developed a plan to give child care providers the tools to protect children from abuse **AND** create a safer child care environment. **The training is already available in two languages and is free and online.**

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Natasha Boyadzieva
New York Law School

FINANCIAL REPORT

2015

REVENUE AND SUPPORT

Grants	\$272,579
Contracts	\$122,068
Contributions	\$64,772

TOTAL REVENUE & SUPPORT \$459,419

EXPENSES

Program Services	\$308,310
Management & General	\$87,476
Fundraising	\$35,906

TOTAL EXPENSES \$431,692

CHANGE IN NET ASSETS

Change in Net Assets	\$27,727
Net Assets, beginning of the year	\$200,593
Net Assets, end of the year	\$228,320

2014

REVENUE AND SUPPORT

Grants	\$264,525
Contracts	\$143,552
Contributions	\$42,813

TOTAL REVENUE & SUPPORT \$450,890

EXPENSES

Program Services	\$320,494
Management & General	\$78,688
Fundraising	\$31,362

TOTAL EXPENSES \$430,544

CHANGE IN NET ASSETS

Change in Net Assets	\$20,346
Net Assets, beginning of the year	\$180,247
Net Assets, end of the year	\$200,593

A GIFT TO THE CHILD CARE LAW CENTER MEANS CHANGE FOR CALIFORNIA'S CHILDREN.

HERE ARE WAYS THAT YOU CAN GIVE:

- Make a donation by mail using the enclosed envelope
- Make a donation online at childcarelaw.org
- Utilize your company's matching gift opportunities
- Schedule a recurring donation in honor of a family member, friend, or colleague
- Name the Child Care Law Center as a beneficiary in your living trust, will, or insurance policy

For more information on how you can give, please contact Executive Director Kim Kruckel at kkruckel@childcarelaw.org or 415-558-8005 x2.

The Child Care Law Center is a 501 (c) (3) nonprofit organization and your contribution is tax-deductible to the fullest extent of the law.

Thank
You!

THANK YOU!

We could not pursue change for
California's children without you

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SPECIAL THANKS

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TO THOSE WHO CARE FOR CCLC KIDS

Ellen & Steve Rosenblum
Nolvía Rodriguez
Claremont Day Nursery
Centro Vida & Bahia
Richie Lopez
Mayra Catalan
Richard Fleming & Myrna Lucas Fleming
Mike Paluck and Kristina Bao Paluck
Marissa Silan



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