



# HOUSE BILL 412: Child Care Regulatory Reforms.

2025-2026 General Assembly

---

**Committee:**

**Introduced by:** Reps. Arp, Lambeth, Paré, Rhyne

**Analysis of:** Fifth Edition

**Date:**

June 10, 2025

**Prepared by:** Debbie Griffiths

Staff Attorney

---

**OVERVIEW:** *House Bill 412 would do the following:*

- *Make child care regulatory changes including the following:*
  - *Clarify the mandatory licensing standards regarding out-of-school child care provided at operational elementary and middle schools for school-aged children.*
  - *Increase the group size for infants and toddlers for child care centers meeting certain requirements.*
  - *Permit 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 ensure this work experience is treated the same as if it were earned in other ways when awarding a star-rating.*
  - *Require 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).*
- *Add the Weikart Youth Program Quality Assessment as an assessment tool for out-of-school child care programs and award of star rating.*
- *Require the Division to establish a school age/out-of-school care credential in consultation with North Carolina Community Colleges System.*
- *Require 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.*
- *Require the Commissioner of Insurance to establish a workgroup to examine the potential for the development of group liability insurance opportunities for certain entities providing services for minors.*

**CURRENT LAW AND BILL ANALYSIS:**

**PART I. REGULATORY CHANGES**

**SECTION 1.2.** G.S. 110-91 would be amended to clarify that any building and grounds approved for and being used as a public or private elementary or middle school also meets the space and equipment, sanitation, fire, and building code requirements for a licensed child care facility when serving only school-aged children in an out-of-school setting.

Kara McCraw  
Director



\* H 4 1 2 - S M C I - 9 2 E 5 - V - 1 \*

Legislative Analysis  
Division  
919-733-2578

# House Bill 412

Page 2

**SECTION 1.3. Staff-Child Ratio and Capacity for Child Care Facilities.** G.S. 110-91(7)a. would be amended to increase maximum group sizes as follows:

- The 0-12 months old group would increase from 10 to 15 children and the 12 to 24 months old group would increase from 12 to 18 children.
- If a center is operating under voluntary enhanced requirements, the 2-3 years old group may be increased from 18 to 20 children if the center maintains a 1/9 staff-child ratio.
- If a center is operating under the highest voluntary enhanced requirements:
  - 0-12 months old groups may have 12 children if the staff-child ratio is 1/4.
  - 12-24 months old groups may have 15 children if the staff-child ratio is 1/5.
  - 2-3 years old groups may have 20 children if the staff-child ratio is 1/8.

**SECTIONS 1.4 and 1.7. Qualifications for Staff.** Five years or more of documented work experience teaching in a licensed child care facility in North Carolina would be allowed to serve as an equivalent to the North Carolina Early Childhood Credential required for lead teachers. The Division would be required to ensure this work experience is treated the same as if it were earned through other pathways when awarding a star-rating. Only administrators and lead teachers would be required to have a North Carolina Early Childhood Credential or its equivalent. The Commission would be required to establish standards that do not include the Early Childhood Credential or its equivalent for all other staff positions.

**SECTION 1.8.** The Weikart Youth Program Quality Assessment ("Weikart Program") would be added as an assessment tool for out-of-school child care program evaluation and awarding of star-rating. The Division would be required to complete the necessary crosswalk evaluation of the Weikart Program and have it available for applicants to use no later than one year after this act becomes law.

**SECTION 1.9.** The Division would be required to assign credit for continuing education courses the same as assigned by the NCCCS for curriculum courses offered by community colleges in the NCCCS for the purpose of providing any credential offered by the Division.

**SECTION 1.10.** The Division would be required to:

- Consult with the NCCCS to create a North Carolina School Age/Out-of-School Care Credential that aligns with a new curriculum and continuing education course entitled "Introduction to School Age Care and Education" by December 1, 2025.
- Award the North Carolina Early Childhood Administration or Family Child Care Credential to individuals who successfully completed continuing education classes equivalent to curriculum courses as determined by the NCCCS.

The NCCCS would be required to ensure the continuing education classes meet the curriculum course descriptions, competencies, and hour requirements and would be responsible for assigning which credential would be awarded for each continuing education course.

**SECTIONS 1.11 and 1.12.** The Commission would be required to adopt or amend any rules necessary to ensure uniformity and consistency in application of the provisions of this act.

**PART II. ESTABLISH WORKGROUP TO EXAMINE POTENTIAL FOR DEVELOPMENT OF GROUP LIABILITY INSURANCE PLAN OPPORTUNITIES FOR CERTAIN ENTITIES PROVIDING SERVICES FOR MINORS.**

**SECTIONS 2.1, 2.2, and 2.3.** The Commissioner of the Department of Insurance would be required to establish a workgroup to examine the potential for the development of group liability insurance for certain

# House Bill 412

*Page 3*

entities providing services for minors and report the workgroup's findings and recommendations to the Joint Legislative Oversight Commission on Health and Human Services, the Joint Legislative Oversight Committee on General Government, and the Fiscal Research Division by January 1, 2026.

**EFFECTIVE DATE:** This act would be effective when it becomes law.