

Department of Legislative Services  
Maryland General Assembly  
2025 Session

FISCAL AND POLICY NOTE  
First Reader

Senate Bill 252 (Chair, Education, Energy, and the Environment  
Committee)(By Request - Departmental - Education)  
Education, Energy, and the Environment

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**Child Care Centers - Certificated Staff Ratio Requirement - Repeal**

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This departmental bill repeals a requirement that child care centers serving more than 20 children must have at least one staff member (per every 20 children) who is certified in basic first aid and cardiopulmonary resuscitation (CPR) training. **The bill takes effect July 1, 2025.**

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**Fiscal Summary**

**State Effect:** The Maryland State Department of Education (MSDE) can implement the bill's changes with existing resources. Revenues are not affected.

**Local Effect:** None.

**Small Business Effect:** MSDE has determined that this bill has a meaningful impact on small business (attached). The Department of Legislative Services concurs with this assessment.

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**Analysis**

**Current Law/Background:** MSDE advises that, due to a child care workforce shortage across the State, school age programs are experiencing challenges with staff recruitment and retention. Under current regulations, child care centers are required to have a certain number of certified first aid/CPR staff (depending on the number of children), which may be a barrier to hiring new staff. MSDE notes that, once the current statutory requirement is repealed, it intends to adopt regulations lowering the ratio to one first aid/CPR certified staff per every 30 *school age* children (*i.e.*, a child younger than age 16 who attends a public or nonpublic school in grades kindergarten or above).

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## **Additional Information**

**Recent Prior Introductions:** Similar legislation has not been introduced within the last three years.

**Designated Cross File:** HB 150 (Chair, Ways and Means Committee)(By Request - Departmental - Education) - Ways and Means.

**Information Source(s):** Maryland State Department of Education; Department of Legislative Services

**Fiscal Note History:** First Reader - January 28, 2025  
js/jkb

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Analysis by: Eric F. Pierce

Direct Inquiries to:  
(410) 946-5510  
(301) 970-5510

## ANALYSIS OF ECONOMIC IMPACT ON SMALL BUSINESSES

TITLE OF BILL: Child Care Centers – Certificated Staff Ratio Requirement – Repeal

BILL NUMBER: SB 252

PREPARED BY: Shayna Cook

### PART A. ECONOMIC IMPACT RATING

This agency estimates that the proposed bill:

WILL HAVE MINIMAL OR NO ECONOMIC IMPACT ON MARYLAND SMALL BUSINESS

**OR**

WILL HAVE MEANINGFUL ECONOMIC IMPACT ON MARYLAND SMALL BUSINESSES

### PART B. ECONOMIC IMPACT ANALYSIS

This amendment to statute would allow child care centers and letter of compliance facilities that are small businesses, based on their size or capacity, the opportunity to have fewer staff that need the FA/CPR certification, which will ultimately reduce the cost of staff training. This may encourage additional applications for child care facilities due to lower operating costs. In addition, the change may assist with staff recruitment and retention, which will in turn have a positive impact on the continuity of care for children and families.