



HOUSE BILL 412: Child Care Regulatory Reforms, Part II: Regulatory Changes

2025-2026 General Assembly

Analysis of: S.L. 2025-36, Part II

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Part II of S.L. 2025-36 (House Bill 412) does the following:

- Makes child care regulatory changes including the following:
 - Permits a lead teacher to plan and implement daily activities for no more than two groups, and if the lead teacher is responsible for two groups at least one other individual overseeing the group must be engaging in the Early Childhood Credential coursework or seeking on the job training for the five-year pathway to seek future Lead Teacher qualification.
 - Clarifies the mandatory licensing standards regarding out-of-school child care provided at operational elementary and middle schools for school-aged children.
 - Increases the group size for infants and toddlers for child care centers meeting certain requirements.
 - Permits five years or more of documented work experience teaching in a licensed child care facility in North Carolina to serve as the equivalent to the North Carolina Early Childhood Credential and ensures this work experience is treated the same as if it were earned in other ways when awarding a star-rating.
 - Requires administrators and lead teachers to have the North Carolina Early Childhood Credential or its equivalent, and all other staff to meet standards established by the North Carolina Child Care Commission (the Commission).
- Adds the Weikart Youth Program Quality Assessment as an assessment tool for out-of-school child care programs and award of star rating.
- Requires the Division of Child Development and Early Education (the Division), Department of Health and Human Services (DHHS) to establish a school age/out-of-school care credential in consultation with North Carolina Community Colleges System.
- Requires the Division to award the North Carolina Early Childhood Administration Credential or the North Carolina Family Child Care Credential to individuals who have completed continuing education courses equivalent to child care curriculum courses as determined by the Community College System.
- Requires the Commissioner of Insurance to establish a workgroup to examine the potential for the development of group liability insurance opportunities for all child care providers and for certain nongovernmental contractors that contract with DHHS and any county or local agency for the provision of services to minors.

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- Creates an exemption for certain Department of Defense family child care homes from child care licensure requirements.
- Requires the Division, in coordination with the Child Care Commission, to clarify rules governing multiuse child care centers.
- Allows a child care program that was licensed prior to a state of emergency to be deemed licensed during the state of emergency whether it expands provision of services to more children if the required staff-child ratio is maintained.

This Part became effective July 1, 2025.