



Course Description

EEC1540 | Legal Issues for Childcare Center Owners | 3.00 credits

Management from both business and education perspectives. The student will develop an understanding of the legal issues involving the ownership of a childcare center. The student will comprehend the impact of legal obligations, regulatory requirements, tax laws, personnel laws, insurance, licensing requirements, employee benefits and compensation on childcare center ownership. (5 hours of field experience shadowing a childcare center director)

Course Competencies

Competency 1: The student will interpret legal obligations and regulatory requirements related to the ownership of a childcare center by:

1. Analyzing the National Association for the Education of Young Children's (NAEYC) code of ethical conduct
2. Examining legal issues regarding personnel, background screening results, and fair labor practices
3. Reviewing copyright laws and their implications for childcare centers
4. Comparing federal, state and local regulatory agencies and their roles in a childcare center
5. Identifying local agencies and contacts related to health and sanitation, building codes, zoning, fire codes and fire safety
6. Evaluating the role and requirements of the Occupational Safety and Health Administration (OSHA) and its application to childcare centers
7. Evaluating the role and requirements of the Americans with Disabilities Act (ADA) and its application to childcare centers
8. Evaluating the role and requirements of the Equal Employment Opportunity Commission (EEOC) and its application to childcare centers
9. Evaluating the role and requirements of the national health and safety performance standards and their application to childcare centers

Competency 2: The student will analyze federal, state, and local law related to tax obligations for childcare centers by:

1. Reviewing federal, state, and local law related to tax obligations
2. Examining federal, state, and local law related to religious exemptions

Competency 3: The student will examine personnel law, compensation, and employee benefits related to childcare centers by:

1. Reviewing compliance with non-discriminatory practices and wages laws
2. Evaluating appropriate benefit packages for childcare center employees
3. Designing a salary schedule for all positions in the childcare center
4. Evaluating incentive strategies for teacher retention

Competency 4: The student will identify insurance requirements and licensing standards related to childcare centers by:

1. Examining federal, state, and local law related to liability and licensing requirements
2. Evaluating elements of risk management and insurance
3. Appraising how to mitigate the cost of workers compensation

Competency 5: The student will identify laws relating to family law as well as child abuse and neglect by:

1. Identifying state laws on reporting and responding to child abuse and neglect
2. Analyzing the values, principles, and key elements of focusing on family-centered practices
3. Describing the legal requirements and professional standards in reporting child abuse and other domestic violence

4. Designing policies and procedures in accordance with the Family Educational Rights and Privacy Act (FERPA)

Learning Outcomes

- Communicate effectively using listening, speaking, reading, and writing skills
- Solve problems using critical and creative thinking and scientific reasoning
- Formulate strategies to locate, evaluate, and apply information