
SENATE COMMITTEE ON HUMAN SERVICES

Senator Arreguín, Chair

2025 - 2026 Regular

Bill No: AB 753

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Urgency: No

Consultant: Diana Dominguez

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Fiscal: Yes

Subject: Childcare: facility licensure: teacher requirements

SUMMARY

This bill would allow a California State Preschool Program or general child care and development program, commencing July 1, 2026, to hire an interim associate teacher for a limit of two years, during which the interim associate teacher must be pursuing the necessary credentials or coursework to obtain the Child Development Associate Teacher Permit or equivalent from the Commission on Teacher Credentialing.

ABSTRACT

Existing Law:

- 1) Establishes the Child Care and Development Services Act to provide child care and development services as part of a coordinated, comprehensive, and cost-effective system serving children from birth to 13 years of age and their parents, including a full range of supervision, health, and support services through full- and part-time programs. (*Welfare and Institutions Code (WIC) 10207 et seq.*)
- 2) Establishes the California Child Day Care Facilities Act to create a separate licensing category for child day care centers and family day care homes within the existing licensing structure at the California Department of Social Services (CDSS). (*Health and Safety Code (HSC) 1596.70 et seq.*)
- 3) Prohibits any person or entity operating a child day care facility from providing care or supervision without a valid license from CDSS. (*22 California Code of Regulations (CCR) 101156(a)*)
- 4) Authorizes CDSS to issue provisional licenses to operate day care facilities which the Director determines are in substantial compliance with the provisions of licensure requirements, rules, and regulations, provided that no life safety risks are involved, as determined by the director. Requires the provisional license to expire six months from the date of issuance, or 12 months, under certain conditions, as approved by the director. (*HSC 1596.84; 22 CCR 101181(a)(1)*)

- 5) Requires CDSS to issue a provisional license for applicants who have not completed health and safety training but are otherwise qualified. Requires this provisional license to expire 90 days after the date of issuance and shall not be extended. (*WIC 1596.866(c)(3); 22 CCR 101181(c)*)
- 6) Provides that a provisional license terminates on the date specified on the provisional license or upon denial of the application, whichever is earlier. Requires an application to be denied if CDSS determines after its review that the provisional licensee does not meet licensing requirements, and requires the provisional license to immediately terminate and for operation to immediately cease. (*22 CCR 101181(e-f)*)
- 7) Defines “completed application” to mean the applicant has submitted, and CDSS has received, all required materials, including a criminal record clearance on the applicant and any other individuals associated with the facility; an approved fire clearance, if appropriate, from the State Fire Marshal; and CDSS has completed a site visit to the child care center. (*22 CCR 101152(c)(11)*)
- 8) Establishes the Early Education Act to provide an inclusive and cost-effective preschool program that provides high-quality learning experiences, coordinated services, and referrals for families to access health and social-emotional support services through full- and part-day programs. (*Education Code (EDC) 8200 et seq.*)
- 9) Requires the Commission on Teacher Credentialing to, by rule or regulation, establish the requirements for the following:
 - a. The issuance and the renewal of permits authorizing service in the care, development, and instruction of children in child care and development programs, as well as the issuance of emergency permits for this purpose.
 - b. The issuance and renewal of permits authorizing supervision of a child care and development program, as well as the issuance of emergency permits for this purpose.
 - c. The periods of duration of the permits. (*EDC 8301; WIC 10383*)
- 10) Requires each applicant for a Child Development Permit of any type or for any renewal to submit an application to the Commission on Teacher Credentialing or to the Office of the County or District Superintendent of Schools of the appropriate county. Provides that the date of issuance for an application will be the date on which all necessary requirements have been met. (*5 CCR 80107*)
- 11) Requires each applicant for a Child Development Associate Teacher Permit to meet one of the following:
 - a. Completion of a minimum of 12 semester units of coursework in early childhood education/child development and 50 days of experience in an instructional capacity in a child care and development program, working at least three hours per day within the last two years;

