EXHIBIT D

MINIMUM LICENSING REQUIREMENTS FOR Child Care Centers



ARKANSAS DEPARTMENT OF HUMAN SERVICES DIVISION OF CHILD CARE AND EARLY CHILDHOOD EDUCATION CHILD CARE LICENSING UNIT P. O. BOX 1437, SLOT S150 LITTLE ROCK, ARKANSAS 72203-1437 (501) 682-8590



PUB-002 (REV. 04/01/2019 01/01/2020)

101 Related Laws and Requirements

- The "Child Care Facility Licensing Act" Ark. Code Ann. 20-78-201-220, as amended, is the statutory authority for licensing child care facilities. This act created the Division of Child Care and Early Childhood Education and authorized the Division to establish rules and regulations-governing the granting, revocation, denial, and suspension of licenses for child care facilities and the operation of child care facilities in this state. The <u>Minimum Licensing</u> <u>Requirements for Child Care Centers</u> are the Division's rules and regulations for Child Care Centers.
- 2. The Child Care Facility Licensing Act designates the Arkansas Department of Human Services, Division of Child Care and Early Childhood Education as the administrative agency responsible for administering the Act in accordance with the <u>Minimum Licensing</u> <u>Requirements for Child Care Centers.</u> The Division is authorized to inspect and investigate any proposed or operating Child Care Centers and any personnel connected with the Center to determine if the facility will be or is being operated in accordance with the Child Care Facility Licensing Act and the <u>Minimum Licensing Requirements for Child Care Centers</u>.
- 3. The licensing requirements contained in this manual apply to group child care. (Refer to the <u>Minimum Licensing Requirements for Child Care Family Homes</u> for the requirements that apply to child care provided in a Child Care Family Home.)
- 4. The Child Care Licensing Unit will notify the applicable federal agency at any time they become aware of or are advised of violations of any of the following or similar laws. The owner should be aware of applicable federal laws which may affect the operation of the facility, such as, but not limited to:
 - a. Americans with Disabilities Act (ADA).
 - b. Environmental Protection Agency (EPA) regulations to ensure that any renovation or repair work on a home, child care facility, or school that was constructed prior to 1978 shall be completed by a contractor that is certified by the Environmental Protection Agency (EPA), when the repairs and/or renovations consist of any or all of the following: the repair or renovation disturbs six (6) or more square feet of the interior, the repair or renovation disturbs twenty (20) feet or more square feet of the exterior, and/or the repair or renovation involves removing a window.
 - c. Federal civil rights laws state that a facility may not discriminate on the basis of race, color, sex, religion, national origin, physical or mental handicap, or veteran status.
- 5. Reporting Requirements Owners, operators, staff, therapists, and volunteers are mandated reporters of suspected child maltreatment and are required to call the Child Maltreatment Hotline at 1-800-482-5964, if they have reason to suspect child maltreatment. Additionally, these same individuals are required by Act 530 of 2019, to notify law enforcement if they have a good faith belief that there is a serious and imminent threat to the health or safety of a student, employee, or the public, based on a threat made by an individual regarding violence in, or targeted at, a school (child care center) that has been communicated to the person in the course of their professional duties.
- 6. The Licensee shall maintain Child Care Liability Insurance (Act 778 of 2009), and comply

with the following requirements, with the following exception: State institutions, political subdivisions, or other entities entitled to immunity from liability under 21-9-301, are not required to have general liability insurance coverage in order to be licensed. (Act 23 of 2015)

- Prior to the approval of an application, the applicant shall provide verification of the required coverage to the Licensing Specialist and provide subsequent verification when requested. (Facilities licensed prior to the effective date of this revision shall have ninety (90) days to comply with this requirement.)
- b. The Licensee shall maintain the minimum amount of coverage as follows:

Licensed Capacity of Center Minimum Child Care Liability Insurar		
	Coverage Required	
1-74	\$500,000 per occurrence	
75 and up	\$1,000,000 per occurrence	

- 7. Laws relevant to the operation of child care facilities are available upon request.
- 8. The following standards are the minimum licensing requirements which shall be met by persons or organizations which operate a child care facility. In recommending a license be issued, the Division of Child Care and Early Childhood Education works in coordination with the local and state Health Departments, Fire Departments, City Planning or Zoning Departments, and the Boiler Division of the Department of Labor. Persons considering opening or expanding a child care facility shall immediately contact these individual departments for inspection and information on their separate regulations<u>rules</u>.

A prospective Licensee should request clarification regarding the codes or covenants enforced by these departments as some may prevent the operation of a child care facility at a particular location, may limit the number of children in care, or may impose additional safety requirements.

9. The Licensing Unit shall share information on the location and status of new applicants applying for a license and on facilities holding a license when a city or county requests the information.

109 Child Maltreatment Checks

1. The following persons shall be required to have their background reviewed through an Arkansas Child Maltreatment Central Registry Check. A check or money order for \$10.00 made out to the Department of Human Services (DHS) must be attached to each form.

Prospective employees who have not lived in the State of Arkansas during the preceding five (5) years will be subject to current federal guidelines regarding conducting a child maltreatment background check in any states where they resided during the past five (5) years.

- a. Each applicant to own or operate a child care facility
- b. Staff members and applicants for employment in a child care facility
- c. All volunteers, <u>therapists</u>, and <u>student</u> <u>observers</u>, who have routine contact with children
- Administrative staff and/or members of the Board of Directors who have supervisory <u>and/</u>or disciplinary control over children or who have routine contact with children

At application and every two (2) years thereafter

At application or within 10 days of hire/start date Prior to employment and every two (2) years thereafter

At application and every two years thereafter Prior to providing services or participating in center activities and every two (2) years thereafter

At application <u>and when changes occur with</u> <u>administrative staff or Board members</u>, and every two (<u>2</u>) years thereafter

e.—Student Observers

f.—Therapists or other persons who have routine contact with children

At beginning of observation or within 10 days of first observation and every two years thereafter if applicable

Within 10 days of the time they begin to provide services or begin to participate in center activities and every two years thereafter

- 2. If a complaint of child maltreatment is filed against any owner, operator, staff_or other person in a child care center, the Child Care Licensing Specialist shall evaluate the risk to children and determine the suitability of the person(s) to supervise, be left alone with children, have disciplinary control over children, or remain in the center during hours of care until the allegations have been determined true or unsubstantiated. (Pending the evaluation of risk to children by the Child Care Licensing Unit, the person(s) alleged shall not be left alone with children.)
- 3. If corrective action is appropriate, the facility shall require all staff members who have had a founded report of child maltreatment to follow the corrective action plan specified by the Child Care Licensing Unit. Corrective action measures may vary from relevant training to reassignment or termination. Failure to comply with corrective action plans may constitute grounds for adverse action against the Licensee.
- 4. The statewide Child Maltreatment "Hot Line" and the Child Care Licensing Central Office number shall be posted in a conspicuous place in the child care facility. The "Hot Line" number is 1-800-482-5964 and the Licensing Central Office number is (501) 682-8590 or toll free 1-800-445-3316.

