

---

THIRD READING

---

Bill No: AB 753  
Author: Garcia (D)  
Amended: 9/4/25 in Senate  
Vote: 27 - Urgency

---

SENATE EDUCATION COMMITTEE: 7-0, 6/18/25  
AYES: Pérez, Ochoa Bogh, Cabaldon, Choi, Cortese, Laird, Limón

SENATE HUMAN SERVICES COMMITTEE: 5-0, 7/7/25  
AYES: Arreguín, Ochoa Bogh, Becker, Durazo, Limón

SENATE APPROPRIATIONS COMMITTEE: 7-0, 8/29/25  
AYES: Caballero, Seyarto, Cabaldon, Dahle, Grayson, Richardson, Wahab

ASSEMBLY FLOOR: 71-0, 5/23/25 (Consent) - See last page for vote

---

**SUBJECT:** Childcare: facility licensure: teacher requirements

**SOURCE:** Child Action, Inc.  
Child Care Resource Center  
Early Edge California  
Kidango  
Unite-LA

---

**DIGEST:** This bill authorizes the Commission on Teacher Credentialing (CTC) to issue an assistant teacher permit that authorizes the permit holder to assist in the care, development, and instruction of children, subject to specified supervision requirements and qualifications.

*Senate Floor Amendments of 9/4/25* (1) limit the minutes per day that a permit holder may independently supervise children; (2) prohibits a contracting agency from employing permit holders for more than 50% of a site's classrooms and limits the assignment of permit holders to one person per classroom; (3) clarifies how data is to be collected and reported on the number of employees who have been

hired on this type of permit; (4) authorizes the California Department of Education (CDE) and Department of Social Services (DSS) to implement this bill by means of management bulletin or similar instructions from the departments until regulations are developed; and, (6) extend the operative date.

**ANALYSIS:**

Existing law:

- 1) Establishes the Child Care and Development Services Act to provide childcare and development services as part of a comprehensive, coordinated, 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 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 (EC) § 8200 et seq.)
- 3) Requires the CTC to issue the Child Development Permit for service in child care and development programs at the following levels:
  - a) Child Development Assistant Permit.
  - b) Child Development Associate Teacher Permit.
  - c) Child Development Teacher Permit.
  - d) Child Development Master Teacher Permit.
  - e) Child Development Site Supervisor Permit.
  - f) Child Development Program Director Permit. (California Code of Regulations (CCR), Title 5, § 80109)
- 4) Requires applicants for a Child Development Associate Teacher Permit to meet one of the following:

- a) Completion of a minimum of 12 units in early childhood education (ECE)/child development and 50 days of experience in an instructional capacity in a childcare 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 CTC, which may include traditional college coursework and CTC-approved alternative education programs. (5 CCR § 80111)
- 5) Authorizes the holder of a Child Development Associate Teacher Permit to provide service in the care, development, and instruction of children in a childcare and development program, and to supervise a Child Development Assistant Permit Holder and an aide. (5 CCR § 80111)

This bill:

- 1) Authorizes the CTC to issue an assistant teacher permit that authorizes the permit holder to assist in the care, development, and instruction of children, subject to the supervision requirements described in 4) below. Authorizes this permit to be valid for up to two years from the date of issuance, and prohibits this permit from being renewed.
- 2) Authorizes this assistance to include temporarily supervising children independently for no more than 120 minutes per day while the supervising employee leaves the classroom for purposes of offering flexibility for classroom support, during breaks, or escorting children outside of the classroom.
- 3) Authorizes the CTC to issue such a permit provided that all of the following requirements are met:
  - a) The applicant 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.
  - b) The applicant has an education plan updated each academic year and is enrolled in a course or courses to meet the requirement for the next level permit.

- c) The applicant is sponsored by an employer who has a current contract with the CDE to be a California state preschool program provider or with the DSS to be a child development program provider.
- 4) Requires the CTC to implement the provisions of this bill by January 30, 2026, and repeals the provisions of this bill one year following the implementation of CTC's revised child development permit matrix, or January 1, 2029, whichever is later.
- 5) Authorizes CDE and DSS to implement this bill by means of management bulletins or similar instructions until regulations are adopted.
- 6) Requires an employee who holds an assistant teacher permit pursuant to # 1 to be under the supervision of an employee who holds a valid CTC-issued child development permit at the teacher level, or at an equivalent or higher permit level.
- 7) Requires the employer of a person who holds an assistant teacher permit pursuant to 1) to maintain a copy of the permit holder's current education plan in their employee file.
- 8) Prohibits a contracting agency from employing assistant teacher permit holders for more than 50% of a site's classrooms and limits the assignment of permit holders to one person per classroom.
- 9) Provides that this bill shall not be construed to grant to a person issued with an assistant teacher permit with the rights and responsibilities of an associate teacher permit holder, or equivalent permit holder, or higher permit holder.
- 10) Authorizes the Superintendent of Public Instruction (SPI) and director of DSS to require a contracting agency who employs an assistant teacher permit holder to provide CDE, or DSS as appropriate, with data that includes the number of employees in its program who hold an assistant teacher permit, as part of the contracting agency's annual plan for its program self-evaluation process or as part of an existing reporting process determined by the SPI or director of DSS.
- 11) Authorizes the SPI and director of DSS to develop informal directives and bulletins to implement 8) above.