- b. Completion of the Child Development Associate Credential; or
 - c. Completion of equivalent training approved by the Commission on Teacher Credentialing. Equivalent training may include traditional coursework taken through a regionally accredited institution of higher education and commission-approved alternative education programs. (5 CCR 80111(a))
- 12) Provides that a Child Development Associate Teacher Permit authorizes the holder to provide service in the care, development, and instruction of children in a child care and development program, and supervise a Child Development Assistant Permit holder and an aide. (5 CCR 80111(d))
- 13) Requires a teacher to meet either of the following requirements prior to employment:
- a. Completed 6 postsecondary semester or equivalent quarter units in early childhood education or child development, or have obtained a Child Development Assistant Permit issued by the Commission on Teacher Credentialing.
 - b. The person satisfies all of the following conditions:
 - i. Is 18 years of age or older.
 - ii. Possesses a regional occupation program certificate of training in child care occupations, as specified.
 - iii. Has completed at least 95 hours of classroom instruction in child care and development and child care occupations and has at least 150 hours in supervised field experience in a licensed day care center or comparable group child care program.
 - iv. Commencing September 1, 2016, has provided evidence of current immunity or exemption from immunity against influenza, pertussis, and measles, as specified.
 - v. Has provided evidence of a current tuberculosis clearance, as specified. (22 CCR 101216.1(b); HSC 1597.055; HSC 1596.7995)
- 14) To be a fully qualified teacher, requires an individual to have one of the following:
- a. Completed 12 postsecondary semester or equivalent quarter units in early childhood education or child development, as specified, with passing grades, at an accredited or approved college or university; and at least six months of work experience in a licensed child care center or comparable group child care program, as specified.
 - b. A current and valid Child Development Associate credential with the appropriate age-level endorsement issued by the National Credentialing Program of the Council for Early Childhood Professional Recognition, as specified; and at least

six months of on-the-job training and/or work experience in a licensed child care center or comparable group child care program, as specified.

- c. One of the following Child Development Permits issued by the Commission on Teacher Credentialing:
 - i. Child Development Associate Teacher Permit; or
 - ii. Child Development Teacher Permit; or
 - iii. Child Development Master Teacher Permit. (5 CCR 101216.1(c))

This Bill:

- 1) Allows a California State Preschool Program or general child care and development program, commencing July 1, 2026, to allow an interim associate teacher two years from the date of hire to pursue necessary credentials or complete additional coursework to obtain a Child Development Associate Teacher Permit, or equivalent permit, from the Commission on Teacher Credentialing, if the following conditions are met:
 - a. No more than one interim associate teacher per classroom is allowed to work toward their credential or complete additional coursework.
 - b. The interim associate teacher meets all personnel requirements under Title 22 regulations.
 - c. The interim associate teacher has at least six units from an accredited institution of higher education in early childhood education, child development, or human development, or a combination thereof.
 - d. The interim associate teacher remains enrolled in courses to meet the requirements for the position.
 - e. The contracting agency employing the interim associate teacher documents and keeps in the employee's file the following information:
 - i. The date that the interim associate teacher is required to complete requirements to remain in the teaching position. The date to complete all requirements shall not be more than two years after the interim associate teacher's date of hire.
 - ii. The coursework or applicable requirements the interim associate teacher shall complete.
- 2) Provides that an interim associate teacher who is pursuing necessary credentials or completing additional coursework while employed pursuant to this bill shall not be in violation of any law requiring that they be certified or permitted prior to working in an instructional capacity in a California State Preschool Program or general child care and development program.

- 3) Provides that a California State Preschool Program or general child care and development shall not be penalized for employing an individual as an interim associate teacher if it is in compliance with the provisions of this bill.
- 4) Defines “interim associate teacher” as an employee who is authorized to provide program supervision and instruction that includes supervision of aides, volunteers, and groups of children.
- 5) Makes the provisions of this bill inoperative on July 1, 2029, and repealed as of January 1, 2030.

FISCAL IMPACT

According to the Assembly Appropriations Committee, “CDSS and the Commission on Teacher Credentialing indicate negligible costs.”

BACKGROUND AND DISCUSSION

Purpose of the Bill:

According to the author, “Our childcare industry is in crisis. Programs are being forced to shut down and staff are leaving the field to find better wages and benefits elsewhere. With over two million children in the state currently awaiting care, an urgent solution is needed. AB 753 provides a temporary fix by expediting lengthy permit processes and providing a pathway for early childhood education teachers, ensuring programs can remain open, are fully staffed and able to better serve our children.”

Associate Teacher Permit

The Child Development Permit Matrix serves as a foundational reference for early childhood education teacher licensing requirements. The permit matrix has six levels: Assistant, Associate Teacher, Teacher, Master Teacher, Site Supervisor, and Program Director. Each permit level includes requirements for education, experience, and alternative qualifications. Each level also specifies what authorization the permit holder has, and requirements for renewal of the permit at the five-year mark.