110 FBI Criminal Records Check

1. The following persons shall apply to the Identification Bureau of the Arkansas State Police for a nationwide criminal record check, to be conducted by the FBI, which shall include a fingerprint check: (The individual is responsible for the cost of a nationwide check. Each request must be accompanied by a check or money order made out to the Arkansas State Police.)

Fingerprints submitted will be used to check the criminal history records of the FBI. Individuals with results showing a prohibited offense shall be advised to contact the Licensing Unit for procedures to obtain the results and for procedures to update or make corrections to the record of their individual history.

а.	Each applicant to own or operate a child care facility	<u>At</u> Initial <u>initial</u> application only and every five (5) years thereafter
b.	Direct care staff or staff with routine	Within 10 days of hire/start date
	contact with children	Prior to employment and every five (5) years thereafter
C.	Administrative persons who have direct	Within 10 days of hire/start date
	contact with children	Prior to employment and every five (5) years thereafter
d.	Therapists, volunteers, or other persons who have supervisory control, disciplinary control over children, or are left alone with children	Within 10 days of start date Prior to providing services or participating in center activities and every five (5) years thereafter

2. Arkansas State Police Criminal Background Check

The following persons shall be required to have their background reviewed through a <u>fingerprint</u> criminal records check (which includes the Arkansas Sexual Offender Registry) conducted by the Arkansas State Police.

A prospective staff member may not begin work until the Arkansas State Police criminal record check result has been returned as satisfactory. Following receipt of the satisfactory result, this individual must be supervised at all times, pending completion of all of the required background check components, by a staff member who has successfully completed all required background checks.

A National Sexual Offender Registry check will also be conducted on prospective employees.

<u>Prospective employees who have not lived in the State of Arkansas during the preceding five</u> (5) years will be subject to current federal guidelines regarding conducting a criminal background check and sexual offender registry check in any states where they resided during

the past five (5) years.

- a. Each applicant to own or operate a child care facility
- b. Staff and applicants for employment in a child care facility
- c. Administrative persons who have direct contact with children
- d. Therapists or other persons who have supervisory or disciplinary control over children, or are left alone with children

At application and every five (5) years thereafter

Within 10 days of hire/start date Prior to employment and every five (5) years thereafter

Within 10 days of hire Prior to employment and every five (5) years thereafter

Within 10 days of the time they begin Prior to <u>provide</u> providing services or <u>begin</u> toparticipate <u>participating</u> in center activities and every five (5) years thereafter

- 3. Criminal records will be returned to the division for review. Any charge <u>or</u> *+*convictions listed in this section (Section 110) that are returned will be considered regardless of whether the record is expunged, pardoned, or otherwise sealed.
- 4. No person shall be eligible to be a child care facility owner, operator, or employee if that person has pled guilty, or been found guilty, of any of the following offenses by any court in the State of Arkansas, any similar offense by a court in another state, or any similar offense by a federal court. The following offenses are permanently prohibited:

01. Abuse of an endangered or impaired person, if felony	§5-28-103
02. Arson	§5-38-301
03. Capital Murder	§5-10-101
04. Endangering the Welfare of an Incompetent person- 1 st degree	§5-27-201
05. Kidnapping	§5-11-102
06. Murder in the First degree	§5-10-102
U6. Murder in the First degree	95-10-102

07. Murder in the Second degree	§5-10-103
08. Rape	§5-14-103
09. Sexual Assault in the First degree	§5-14-124
10. Sexual Assault in the Second degree	§5-14-125

5. No person shall be eligible to be a child care facility owner, operator, or employee if that person has pled guilty, or been found guilty, of any of the following offenses by any court in the State of Arkansas, any similar offense by a court in another state, or any similar offense by a federal court. The following offenses are prohibited:

01. Criminal Attempt to commit any offenses in MLR	§5-3-201
Section 110	-
02. Criminal Complicity to commit any offenses in MLR Section110	§5-3-202
03. Criminal Conspiracy to commit any offenses in MLR Section 110	§5-3-401
04. Criminal Solicitation to commit any offenses in MLR Section 110	§5-3-301
05. Assault in the First, Second, or Third degree	§5-13-205 - §5-13-207
06. Assault, Aggravated	§5-13-204
07. Assault, Aggravated on a Family or Household Member	§5-26-306
08. Battery in the First, Second, or Third Degree	§5-13-201 - §5-13-203
09. Breaking or Entering	§5-39-202
10. Burglary	§5-39-201
11. Coercion	§5-13-208
12. Computer Crimes Against Minors	§5-27-601 et. seq.
13. Contributing to the Delinquency of a Juvenile	§5-27-220
14. Contributing to the Delinquency of a Minor	§5-27-209
15. Criminal Impersonation	§5-3-208
16. Criminal Use of a Prohibited Weapon	§5-73-104
17. Death Threats Concerning a School Employee or Students	§5-17-101
18. Domestic Battery in the First, Second, or Third Degree	§5-26-303 - §5-26-305
19. Employing or Consenting to the Use of a Child in a Sexual Performance	§5-27-402
20. Endangering the Welfare of a Minor in the First or Second Degree	§5-27-205 and §5-27-206
21. Endangering the Welfare of an Incompetent Person in the First or Second Degree	§5-27-201 and §5-27-202
22. Engaging Children in Sexually Explicit Conduct for Use in Visual or Print Media	§5-27-303
23. False Imprisonment in the First or Second Degree	§5-11-103 and §5-11-104
24. Felony Abuse of an Endangered or Impaired Person	§5-28-103
25. Felony Interference with a Law Enforcement Officer	§5-54-104
26. Felony Violation of the Uniform Controlled Substance	§5-64-101 - §5-64-508

