

# HOUSE BILL 1303

F5

5lr3095

---

By: **Delegates Mireku–North and Wims**

Introduced and read first time: February 7, 2025

Assigned to: Ways and Means

---

## A BILL ENTITLED

1 AN ACT concerning

2 **Child Care Centers – Teacher Qualifications – Alterations**

3 FOR the purpose of requiring the State Board of Education to set minimal experiential  
4 standards as qualifications for child care teachers teaching in a child care center;  
5 altering the probationary employment qualifications for a child care teacher  
6 employed in a child care center; and generally relating to the qualifications of a child  
7 care teacher.

8 BY repealing and reenacting, without amendments,

9 Article – Education

10 Section 9.5–404(a)

11 Annotated Code of Maryland

12 (2022 Replacement Volume and 2024 Supplement)

13 BY repealing and reenacting, with amendments,

14 Article – Education

15 Section 9.5–404(b)(13) and (c)

16 Annotated Code of Maryland

17 (2022 Replacement Volume and 2024 Supplement)

18 BY adding to

19 Article – Education

20 Section 9.5–404(c)

21 Annotated Code of Maryland

22 (2022 Replacement Volume and 2024 Supplement)

23 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

24 That the Laws of Maryland read as follows:

25 **Article – Education**

---

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 9.5–404.

2 (a) The State Board shall adopt rules and regulations for licensing and operating  
3 child care centers.

4 (b) These rules and regulations shall:

5 (13) Subject to subsection [(c)] (D) of this section, establish probationary  
6 employment qualifications for an individual who is applying for the first time to be a child  
7 care teacher in a child care center in the State that serves preschool or school–age children  
8 who are at least 3 years old.

9 (C) THESE RULES AND REGULATIONS SHALL SET MINIMAL EXPERIENTIAL  
10 REQUIREMENTS FOR INDIVIDUALS TO QUALIFY AS A CHILD CARE TEACHER THAT  
11 REQUIRE A CHILD CARE TEACHER TO:

12 (1) HOLD A HIGH SCHOOL DIPLOMA;

13 (2) HOLD A CERTIFICATE OF HIGH SCHOOL EQUIVALENCY;

14 (3) HAVE SUCCESSFULLY COMPLETED COURSES FOR CREDIT AT AN  
15 ACCREDITED INSTITUTION OF HIGHER EDUCATION THAT ARE APPROVED BY THE  
16 STATE BOARD AS SUFFICIENT TO QUALIFY AS A PROSPECTIVE CHILD CARE  
17 TEACHER;

18 (4) HAVE SUCCESSFULLY BEEN EMPLOYED FOR 2 YEARS IN A  
19 POSITION OTHER THAN A CHILD CARE TEACHER FOR A REGISTERED FAMILY CHILD  
20 CARE HOME, A REGISTERED LARGE FAMILY CHILD CARE HOME, OR A LICENSED  
21 CHILD CARE CENTER; OR

22 (5) MEET THE PROBATIONARY EMPLOYMENT QUALIFICATIONS  
23 UNDER SUBSECTION (D) OF THIS SECTION.

24 [(c)] (D) (1) The probationary employment qualifications established under  
25 subsection (b)(13) of this section shall allow an individual to be employed as a child care  
26 teacher during a probationary period if the individual:

27 (i) [1.] Is enrolled in approved pre–service training;

28 [2.] (II) Successfully completes the required 90 hours of the  
29 approved pre–service training within 6 months after being hired; and

30 [3. Holds an associate degree or a bachelor’s degree in:

31 A. Early childhood education;

- 1 B. Elementary education;
- 2 C. Child development;
- 3 D. Home economics;
- 4 E. Nursing;
- 5 F. Social work;
- 6 G. Special education; or
- 7 H. A related field approved by the Department; or

8 (ii) 1. Is enrolled in approved pre-service training;

9 2. Has successfully completed at least 45 hours of the  
10 approved pre-service training at the time the child care center hires the individual;

11 3. Successfully completes the remaining hours of the  
12 pre-service training within 6 months after being hired; and

13 4. Holds an associate degree or a bachelor's degree in a field  
14 other than a field listed under item (i)3 of this paragraph.]

15 **(III) EARNS A CERTIFICATE OF HIGH SCHOOL EQUIVALENCY**  
16 **WITHIN 2 YEARS AFTER BEING HIRED.**

17 (2) [If, at the end of the 6-month probationary period,] **A CHILD CARE**  
18 **CENTER SHALL TERMINATE FOR CAUSE OR REASSIGN TO A DIFFERENT**  
19 **NONTEACHING POSITION** an individual described in paragraph (1) of this subsection [has  
20 not completed the required pre-service training, the child care center shall, with no further  
21 cause, terminate the individual or reassign the individual to a nonteaching position] **WHO:**

22 **(I) AT THE END OF 6 MONTHS AFTER BEING HIRED, HAS NOT**  
23 **COMPLETED THE REQUIRED PRE-SERVICE TRAINING; OR**

24 **(II) AT THE END OF 2 YEARS AFTER BEING HIRED, HAS NOT**  
25 **EARNED A CERTIFICATE OF HIGH SCHOOL EQUIVALENCY.**

26 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
27 1, 2025.