

Department of Legislative Services  
 Maryland General Assembly  
 2025 Session

FISCAL AND POLICY NOTE  
 First Reader

House Bill 1303 (Delegates Mireku-North and Wims)  
 Ways and Means

Child Care Centers - Teacher Qualifications - Alterations

This bill requires the State Board of Education to set specified minimal experiential standards as qualifications for child care teachers teaching in a child care center. The bill also alters the probationary employment qualifications for a child care teacher employed in a child care center. **The bill takes effect July 1, 2025.**

Fiscal Summary

**State Effect:** General fund expenditures increase by \$91,000 in FY 2026 only for the Maryland State Department of Education (MSDE) to make reprogramming changes. Revenues are not affected.

(in dollars)	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	\$91,000	\$0	\$0	\$0	\$0
Net Effect	(\$91,000)	\$0	\$0	\$0	\$0

*Note: () = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate increase; (-) = indeterminate decrease*

**Local Effect:** None.

**Small Business Effect:** Potential meaningful.

Analysis

**Bill Summary/Current Law:** Under current law, the State board must adopt rules and regulations for licensing and operating child care centers that meet specified requirements, including probationary employment qualifications for an individual who is applying for the

first time to be a child care teacher in a child care center in the State that serves preschool or school-age children who are at least age three.

The bill specifies that the rules and regulations must set minimal experiential requirements for individuals to qualify as a child care teacher that require the teacher to:

- hold a high school diploma;
- hold a certificate of high school equivalency;
- have successfully completed courses for credit at an accredited institution of higher education that are approved by the State board as sufficient to qualify as a prospective child care teacher;
- have successfully been employed for two years in a position other than a child care teacher for a registered family child care home, a registered large family child care home, or a licensed child care center; or
- meet the probationary employment qualifications (as amended by the bill).

Under current law, the probationary employment qualifications must allow an individual to be employed as a child care teacher during a probationary period if the individual (1) is enrolled in an approved pre-service training, successfully completes the required 90 hours of the approved pre-service training within six months after being hired, and holds an associate degree or a bachelor's degree in specified related fields or (2) is enrolled in an approved pre-service training, has successfully completed at least 45 hours of the training and successfully completes the remaining hours within six months of being hired, and holds an associate degree or bachelor's degree in *another* field. If, at the end of the probationary period, an individual has not completed the required pre-service training, the child care center must, with no further cause, terminate the individual or reassign the individual to a nonteaching position.

The bill repeals the associate/bachelor's degree requirement (and related requirements) and instead specifies that the probationary employment qualifications must allow an individual to be employed as a child care teacher during a probationary period if the individual earns a certificate of high school equivalency within two years after being hired (in addition to completing the other applicable requirements under current law).

The bill alters the termination provisions noted above. Under the bill, a child care center must terminate for cause (or reassign to a different nonteaching position) a probationary employee who (1) at the end of six months after being hired, has not completed the required pre-service training or (2) at the end of two years after being hired, has not earned a certificate of high school equivalency.

**State Expenditures:** MSDE advises that it must update its Child Care Administrative Tracking System to accommodate the bill's changes to probationary employee qualification requirements. Therefore, in fiscal 2026, general fund expenditures increase by approximately \$91,000 to make the necessary reprogramming changes. This estimate is based on a similar modification that MSDE made to its system in 2022.

**Small Business Effect:** The bill likely meaningfully benefits small business child care programs, as the requirements for hiring probationary staff are less stringent than requirements under current law.

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### **Additional Information**

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

**Designated Cross File:** None.

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

**Fiscal Note History:** First Reader - March 3, 2025  
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