Act	et. seq.
27. Financial Identity Fraud	§5-37-227
28. Forgery	§5-37-201
29. Incest	§5-26-202
30. Interference with Court Ordered Custody	§5-26-502
31. Interference with Visitation	§5-26-501
32. Introduction of Controlled Substance into Body of	§5-13-210
Another Person	SE 10 104
33. Manslaughter	§5-10-104
34. Negligent Homicide	§5-10-105
35. Obscene Performance at a Live Public Show	<u>§5-68-305</u>
36. Offense of Cruelty to Animals	§5-62-103
37. Offense of Aggravated Cruelty to Dog, Cat, or Horse	§5-62-104
38. Pandering or Possessing Visual or Print Medium	§5-27-304
Depicting Sexually Explicit Conduct Involving a Child	65 70 400
39. Patronizing a Prostitute	§5-70-103
40. Permanent Detention or Restraint	§5-11-106
41. Permitting Abuse of a Minor	§5-27-221
42. Producing, Directing, or Promoting a Sexual Performance by a Child	§5-27-403
43. Promoting Obscene Materials	§5-68-303
44. Promoting Obscene Performance	§5-68-304
45. Promoting Prostitution in the First, Second, or Third	§5-70-104 - §5-70-106
Degree 46. Prostitution	§5-70-102
	§5-68-205
47. Public Display of Obscenity 48. Resisting Arrest	§5-54-103
40. Robbery	§5-12-102
	§5-12-102
50. Robbery (Aggravated Robbery)51. Sexual Offense (any)	§5-14-101 et. seq.
52. Simultaneous Possession of Drugs and Firearms	§5-74-106
53. Soliciting Money or Property from Incompetents	§5-27-229
54. Stalking	§5-71-229
55. Terroristic Act	§5-13-310
56. Terroristic Threatening	§5-13-301
57. Theft by Receiving	§5-36-106
58. Theft of Property	§5-36-103
59. Theft of Services	§5-36-103
60. Transportation of Minors for Prohibited Sexual Conduct	§5-27-305
61. Unlawful Discharge of a Firearm from a Vehicle	§5-74-107
	§5-16-102
62. Voyeurism	30-10-102

6. Any person who has pled guilty, nolo contendere, or who has been found guilty of any one (1) of the offenses listed above (Section 110.5), may not work in child care unless:

- a. The date of the conviction, plea of guilty, or nolo contendere for a misdemeanor offense is at least five (5) years from the date of the request for the criminal history records check and there have been no criminal convictions or pleas of guilty or nolo contendere of any type or nature during the five (5) year period preceding the background check request.
- b. The date of the conviction, plea of guilty or nolo contendere for a felony offense is at least more than ten (10) years from the date of the request for the criminal history records check and there have been no criminal convictions or pleas of guilty or nolo contendere of any type or nature during the ten (10) year period preceding the background check request.
- 7. If the Licensee wishes to employ an individual with a conviction or plea of guilty or nolo contendere for the following nonviolent offenses, they shall submit a written request for a waiver prior to employment. § 20-38-103 (e) (3) (a) Act 990 of 2013
 - a. Theft by receiving § 5-36-106
 - b. Forgery § 5-37-201
 - c. Financial identity fraud § 5-37-227
 - d. Resisting arrest § 5-54-103
 - e. Criminal impersonation in the second degree § 5-37-208(b)
 - f. Interference with visitation § 5-26-501
 - g. Interference with court-ordered visitation § 5-26-502
 - h. Prostitution § 5-70-102
 - i. Patronizing a prostitute § 5-70-203

The waiver may be approved if all the following conditions are met:

- The individual has completed probation or parole supervision
- The individual has paid all court ordered fees, fines, and/or restitution
- The individual has fully complied with all court orders pertaining to the conviction or plea
- 8. The waiver will be revoked if, after employment, the individual pleads guilty or nolo contendere or is found guilty of any prohibited offense (including the list above a-i) or has a true or founded report of child maltreatment or adult maltreatment in a central registry.
- 9. The request for waiver and certification of approval shall be kept in the individual's file for the term of employment and three (3) years after termination of employment.
- 10. If approved, the waiver is not transferable to another licensed facility.
- 11. Anyone employed in a licensed center, COE center, Licensed Child Care Family Home, or a Registered Child Care Family Home prior to 9/1/2009 with a clear background check history may remain eligible for employment unless the employee had a conviction, plead guilty, or plead nolo contendere to an offense listed in the above section (Section 110.6) since 9/1/2009.

306 Professional Development

- 1. All directors, site supervisors, and staff who provide direct care to children shall be registered with the Division of Child Care and Early Childhood Education Professional Development Registry within <u>thirty (30)</u> days of hire and all training shall be registered with the Division of Child Care and Early Childhood Education Professional Development Registry or Department of Education or Department of Higher Education approved.
- All new staff shall have a probationary period of at least <u>thirty (30)</u> days, but not more than six (6) months, during which they are closely supervised, mentored, and evaluated. Evaluations shall be documented and maintained in the employee file.
- 3. All new staff members who provide direct care to children shall receive a basic orientation on facility management policies, The Minimum Licensing Requirements, center schedules, and emergency procedures prior to providing care. This shall be documented in the employee file.
- 4. All new staff, including volunteers who are counted in the ratios, shall receive the following orientation within three (3) months of employment (and every three (3) years thereafter) and shall not be left alone with children until this is completed. (unless the staff has prior documented training in the required areas).
 - 1. Introduction (8 clock hours) to be completed before being left alone with children:
 - a. Proper supervision of children
 - b. Behavioral guidance practices
 - c. Safe sleep practices for infants
 - d. Shaken baby syndrome; which includes prevention (Carter's Law, Act 1208)
 - e. Appropriately responding to a crying/fussy infant/child
 - f. Emergency procedures in the event of severe weather, or fire, including evacuation procedures and routes, and location and use of fire extinguishers.
 - g. Mandated reporter training
 - h. Administering medication
 - i. Caring for children with special needs / care plans
 - j. Transportation and car seat safety
 - k. Policies regarding release of children to authorized individuals
 - I. <u>Prevention and control of infectious diseases</u>
 - m. <u>Building and physical premises safety, including the identification of, and</u> protection from, hazards, bodies of water, and vehicular traffic
 - n. Nutrition and physical activities
 - o. Prevention and response to food sensitivities and allergic reactions
 - p. Basic child development
 - q. <u>The handling and storage of hazardous materials and the appropriate disposal</u> <u>of biocontaminants</u>

See Division website for a list of courses, that The Division maintains contracts for, which meet the above requirements.