To earn an Associate Teacher level permit, an applicant must have 12 units of early childhood education or child development, including core courses; and 50 days of experience, with more than three hours per day, within a two-year period. Alternatively, an applicant is eligible if they hold a Child Development Associate Credential, which is a nationally transferrable credential. Associate Teacher permit holders are authorized to provide instruction and supervise Assistant level permit holders. Additionally, Associate Teachers are considered “fully qualified teachers” under Title 22 regulations for purposes of teacher-to-child ratios.

Child Development Permit Workgroup

In August 2023, the Commission on Teacher Credentialing established a Child Development Permit Workgroup to reexamine the permit matrix after the release of the Master Plan for Early Learning and Care and the Department of Education's Pre-Kindergarten initiatives. The workgroup held its final meeting on June 12, 2024. The workgroup's recommendations were presented at the October 2024 commission meeting. The commission published a field survey update¹ and approved the workgroup's final recommendations at the February 2025 meeting².

The matrix adopted by the commission on February 6, 2025 has five levels: Early Childhood Educator levels I, II, and III; and Early Childhood Administrator levels I and II. The requirements to earn an Early Childhood Educator I permit are identical to those currently required to earn an Associate Teacher permit. However, the new matrix adds the option for a provisional certification for candidates who have a minimum of 6 units of coursework, have employer sponsorship, and are employed in a role requiring an Early Childhood Educator I permit. The provisional certification for an Early Childhood Educator I would be valid for a maximum of two years with no option to renew.

This bill would allow a California State Preschool Program or a general child care and development program to hire an interim associate teacher to obtain a Child Development Associate Teacher Permit or equivalent if the following conditions are met:

- There is no more than one interim Associate Teacher per classroom.
- The interim Associate Teacher meets all personnel requirements under Title 22 regulations, including the requirement to obtain a California clearance or criminal record exemption.
- The interim Associate Teacher has at least six units from an accredited institution of higher education in early childhood education, child development, human development, or a combination thereof.
- The interim Associate Teacher remains enrolled in courses to meet the requirements for the position.
- The contracting agency employing the interim associate teacher documents and keeps in the employee's file information on the date the interim Associate Teacher is required to complete requirements to remain in their teaching position, which cannot be more than two year from their date of hire, and the coursework or applicable requirements in interim Associate Teacher must complete.

Related/Prior Legislation:

AB 1930 (Reyes, Chapter 687, Statutes of 2024) required the Commission on Teacher Credentialing to authorize a holder of a Child Development Associate Teacher Permit to renew their permit without a limitation on the number of renewals if the permit holder completes specified hours of professional growth activities.

¹ <https://meetings.ctc.ca.gov/Document/Download/2299>

² <https://meetings.ctc.ca.gov/Details/217>

AB 1245 (McCarty, 2023) would have required a community college district to waive fees for specified courses for a student that is employed as a child care provider at the time of enrollment. Courses that would have been eligible for waived fees included those by the Commission on Teacher Credentialing that leads to a Child Development Associate Teacher Permit. AB 1245 was held in the Assembly Appropriations Committee.

COMMENTS

This bill seeks to increase the number of teachers able to work in a California State Preschool Program or general child care and development program by allowing an applicant who has already made progress toward their Associate Teacher Permit to work in a classroom. The applicant would be required to meet certain requirements which are established in law as the minimum requirements for a teacher prior to employment. This bill seems to align with the revised Child Development Permit Matrix, which would allow for provisional certification for an Early Childhood Educator I permit. The Commission on Teacher Credentialing estimates the revised matrix will go into effect no later than January 2029. This bill is meant to serve as a “bridge” between the current and revised matrix, to begin allowing an interim or provisional Associate Teacher or equivalent (Early Childhood Educator I) permit. The provisions of this bill would sunset on July 1, 2029.

PRIOR VOTES

Assembly Floor:	71 - 0
Assembly Appropriations Committee:	15 - 0
Assembly Human Services Committee:	6 - 0

POSITIONS

Support:

Child Action, INC. (Co-Sponsor)
 Child Care Resource Center (Co-Sponsor)
 Early Edge California (Co-Sponsor)
 Kidango (Co-Sponsor)
 Unite-LA (Co-Sponsor)
 Alameda County Office of Education
 All for Kids
 California School Employees Association
 Californians Together
 Early Care and Education Consortium
 First 5 Alameda County
 Inland Empire Children's Cabinet
 Kidango, INC.
 Los Angeles County Office of Education

Oakland Unified School District
Para Los Ninos
Silicon Valley Community Foundation
Thriving Families California
United Administrators of Southern California

Oppose:

None received

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