

By: Davis of Harris

H.B. No. 2903

A BILL TO BE ENTITLED

AN ACT

relating to training requirements for certain child-care workers.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 42.0421, Human Resources Code, as amended by S.B. 219, Acts of the 84th Legislature, Regular Session, 2015, is amended by amending Subsections (a) and (f) and adding Subsections (a-1), (a-2), and (j) to read as follows:

(a) The minimum training standards prescribed by the executive commissioner under Section 42.042(p) for an employee, director, or operator of a day-care center, group day-care home, or registered family home must include:

(1) 48 ~~[24]~~ hours of initial training ~~[that must be completed not later than the 90th day after the employee's first day of employment]~~ for an employee of a day-care center who has no previous training or less than two years of employment experience in a regulated child-care facility, subject to the following requirements:

(A) the employee must complete the initial training not later than the first anniversary of the employee's first day of employment;

(B) the employee must complete at least 32 hours of the initial training not later than the 90th day after the employee's first day of employment; and

(C) the employee must complete at least 16 [7

1 ~~eight~~] hours of the initial training [~~which must be completed~~]
2 before the employee is given responsibility for a group of
3 children;

4 (2) 24 hours of annual training for each employee of a
5 day-care center or group day-care home who has completed the
6 initial training required by Subdivision (1), excluding the
7 director, which must include at least:

8 (A) six hours of training in one or more of the
9 following areas:

- 10 (i) [~~(A)~~] child growth and development;
11 (ii) [~~(B)~~] guidance and discipline; and
12 (iii) [~~(C)~~] age-appropriate curriculum;

13 and

14 (B) six hours of training in
15 [~~(D)~~] teacher-child interaction; and

16 (3) 30 hours of annual training for each director of a
17 day-care center or group day-care home, or operator of a registered
18 family home, which must include at least six hours of training in
19 one or more of the following areas:

- 20 (A) child growth and development;
21 (B) guidance and discipline;
22 (C) age-appropriate curriculum; and
23 (D) teacher-child interaction.

24 (a-1) The minimum training standards prescribed under
25 Subsection (a) do not apply to an employee of a day-care center that
26 is accredited by a national organization or that is recognized by
27 the Texas Rising Star provider certification program as a four-star

1 provider.

2 (a-2) Thirty hours of the initial training required under
3 Subsection (a)(1), and the 12 hours of annual training required
4 under Subsections (a)(2)(A) and (B) must be provided by a person who
5 meets at least one of the qualifications listed under Subsection
6 (f)(1), (2), (3), (4), or (7).

7 (f) The training required by this section must be
8 appropriately targeted and relevant to the age of the children who
9 will receive care from the individual receiving training and must
10 be provided by a person who:

11 (1) is a training provider registered with the Texas
12 Early Childhood Professional Development System's Texas Trainer
13 Registry that is maintained by the Texas Head Start State
14 Collaboration Office;

15 (2) is an instructor at a public or private secondary
16 school, an institution of higher education, as defined by Section
17 61.003, Education Code, or a private college or university
18 accredited by a recognized accrediting agency who teaches early
19 childhood development or another relevant course, as determined by
20 rules adopted by the commissioner of education and the commissioner
21 of higher education;

22 (3) is an employee of a state agency with relevant
23 expertise;

24 (4) is a physician, psychologist, licensed
25 professional counselor, social worker, or registered nurse;

26 (5) holds a generally recognized credential [~~or~~
27 ~~possesses documented knowledge~~] relevant to the training the person

1 will provide;

2 (6) is a registered family home care provider or
3 director of a day-care center or group day-care home in good
4 standing with the department, if applicable, and who:

5 (A) has demonstrated core knowledge in child
6 development and caregiving; and

7 (B) is only providing training at the home or
8 center in which the provider or director and the person receiving
9 training are employed; or

10 (7) has at least two years of experience working in
11 child development, a child development program, early childhood
12 education, a childhood education program, or a Head Start or Early
13 Head Start program and:

14 (A) has been awarded a Child Development
15 Associate (CDA) credential; or

16 (B) holds at least an associate's degree in child
17 development, early childhood education, or a related field.

18 (j) The training required by this section may be provided in
19 person or online.

20 SECTION 2. Section 42.0421(a), Human Resources Code, as
21 amended by this Act, applies only to an employee who is initially
22 employed by a day-care center on or after the effective date of this
23 Act. An employee who is initially employed by a day-care center
24 before that date is subject to the law in effect immediately before
25 the effective date of this Act, and the former law is continued in
26 effect for that purpose.

27 SECTION 3. This Act takes effect September 1, 2015.