2. All staff shall have <u>fifteen (15)</u> hours of job specific training each year, <u>including</u> <u>child development training</u>, for the ages of children they work with. This shall be training focused on their job responsibilities, such as "Hands on Routine Care" for infants, or "Basics of Assessment" for preschool staff.

See Division website for a list of courses, that the Division maintains contracts for, which meet the above requirements.

- 5. The Director, Assistant Director/Site Supervisor, and 50% of the facility staff that are on site at any given time shall have a certificate of successful completion of first aid and CPR from an approved organization. <u>If the facility serves infants and toddlers, this training shall include infant/child CPR. (Infant/child CPR may be included in the basic course or in a separate course.)</u>
 - a. The curriculum shall conform to current American Heart Association or American Red Cross guidelines.
 - b. The curriculum shall require hands on, skill-based instruction, as well as practical testing. Training and certification that is provided solely <u>"online"</u> will not be accepted.
 - c. The instructor shall be qualified and authorized to teach the curriculum and shall be certified by a nationally recognized organization. (Including but not limited to: Health and Safety Institute; EMS Safety Services, Inc.)

1201 Safety Requirements

- 1. Within <u>thirty (30)</u> days of licensure and within <u>thirty (30)</u> days of any change or modification of the floor plan, the facility shall file a copy of their floor plan with the local Office of Emergency Management including the following (§ 20-78-228 Act 1159 of 2013):
 - a. A schematic drawing of the facility and property used by the child care facility including the configuration of rooms, spaces_and other physical features of the building
 - b. The location or locations where children enrolled in child care spend time regularly
 - c. The escape routes approved by the local fire department for the child care facility
 - d. The licensed capacity and ages of children per room at the facility
 - e. The contact information for at least two (2) emergency contacts for the facility
 - f. An aerial view of the child care facility and property used by the child care facility shall be included with the floor plan if available
- 2. The facility shall have a written plan detailing the procedures to follow in the event of emergencies (fires, floods, tornadoes, utility disruptions, bomb threats, etc.) (Act 801 of 2009). The plan and procedures are required for emergencies that could cause structural damage to the facility, be identified as a threat by the Arkansas Department of Emergency Management or pose a health and/or safety hazard to the children and staff. This plan shall include provisions for "sheltering in place" or "lock down", in the

event of situations that warrant these measures.

- 3. The written plan shall include the following information:
 - a. Designated relocation site and evacuation route
 - b. Procedures for notifying parents of relocation
 - c. Procedures for ensuring family reunification
 - d. Procedures to address the needs of individual children, including children with special needs, <u>disabilities</u>, and children with chronic medical conditions
 - e. Procedures and documentation for annual training of staff regarding the plan and possible reassignment of staff duties in an emergency
 - f. Plans to ensure that all staff and volunteers are familiar with the components of the plan
- 4. The facility shall coordinate with local emergency management officials to plan for emergencies.
- 5. The facility shall maintain, on site, a current copy of the Arkansas Comprehensive Emergency Management Plan issued by the Arkansas Division of Emergency Management. This plan shall be reviewed by the facility Director and signed and dated, indicating that they have reviewed the current plan and agree to comply with the provisions of the plan.
- 5.6. Written procedures and evacuation diagrams for emergency drills shall be posted in each classroom.
- 6.7. Fire and tornado drills shall be practiced as follows:
 - a. Monthly
 - b. Fire and tornado drills shall be practiced on separate days and at different times of the day.
 - c. Everyone in the facility, to include all program types (i.e. infant & toddler, preschool, school age), at the time of the drill shall participate in the drill
 - d. Staff, including volunteers and substitutes, shall be trained in emergency drill procedures
 - e. During all hours when children are in care (evenings, nights, weekends, etc.)
 - f. If applicable, the facility shall provide a crib with evacuation casters or equivalent that will provide one (1) bed for every six (6) infants, twelve (12) months and younger, that may be used for the safe evacuation of the infants.

7-8. The facility shall maintain a record of emergency drills. This record shall include:

- a. Date of drill
- b. Type of drill
- c. Time of day
- d. Number of children participating in the drill
- e. Length of time taken to reach safety
- f. Notes regarding any items that need improvement

- 8.9. The facility shall maintain an evacuation pack that shall be taken on all drills and during actual emergency evacuations. The pack shall be easily accessible in an emergency and all staff shall know the location of the pack. The evacuation pack shall include, but is not limited to the following:
 - a. List of emergency numbers
 - b. List of all emergency and contact information for children
 - c. List of all emergency and contact information for staff
 - d. First aid kit (requirement 1101.6) with extra gloves
 - e. Kleenex
 - f. Battery powered flashlight and extra batteries
 - g. Battery powered radio and extra batteries
 - h. Hand sanitizer
 - i. Notepad and pens or pencils
 - j. Whistle
 - k. Disposable cups
 - I. Wet wipes
 - m. Emergency survival blanket
- 9:10. The facility shall immediately notify the Licensing Unit of any extended utility outages or significant damage to the building and/or grounds. If phone service is not available, notification shall be as soon as service is restored or available.
- 10:11. Child care centers shall maintain a log of all child product recalls and safety notices issued by CPSC or distributed by the Attorney General's Office and shall post or otherwise make these notices available for parents to review on site. The facility director shall certify, on an annual basis, that these notices have been maintained and reviewed and that any identified items have been removed from the facility. Forms for self-certification will be provided by the Licensing Specialist and shall be submitted annually. (Act 1313 of 2001).
- <u>11.12.</u> There shall be no alcoholic beverages in any part of the facility during hours of care.
- 12:13. Illegal drugs or *+*paraphernalia shall not be in any part of the facility or on the premises, regardless if children are present or not.
- 13.14. All medications and poisonous substances shall be kept in separately locked areas.
- 14:15. Rescue medications such as inhalers or EpiPens shall be inaccessible to children (kept in a cabinet with a child proof type safety latch or carried by a staff member).
- 15.16. All detergents and cleaning supplies shall be kept out of the reach of children. (This does not include hand soap in children's or staff bathrooms.)
- 16.17. Supplies used for children's activities shall be carefully supervised.

