

By: Davis of Harris

H.B. No. 2903

Substitute the following for H.B. No. 2903:

By: Raymond

C.S.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) 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) Thirty hours of the initial training required under  
25 Subsection (a)(1), and the 12 hours of annual training required  
26 under Subsections (a)(2)(A) and (B) must be provided by a person who  
27 meets at least one of the qualifications listed under Subsection

1 (f)(1), (2), (3), (4), or (7).

2 (f) The training required by this section must be  
3 appropriately targeted and relevant to the age of the children who  
4 will receive care from the individual receiving training and must  
5 be provided by a person who:

6 (1) is a training provider registered with the Texas  
7 Early Childhood Professional Development System's Texas Trainer  
8 Registry that is maintained by the Texas Head Start State  
9 Collaboration Office;

10 (2) is an instructor at a public or private secondary  
11 school, an institution of higher education, as defined by Section  
12 61.003, Education Code, or a private college or university  
13 accredited by a recognized accrediting agency who teaches early  
14 childhood development or another relevant course, as determined by  
15 rules adopted by the commissioner of education and the commissioner  
16 of higher education;

17 (3) is an employee of a state agency with relevant  
18 expertise;

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

21 (5) holds a generally recognized credential [~~or~~  
22 ~~possesses documented knowledge~~] relevant to the training the person  
23 will provide;

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

27 (A) has demonstrated core knowledge in child

1 development and caregiving; and

2 (B) is only providing training at the home or  
3 center in which the provider or director and the person receiving  
4 training are employed; or

5 (7) has at least two years of experience working in  
6 child development, a child development program, early childhood  
7 education, a childhood education program, or a Head Start or Early  
8 Head Start program and:

9 (A) has been awarded a Child Development  
10 Associate (CDA) credential; or

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

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

15 SECTION 2. Section [42.0421\(a\)](#), Human Resources Code, as  
16 amended by this Act, applies only to an employee who is initially  
17 employed by a day-care center on or after the effective date of this  
18 Act. An employee who is initially employed by a day-care center  
19 before that date is subject to the law in effect immediately before  
20 the effective date of this Act, and the former law is continued in  
21 effect for that purpose.

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