

WORKING AT COMMUNITY LEGAL AID SOCIETY, INC.



WHO WE ARE

Community Legal Aid Society, Inc. (CLASI) is Delaware's oldest and largest civil legal aid organization and is one of the oldest civil legal aid programs in the United States. Our mission is to combat injustice through creative and persistent civil legal advocacy on behalf of vulnerable and underserved Delawareans. We have over 70 staff members working in three offices across the state: Wilmington, Dover, and Georgetown.

WHAT WE DO

CLASI is an unrestricted (non-LSC funded) civil legal aid program. We have a range of vibrant programs and units that assist low-income and marginalized clients:

- Disabilities Law Program
 - *Delaware's designated Protection and Advocacy program for people with disabilities*
- Medical-Legal Partnership Program
 - *Partnering with health and social service providers statewide*
- Elder Law Program
- Fair Housing Program
- Domestic Violence Unit
- Housing Unit
- Immigration Unit
- Public Benefits Unit

In addition to providing individual representation, as an unrestricted program CLASI is able to work for systemic change through impact litigation, community education, and legislative and policy advocacy on the state and national level.

OUR IMPACT

In 2021, CLASI handled 5,100 cases, providing assistance to 10,550 people statewide. We also have a long track record of taking on some of the biggest systemic challenges facing low-income and vulnerable Delawareans. We've protected the rights and improved the lives of tens of thousands of people through our law and policy reform efforts. For example, in the past several years we:

- Settled a landmark school funding lawsuit against the state resulting in major improvements in funding for children in high poverty schools, children with disabilities, and English language learners;
- Won a significant court appeal regarding the scope of the Delaware Equal Accommodations Law, creating momentum for new legislation that we helped draft which now explicitly requires places of public accommodation to make reasonable accommodations for people with disabilities;
- Settled groundbreaking litigation against the Delaware Department of Correction, dramatically overhauling the state's solitary confinement system and increasing therapeutic and behavioral services for inmates with mental illness;
- Led on national rulemaking efforts resulting in billions in student loan debt being forgiven for people with disabilities;
- Helped lead a coalition that won passage of paid family and medical leave legislation in Delaware;
- Secured important protections from excessive lot rent increases for manufactured housing homeowners who live in rental communities.



OFFICE CULTURE

CLASI is a diverse, inclusive, collaborative, and progressive workplace, and we are proud of our supportive, collegial work environment. Our passionate, mission-driven attorneys are experts in their fields. They are deeply committed to our clients and to mentoring the next generation of public interest attorneys. We provide extensive training and professional development opportunities to our staff.



CLASI has been recognized as a Delaware “Top Workplace” for six years in a row through 2021. Our growing staff has doubled from 36 to over 70 in just the past seven years, as we continually seek to evolve and innovate to meet the most pressing legal needs in our state.

EMPLOYEE BENEFITS

CLASI is a unionized program with a bargained salary scale. The current entry-level salary is \$56,289 for attorneys and \$34,336 for paraprofessionals, scaled based on prior relevant experience. We offer excellent benefits, including:






- Health and dental insurance for employees and their immediate family (including domestic partners) with premiums for the base plan fully funded by CLASI
- Vision, short and long-term disability insurance, and life insurance at no cost to employees
- Generous annual and health leave time
- 14 paid holidays and 4 personal days
- 403(b) retirement plan, with CLASI contributing an amount equal to 10% of the employee’s salary when they contribute at least 1% (eligible after one year, vested after three)
- Hybrid work options
- Law school loan assistance payment plan of up to \$250 per month funded by CLASI
 - *A forthcoming state program will also provide up to \$5,000 a year in assistance to Delaware public interest attorneys, depending on how well it is funded by the state. CLASI attorneys should be able to apply for it later this year and, while no one is guaranteed to receive the benefit, we are optimistic it will provide meaningful assistance to many of our staff members.*
- All costs associated with applying, studying, and sitting for the Delaware Bar Exam and maintaining Delaware Bar membership, including all CLE courses, professional development, training, and conferences
- Free parking and reimbursement for any work-related travel

WORKING IN DELAWARE

Delaware is home to wonderful cultural institutions, beautiful beaches and state parks, and excellent restaurants and nightlife options. We are also close to several major cities and attractions, offering easy access to Philadelphia, New York, Washington, D.C., and Baltimore. Learn more at: www.visitdelaware.com.

CONTACT US

Sarah Rhine, Esq. (she/her)
Managing Attorney
SRhine@declasi.org
302-674-8503

-  www.declasi.org
-  Community Legal Aid Society, Inc.
-  CommunityLegalAidSociety
-  de_clasi
-  DECLASI