- <u>17:18.</u> All bags belonging to children shall be checked on arrival to eliminate possible hazards.
- 18.19. Purses and bags belonging to staff shall be stored out of reach of children.
- 19.20. Electrical outlets shall be guarded.
- 20.21. Balloon use shall be carefully supervised.
- <u>21.22.</u> Staff shall be instructed in the use of fire extinguishers.
- 22.23. The facility shall maintain smoke detectors/fire extinguishers as required by the Fire Department. Smoke detectors shall be kept in working order at all times.
- 23.24. Chemicals and toxins shall not be stored in the food storage area.

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ARKANSAS DEPARTMENT OF HUMAN SERVICES DIVISION OF CHILD CARE AND EARLY CHILDHOOD EDUCATION CHILD CARE LICENSING UNIT P. O. BOX 1437, SLOT S150 LITTLE ROCK, ARKANSAS 72203-1437 (501) 682-8590



PUB-002 (REV. 01/01/2020)

101 Related Laws and Requirements

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- 4. The Child Care Licensing Unit will notify the applicable federal agency at any time they become aware of or are advised of violations of any of the following or similar laws. The owner should be aware of applicable federal laws which may affect the operation of the facility, such as, but not limited to:
 - a. Americans with Disabilities Act (ADA).
 - b. Environmental Protection Agency (EPA) regulations to ensure that any renovation or repair work on a home, child care facility, or school that was constructed prior to 1978 shall be completed by a contractor that is certified by the Environmental Protection Agency (EPA), when the repairs or renovations consist of any or all of the following: the repair or renovation disturbs six (6) or more square feet of the interior, the repair or renovation disturbs twenty (20) feet or more square feet of the exterior, or the repair or renovation involves removing a window.
 - c. Federal civil rights laws state that a facility may not discriminate on the basis of race, color, sex, religion, national origin, physical or mental handicap, or veteran status.
- 5. **Reporting Requirements** Owners, operators, staff, therapists, and volunteers are mandated reporters of suspected child maltreatment and are required to call the Child Maltreatment Hotline at 1-800-482-5964, if they have reason to suspect child maltreatment. Additionally, these same individuals are required by Act 530 of 2019, to notify law enforcement if they have a good faith belief that there is a serious and imminent threat to the health or safety of a student, employee, or the public, based on a threat made by an individual regarding violence in, or targeted at, a school (child care center) that has been communicated to the person in the

course of their professional duties.

- The Licensee shall maintain Child Care Liability Insurance (Act 778 of 2009), and comply with the following requirements, with the following exception: State institutions, political subdivisions, or other entities entitled to immunity from liability under 21-9-301, are not required to have general liability insurance coverage in order to be licensed. (Act 23 of 2015)
 - a. Prior to the approval of an application, the applicant shall provide verification of the required coverage to the Licensing Specialist and provide subsequent verification when requested. (Facilities licensed prior to the effective date of this revision shall have ninety (90) days to comply with this requirement.)

Licensed Capacity of Center	Minimum Child Care Liability Insurance Coverage Required	
1-74	\$500,000 per occurrence	
75 and up	\$1,000,000 per occurrence	

b. The Licensee shall maintain the minimum amount of coverage as follows:

- 7. Laws relevant to the operation of child care facilities are available upon request.
- 8. The following standards are the minimum licensing requirements which shall be met by persons or organizations which operate a child care facility. In recommending a license be issued, the Division of Child Care and Early Childhood Education works in coordination with the local and state Health Departments, Fire Departments, City Planning or Zoning Departments, and the Boiler Division of the Department of Labor. Persons considering opening or expanding a child care facility shall immediately contact these individual departments for inspection and information on their separate rules.

A prospective Licensee should request clarification regarding the codes or covenants enforced by these departments as some may prevent the operation of a child care facility at a particular location, may limit the number of children in care, or may impose additional safety requirements.

9. The Licensing Unit shall share information on the location and status of new applicants applying for a license and on facilities holding a license when a city or county requests the information.

109 Child Maltreatment Checks

1. The following persons shall be required to have their background reviewed through an Arkansas Child Maltreatment Central Registry Check.

Prospective employees who have not lived in the State of Arkansas during the preceding five (5) years will be subject to current federal guidelines regarding conducting a child maltreatment background check in any states where they resided during the past five

- a. Each applicant to own or operate a child care facility
- b. Staff members and applicants for employment in a child care facility
- c. All volunteers, therapists, and student observers, who have routine contact with children
- d. Administrative staff and members of the Board of Directors who have supervisory or disciplinary control over children or who have routine contact with children

At application and every two (2) years thereafter

Prior to employment and every two (2) years thereafter

Prior to providing services or participating in center activities and every two (2) years thereafter

At application and when changes occur with administrative staff or Board members, and every two (2) years thereafter

- 2. If a complaint of child maltreatment is filed against any owner, operator, staff, or other person in a child care center, the Child Care Licensing Specialist shall evaluate the risk to children and determine the suitability of the person(s) to supervise, be left alone with children, have disciplinary control over children, or remain in the center during hours of care until the allegations have been determined true or unsubstantiated. (Pending the evaluation of risk to children by the Child Care Licensing Unit, the person(s) alleged shall not be left alone with children.)
- 3. If corrective action is appropriate, the facility shall require all staff members who have had a founded report of child maltreatment to follow the corrective action plan specified by the Child Care Licensing Unit. Corrective action measures may vary from relevant training to reassignment or termination. Failure to comply with corrective action plans may constitute grounds for adverse action against the Licensee.
- 4. The statewide Child Maltreatment "Hot Line" and the Child Care Licensing Central Office number shall be posted in a conspicuous place in the child care facility. The "Hot Line" number is 1-800-482-5964 and the Licensing Central Office number is (501) 682-8590 or toll free 1-800-445-3316.

