

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2019

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HOUSE BILL 882
Corrected Copy 4/30/19
PROPOSED COMMITTEE SUBSTITUTE H882-PCS40457-BP-10

Short Title: Early Childhood Recommendations/DHHS.

(Public)

Sponsors:

Referred to:

April 22, 2019

1 A BILL TO BE ENTITLED
2 AN ACT TO ENHANCE THE EARLY CHILDHOOD WORKFORCE.
3 The General Assembly of North Carolina enacts:

4 **SECTION 1.** G.S. 110-91(8) reads as rewritten:

5 "(8) Qualifications for Staff. – All child care center administrators shall be at least
6 21 years of age. All child care center administrators shall have the North
7 Carolina Early Childhood Administration Credential or its equivalent as
8 determined by the Department. All child care administrators performing
9 administrative duties as of the date this act becomes law and child care
10 administrators who assume administrative duties at any time after this act
11 becomes law and until September 1, 1998, shall obtain the required credential
12 by September 1, 2000. Child care administrators who assume administrative
13 duties after September 1, 1998, shall begin working toward the completion of
14 the North Carolina Early Childhood Administration Credential or its
15 equivalent within six months after assuming administrative duties and shall
16 complete the credential or its equivalent within two years after beginning work
17 to complete the credential. Each child care center shall be under the direction
18 or supervision of a person meeting these requirements. All staff counted
19 toward meeting the required staff-child ratio shall be at least 16 years of age,
20 provided that persons younger than 18 years of age work under the direct
21 supervision of a credentialed staff person who is at least 21 years of age. All
22 lead teachers in a child care center shall have at least a North Carolina ~~Early
23 Childhood Credential~~ Infant-Toddler Certificate or Preschool Certificate or its
24 equivalent as determined by the Department. ~~Lead teachers shall be enrolled
25 in the North Carolina Early Childhood Credential coursework or its equivalent
26 as determined by the Department within six months after becoming employed
27 as a lead teacher or within six months after this act becomes law, whichever
28 is later, and shall complete the credential or its equivalent within 18 months
29 after enrollment.~~ Lead teachers employed as of January 1, 2020, shall have
30 until July 1, 2021, to receive the Certificate or its equivalent. Lead teachers
31 hired after January 1, 2020, shall have earned the North Carolina Early
32 Childhood Credential before being hired and shall earn the North Carolina
33 Infant-Toddler Certificate or Preschool Certificate, or its equivalent, as
34 determined by the Department within 18 months after being hired.



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1 For child care centers licensed to care for 200 or more children, the
2 Department, in collaboration with the North Carolina Institute for Early
3 Childhood Professional Development, shall establish categories to recognize
4 the levels of education achieved by child care center administrators and
5 teachers who perform administrative functions. The Department shall use
6 these categories to establish appropriate staffing based on the size of the center
7 and the individual staff responsibilities.

8 Effective January 1, ~~1998, 2020~~, an operator of a licensed family child
9 care home shall be at least 21 years old and have a ~~high school diploma or its~~
10 ~~equivalent.~~ North Carolina Early Childhood Credential before receiving a
11 license and shall earn a North Carolina Infant-Toddler or Preschool
12 Certificate, or its equivalent, as determined by the Department within 18
13 months of receiving a license. Operators of a family child care home licensed
14 before January 1, 2020, shall have until July 1, 2021, to receive the Certificate
15 or its equivalent. Operators of a family child care home licensed prior to
16 January 1, 1998, shall be at least 18 years of age and literate. Literate is defined
17 as understanding licensing requirements and having the ability to
18 communicate with the family and relevant emergency personnel. Any
19 operator of a licensed family child care home shall be the person on-site
20 providing child care.

21 The Commission shall adopt standards to establish appropriate
22 qualifications for all staff in child care centers. These standards shall reflect
23 training, experience, education and credentialing and shall be appropriate for
24 the size center and the level of individual staff responsibilities. It is the intent
25 of this provision to guarantee that all children in child care are cared for by
26 qualified people. Pursuant to G.S. 110-106, no requirements may interfere
27 with the teachings or doctrine of any established religious organization. The
28 staff qualification requirements of this subdivision do not apply to religious
29 sponsored child care facilities pursuant to G.S. 110-106."

30 **SECTION 2.(a)** Professional Standards and Competencies. – The Division of Child
31 Development and Early Education (Division) shall define the knowledge requirements for early
32 childhood educators by establishing expected competencies for lead teachers. These
33 competencies shall be based on the latest findings from the National Academy of Sciences report,
34 "Transforming the Workforce for Children from Birth through Age 8," and the newly revised
35 competencies from the National Association for the Education of Young Children (NAEYC).
36 Competencies shall be graduated and tied to the certificates and degrees offered within North
37 Carolina's community colleges and colleges and universities, specifically the Infant-Toddler and
38 Preschool Certificates and the associate and bachelor's degrees in Early Childhood Education.

39 **SECTION 2.(b)** The Division shall collaborate with the North Carolina Community
40 College System office to develop, or revise, a standardized process for early childhood educators
41 to demonstrate their ability to meet the competencies found in all courses included in either the
42 Infant-Toddler or Preschool Certificate. This process shall be available to support early childhood
43 educators who choose not to attend or return to college to earn the required Certificates or degrees
44 for lead teachers.

45 **SECTION 3.** By no later than July 1, 2020, the Department of Health and Human
46 Services, Division of Child Development and Early Education (Division), shall develop and
47 implement a program to incentivize higher teacher education and compensation levels by
48 providing subsidy payment enhancements to child care programs that use a salary scale and only
49 employ lead teachers who have obtained a minimum of an associate degree in child development
50 or a related field. The incentive amount shall be differentiated based on the level of degree
51 attained. The Division shall submit a progress report on the development and implementation of

1 the program required by this section to the Joint Legislative Oversight Committee on Health and
2 Human Services by March 1, 2020.

3 **SECTION 4.(a)** The Department of Health and Human Services, Division of Child
4 Development and Early Education (Division), shall conduct a feasibility and cost study for the
5 development of a pilot program modeled after the North Carolina prekindergarten (NC Pre-K)
6 program for classrooms for children birth through three years of age. The model shall focus on
7 criteria that, at a minimum, includes each of the following:

8 (1) Teachers with degrees.

9 (2) The use of curriculum and formative assessments.

10 (3) Improved student-teacher ratios.

11 (4) Payment rates for child care programs commensurate with the increased
12 teacher education requirements.

13 (5) The training, program coordination, recruitment, outreach, and monitoring
14 necessary to implement the program.

15 (6) An ongoing evaluation program to measure educational outcomes similar to
16 the evaluation required for the NC Pre-K program.

17 **SECTION 4.(b)** The Division shall submit a report on the study required under
18 subsection (a) of this section to the 2020 Regular Session of the 2019 General Assembly by April
19 1, 2020.

20 **SECTION 5.** Early Childhood Workforce Report. – The Division of Child
21 Development and Early Education (Division) shall report on the status of the early childhood
22 workforce established pursuant to the provisions of this act every three years. This report
23 shall include information on the educational status and compensation of all lead teachers and
24 other teaching staff enrolled in licensed child care programs in North Carolina. The Division
25 shall submit the report required by this section to the Joint Legislative Oversight Committee on
26 Health and Human Services by January 1, 2021, and every three years thereafter.

27 **SECTION 6.** Except as otherwise provided, this act is effective when it becomes
28 law.