110 FBI Criminal Records Check

1. The following persons shall apply to the Identification Bureau of the Arkansas State Police for a nationwide criminal record check, to be conducted by the FBI, which shall include a fingerprint check: (The individual is responsible for the cost of a nationwide check. Each request must be accompanied by a check or money order made out to the Arkansas State Police.)

Fingerprints submitted will be used to check the criminal history records of the FBI.

⁽⁵⁾ years.

Individuals with results showing a prohibited offense shall be advised to contact the Licensing Unit for procedures to obtain the results and for procedures to update or make corrections to the record of their individual history.

- At initial application and every five (5) years a. Each applicant to own or operate a child thereafter care facility
- b. Direct care staff or staff with routine contact with children
- c. Administrative persons who have direct contact with children

Prior to employment and every five (5) years thereafter

Prior to employment and every five (5) years thereafter

d. Therapists, volunteers, or other persons who have supervisory control, disciplinary control over children, or are left alone with children

Prior to providing services or participating in center activities and every five (5) years thereafter

2. Arkansas State Police Criminal Background Check

The following persons shall be required to have their background reviewed through a fingerprint criminal records check (which includes the Arkansas Sexual Offender Registry) conducted by the Arkansas State Police.

A prospective staff member may not begin work until the Arkansas State Police criminal record check result has been returned as satisfactory. Following receipt of the satisfactory result, this individual must be supervised at all times, pending completion of all of the required background check components, by a staff member who has successfully completed all required background checks.

A National Sexual Offender Registry check will also be conducted on prospective employees.

Prospective employees who have not lived in the State of Arkansas during the preceding five (5) years will be subject to current federal guidelines regarding conducting a criminal background check and sexual offender registry check in any states where they resided during the past five (5) years.

a. Each applicant to own or operate a child care facility

At application and every five (5) years thereafter

- b. Staff and applicants for employment in a child care facility
- c. Administrative persons who have direct contact with children
- d. Therapists or other persons who have supervisory or disciplinary control over children, or are left alone with children

Prior to employment and every five (5) years thereafter

Prior to employment and every five (5) years thereafter

Prior to providing services or participating in center activities and every five (5) years thereafter

- 3. Criminal records will be returned to the division for review. Any charge or convictions listed in this section (Section 110) that are returned will be considered regardless of whether the record is expunged, pardoned, or otherwise sealed.
- 4. No person shall be eligible to be a child care facility owner, operator, or employee if that person has pled guilty, or been found guilty, of any of the following offenses by any court in the State of Arkansas, any similar offense by a court in another state, or any similar offense by a federal court. The following offenses are permanently prohibited:

01. Abuse of an endangered or impaired person, if felony	§5-28-103
02. Arson	§5-38-301
03. Capital Murder	§5-10-101
04. Endangering the Welfare of an Incompetent person- 1 st	§5-27-201
degree	
05. Kidnapping	§5-11-102
06. Murder in the First degree	§5-10-102
07 Murder in the Second degree	85-10-103

07. Murder in the Second degree	§5-10-103
08. Rape	§5-14-103
09. Sexual Assault in the First degree	§5-14-124
10. Sexual Assault in the Second degree	§5-14-125

5. No person shall be eligible to be a child care facility owner, operator, or employee if that person has pled guilty, or been found guilty, of any of the following offenses by any court in the State of Arkansas, any similar offense by a court in another state, or any similar offense by a federal court. The following offenses are prohibited:

01. Criminal Attempt to commit any offenses in MLR Section 110	§5-3-201
02. Criminal Complicity to commit any offenses in MLR Section110	§5-3-202
03. Criminal Conspiracy to commit any offenses in MLR Section 110	§5-3-401

04. Criminal Solicitation to commit any offenses in MLR§5-3-301Section 11095. Assault in the First, Second, or Third degree§5-13-205 - §5-13-205. Assault in the First, Second, or Third degree§5-13-205 - §5-13-2	
	07
06. Assault, Aggravated §5-13-204	
07. Assault, Aggravated on a Family or Household Member §5-26-306	
08. Battery in the First, Second, or Third Degree §5-13-201 - §5-13-2	03
09. Breaking or Entering §5-39-202	
10. Burglary §5-39-201	
11. Coercion §5-13-208	
12. Computer Crimes Against Minors §5-27-601 et. seq.	
13. Contributing to the Delinquency of a Juvenile §5-27-220	
14. Contributing to the Delinquency of a Minor§5-27-209	
15. Criminal Impersonation §5-3-208	
16. Criminal Use of a Prohibited Weapon§5-73-104	
17. Death Threats Concerning a School Employee or §5-17-101	
Students	
18. Domestic Battery in the First, Second, or Third Degree §5-26-303 - §5-26-3	05
19. Employing or Consenting to the Use of a Child in a §5-27-402	
Sexual Performance	
20. Endangering the Welfare of a Minor in the First or§5-27-205 and §5-27	7-206
Second Degree	
21. Endangering the Welfare of an Incompetent Person in §5-27-201 and §5-27	7-202
the First or Second Degree	
22. Engaging Children in Sexually Explicit Conduct for Use §5-27-303	
in Visual or Print Media	
23. False Imprisonment in the First or Second Degree §5-11-103 and §5-11	1-104
24. Felony Abuse of an Endangered or Impaired Person§5-28-103	
25. Felony Interference with a Law Enforcement Officer §5-54-104	
26. Felony Violation of the Uniform Controlled Substance§5-64-101 - §5-64-5	08
Act et. seq.	
27. Financial Identity Fraud §5-37-227	
28. Forgery §5-37-201	
29. Incest §5-26-202	
30. Interference with Court Ordered Custody§5-26-502	
31. Interference with Visitation§5-26-501	
32. Introduction of Controlled Substance into Body of§5-13-210	
Another Person	
33. Manslaughter §5-10-104	
34. Negligent Homicide§5-10-105	
35. Obscene Performance at a Live Public Show§5-68-305	
36. Offense of Cruelty to Animals§5-62-103	
37. Offense of Aggravated Cruelty to Dog, Cat, or Horse§5-62-104	
38. Pandering or Possessing Visual or Print Medium§5-27-304	
Depicting Sexually Explicit Conduct Involving a Child	
39. Patronizing a Prostitute §5-70-103	

40 Dermonent Detention on Destroint	SE 11 10/
40. Permanent Detention or Restraint	§5-11-106
41. Permitting Abuse of a Minor	§5-27-221
42. Producing, Directing, or Promoting a Sexual	§5-27-403
Performance by a Child	
43. Promoting Obscene Materials	§5-68-303
44. Promoting Obscene Performance	§5-68-304
45. Promoting Prostitution in the First, Second, or Third	§5-70-104 - §5-70-106
Degree	
46. Prostitution	§5-70-102
47. Public Display of Obscenity	§5-68-205
48. Resisting Arrest	§5-54-103
49. Robbery	§5-12-102
50. Robbery (Aggravated Robbery)	§5-12-103
51. Sexual Offense (any)	§5-14-101 et. seq.
52. Simultaneous Possession of Drugs and Firearms	§5-74-106
53. Soliciting Money or Property from Incompetents	§5-27-229
54. Stalking	§5-71-229
55. Terroristic Act	§5-13-310
56. Terroristic Threatening	§5-13-301
57. Theft by Receiving	§5-36-106
58. Theft of Property	§5-36-103
59. Theft of Services	§5-36-104
60. Transportation of Minors for Prohibited Sexual Conduct	§5-27-305
61. Unlawful Discharge of a Firearm from a Vehicle	§5-74-107
62. Voyeurism	§5-16-102

- 6. Any person who has pled guilty, nolo contendere, or who has been found guilty of any one (1) of the offenses listed above (Section 110.5), may not work in child care unless:
 - a. The date of the conviction, plea of guilty, or nolo contendere for a misdemeanor offense is at least five (5) years from the date of the request for the criminal history records check and there have been no criminal convictions or pleas of guilty or nolo contendere of any type or nature during the five (5) year period preceding the background check request.
 - b. The date of the conviction, plea of guilty or nolo contendere for a felony offense is at least more than ten (10) years from the date of the request for the criminal history records check and there have been no criminal convictions or pleas of guilty or nolo contendere of any type or nature during the ten (10) year period preceding the background check request.
- 7. If the Licensee wishes to employ an individual with a conviction or plea of guilty or nolo contendere for the following nonviolent offenses, they shall submit a written request for a waiver prior to employment. § 20-38-103 (e) (3) (a) Act 990 of 2013
 - a. Theft by receiving § 5-36-106
 - b. Forgery § 5-37-201
 - c. Financial identity fraud § 5-37-227

- d. Resisting arrest § 5-54-103
- e. Criminal impersonation in the second degree § 5-37-208(b)
- f. Interference with visitation § 5-26-501
- g. Interference with court-ordered visitation § 5-26-502
- h. Prostitution § 5-70-102
- i. Patronizing a prostitute § 5-70-203

The waiver may be approved if all the following conditions are met:

- The individual has completed probation or parole supervision
- The individual has paid all court ordered fees, fines, and restitution
- The individual has fully complied with all court orders pertaining to the conviction or plea
- 8. The waiver will be revoked if, after employment, the individual pleads guilty or nolo contendere or is found guilty of any prohibited offense (including the list above a-i) or has a true or founded report of child maltreatment or adult maltreatment in a central registry.
- 9. The request for waiver and certification of approval shall be kept in the individual's file for the term of employment and three (3) years after termination of employment.
- 10. If approved, the waiver is not transferable to another licensed facility.
- 11. Anyone employed in a licensed center, COE center, Licensed Child Care Family Home, or a Registered Child Care Family Home prior to 9/1/2009 with a clear background check history may remain eligible for employment unless the employee had a conviction, plead guilty, or plead nolo contendere to an offense listed in the above section (Section 110.6) since 9/1/2009.

306 Professional Development

- All directors, site supervisors, and staff who provide direct care to children shall be registered with the Division of Child Care and Early Childhood Education Professional Development Registry within thirty (30) days of hire and all training shall be registered with the Division of Child Care and Early Childhood Education Professional Development Registry or Department of Education or Department of Higher Education approved.
- All new staff shall have a probationary period of at least thirty (30) days, but not more than six (6) months, during which they are closely supervised, mentored, and evaluated. Evaluations shall be documented and maintained in the employee file.
- 3. All new staff members who provide direct care to children shall receive a basic orientation on facility management policies, The Minimum Licensing Requirements, center schedules, and emergency procedures prior to providing care. This shall be documented in the employee file.
- 4. All new staff, including volunteers who are counted in the ratios, shall receive the following orientation within three (3) months of employment (and every three (3) years

thereafter) and shall not be left alone with children until this is completed.

- 1. Introduction (8 clock hours) :
 - a. Proper supervision of children
 - b. Behavioral guidance practices
 - c. Safe sleep practices for infants
 - d. Shaken baby syndrome; which includes prevention (Carter's Law, Act 1208)
 - e. Appropriately responding to a crying/fussy infant/child
 - f. Emergency procedures in the event of severe weather, or fire, including evacuation procedures and routes, and location and use of fire extinguishers.
 - g. Mandated reporter training
 - h. Administering medication
 - i. Caring for children with special needs / care plans
 - j. Transportation and car seat safety
 - k. Policies regarding release of children to authorized individuals
 - I. Prevention and control of infectious diseases
 - m. Building and physical premises safety, including the identification of, and protection from, hazards, bodies of water, and vehicular traffic
 - n. Nutrition and physical activities
 - o. Prevention and response to food sensitivities and allergic reactions
 - p. Basic child development
 - q. The handling and storage of hazardous materials and the appropriate disposal of biocontaminants

See Division website for a list of courses, that The Division maintains contracts for, which meet the above requirements.

 All staff shall have fifteen (15) hours of job specific training each year, including child development training, for the ages of children they work with. This shall be training focused on their job responsibilities, such as "Hands on Routine Care" for infants, or "Basics of Assessment" for preschool staff.

See Division website for a list of courses, that the Division maintains contracts for, which meet the above requirements.

- 5. The Director, Assistant Director/Site Supervisor, and 50% of the facility staff that are on site at any given time shall have a certificate of successful completion of first aid and CPR from an approved organization. If the facility serves infants and toddlers, this training shall include infant/child CPR. (Infant/child CPR may be included in the basic course or in a separate course.)
 - a. The curriculum shall conform to current American Heart Association or American Red Cross guidelines.
 - b. The curriculum shall require hands on, skill-based instruction, as well as practical testing. Training and certification that is provided solely online will not be accepted.

 c. The instructor shall be qualified and authorized to teach the curriculum and shall be certified by a nationally recognized organization. (Including but not limited to: Health and Safety Institute; EMS Safety Services, Inc.)

1201 Safety Requirements

- 1. Within thirty (30) days of licensure and within thirty (30) days of any change or modification of the floor plan, the facility shall file a copy of their floor plan with the local Office of Emergency Management including the following (§ 20-78-228 Act 1159 of 2013):
 - a. A schematic drawing of the facility and property used by the child care facility including the configuration of rooms, spaces, and other physical features of the building
 - b. The location or locations where children enrolled in child care spend time regularly
 - c. The escape routes approved by the local fire department for the child care facility
 - d. The licensed capacity and ages of children per room at the facility
 - e. The contact information for at least two (2) emergency contacts for the facility
 - f. An aerial view of the child care facility and property used by the child care facility shall be included with the floor plan if available
- 2. The facility shall have a written plan detailing the procedures to follow in the event of emergencies (fires, floods, tornadoes, utility disruptions, bomb threats, etc.) (Act 801 of 2009). The plan and procedures are required for emergencies that could cause structural damage to the facility, be identified as a threat by the Arkansas Department of Emergency Management or pose a health or safety hazard to the children and staff. This plan shall include provisions for "sheltering in place" or "lock down", in the event of situations that warrant these measures.
- 3. The written plan shall include the following information:
 - a. Designated relocation site and evacuation route
 - b. Procedures for notifying parents of relocation
 - c. Procedures for ensuring family reunification
 - d. Procedures to address the needs of individual children, including children with special needs, disabilities, and children with chronic medical conditions
 - e. Procedures and documentation for annual training of staff regarding the plan and possible reassignment of staff duties in an emergency
 - f. Plans to ensure that all staff and volunteers are familiar with the components of the plan
- 4. The facility shall coordinate with local emergency management officials to plan for emergencies.
- The facility shall maintain, on site, a current copy of the <u>Arkansas</u> <u>Comprehensive Emergency Management Plan issued by the Arkansas Division</u> <u>of Emergency Management</u>. This plan shall be reviewed by the facility Director

and signed and dated, indicating that they have reviewed the current plan and agree to comply with the provisions of the plan.

- 6. Written procedures and evacuation diagrams for emergency drills shall be posted in each classroom.
- 7. Fire and tornado drills shall be practiced as follows:
 - a. Monthly
 - b. Fire and tornado drills shall be practiced on separate days and at different times of the day.
 - c. Everyone in the facility, to include all program types (i.e. infant & toddler, preschool, school age), at the time of the drill shall participate in the drill
 - d. Staff, including volunteers and substitutes, shall be trained in emergency drill procedures
 - e. During all hours when children are in care (evenings, nights, weekends, etc.)
 - f. If applicable, the facility shall provide a crib with evacuation casters or equivalent that will provide one (1) bed for every six (6) infants, twelve (12) months and younger, that may be used for the safe evacuation of the infants.
- 8. The facility shall maintain a record of emergency drills. This record shall include:
 - a. Date of drill
 - b. Type of drill
 - c. Time of day
 - d. Number of children participating in the drill
 - e. Length of time taken to reach safety
 - f. Notes regarding any items that need improvement
- 9. The facility shall maintain an evacuation pack that shall be taken on all drills and during actual emergency evacuations. The pack shall be easily accessible in an emergency and all staff shall know the location of the pack. The evacuation pack shall include, but is not limited to the following:
 - a. List of emergency numbers
 - b. List of all emergency and contact information for children
 - c. List of all emergency and contact information for staff
 - d. First aid kit (requirement 1101.6) with extra gloves
 - e. Kleenex
 - f. Battery powered flashlight and extra batteries
 - g. Battery powered radio and extra batteries
 - h. Hand sanitizer
 - i. Notepad and pens or pencils
 - j. Whistle
 - k. Disposable cups
 - I. Wet wipes
 - m. Emergency survival blanket

- 10. The facility shall immediately notify the Licensing Unit of any extended utility outages or significant damage to the building or grounds. If phone service is not available, notification shall be as soon as service is restored or available.
- 11. Child care centers shall maintain a log of all child product recalls and safety notices issued by CPSC or distributed by the Attorney General's Office and shall post or otherwise make these notices available for parents to review on site. The facility director shall certify, on an annual basis, that these notices have been maintained and reviewed and that any identified items have been removed from the facility. Forms for self-certification will be provided by the Licensing Specialist and shall be submitted annually. (Act 1313 of 2001).
- 12. There shall be no alcoholic beverages in any part of the facility during hours of care.
- 13. Illegal drugs or paraphernalia shall not be in any part of the facility or on the premises, regardless if children are present or not.
- 14. All medications and poisonous substances shall be kept in separately locked areas.
- 15. Rescue medications such as inhalers or EpiPens shall be inaccessible to children (kept in a cabinet with a child proof type safety latch or carried by a staff member).
- 16. All detergents and cleaning supplies shall be kept out of the reach of children. (This does not include hand soap in children's or staff bathrooms.)
- 17. Supplies used for children's activities shall be carefully supervised.
- 18. All bags belonging to children shall be checked on arrival to eliminate possible hazards.
- 19. Purses and bags belonging to staff shall be stored out of reach of children.
- 20. Electrical outlets shall be guarded.
- 21. Balloon use shall be carefully supervised.
- 22. Staff shall be instructed in the use of fire extinguishers.
- 23. The facility shall maintain smoke detectors/fire extinguishers as required by the Fire Department. Smoke detectors shall be kept in working order at all times.
- 24. Chemicals and toxins shall not be stored in the food storage area.