- 12) Includes an urgency clause to address the dire staffing shortage faced by California's early learning and child care system.

### Comment

*Child Development Permit Matrix.* The Child Development Permit Matrix serves as a reference for ECE teacher licensing requirements. The permit matrix has six levels: a) Assistant, b) Associate, c) Teacher, d) Master Teacher, e) Site Supervisor, and f) Program Director. Each permit level includes requirements for education, experience, and alternative qualifications. Each level also specifies the authorization for each permit (which services the holder may provide and under what supervision), and requirements for renewal of the permit at the five-year mark.

<b>Title</b>	<b>Education Requirements</b>	<b>Experience Requirements</b>	<b>Authorization</b>	<b>5-year Renewal</b>
Assistant	6 units of or child development (CD)	None	Assist in the instruction of children under supervision of Associate Teacher or above	105 hours of professional growth
Associate Teacher	12 units ECE/CD	50 days of 3+ hours/day within 2 years	May provide instruction and supervise Assistant	Prior to April 30, 2025: One renewal with 15 units; must meet Teacher Permit requirements within 10 years  After April 30, 2025: 105 hours of professional growth
Teacher	24 units ECE/CD, + 16 units GE	175 days of 3+ hours/day within 4 years	May provide instruction and supervise all above	105 hours of professional growth

<b>Title</b>	<b>Education Requirements</b>	<b>Experience Requirements</b>	<b>Authorization</b>	<b>5-year Renewal</b>
Master Teacher	24 units ECE/CD +16 units GE + 5 units specialization + 2 units adult supervision	350 days of 3+ hours/day within 4 years	May provide instruction and supervise all above May also serve as coordinator of curriculum & staff development	105 hours of professional growth
Site Supervisor	AA with 24 units ECE/CD + 6 units admin + 2 units adult supervision	350 days of 3+ hours/day within 4 years, including 100+ days of supervising adults	May supervise single-site program, provide instruction; and serve as coordinator of curriculum & staff development.	105 hours of professional growth
Program Director	BA with 24 units ECE/CD + 6 units admin + 2 units adult supervision	Site supervisor status and one program year of site supervisor experience.	May supervise multiple-site program; provide instruction; and serve as coordinator of curriculum & staff development	105 hours of professional growth

As noted in the Assembly Education Committee's analysis, the Child Development Permit Matrix was established in 1993 and has only been updated once (in 2002), when the School Age Emphasis was added for holders serving children up to 14 years of age in before- and after-school programs.

In August 2023, the CTC 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 California Department of Education's Pre-Kindergarten initiatives. The workgroup released proposed changes in October 2024, aimed at simplifying the permit structure, which included, but were not limited to:

- 1) Eliminating the current entry-level position of Assistant, thereby reducing the number of permit levels from six to five;
- 2) Changing titles from descriptive (e.g., Associate Teacher) to numeric levels (e.g., ECE 1, ECE 2, etc.);
- 3) Updating the scope of authorizations for all permit levels; and,
- 4) Increasing the requirements for most permit levels.

<file:///C:/Users/lorberlr/Downloads/2024-10-4b.pdf>

Also noted in the Assembly Education Committee's analysis is that the Master Plan for Early Learning and Care identifies the "need to enhance educator competencies to optimally support child learning and development, by incentivizing and funding career pathways, and implementing supportive program standards." However, the Master Plan, as well as a large body of research, highlights the importance of compensation being commensurate with levels of competency and training. The Master Plan notes a need to link the Child Development Permit matrix to the reimbursement rate model, including linking the rate structure to increased workforce competencies. Unfortunately, there is no link between the CTC's changes to the matrix (and its increased minimum qualifications) and compensation.

The CTC's changes to the Child Development Permit matrix will eliminate the current entry-level position of Assistant, leaving the Associate Teacher position (with higher minimum qualifications) as the entry-level position. This bill creates a temporary new entry-level assistant teacher permit essentially to act as an "emergency permit" that allows staff time to gain the additional qualifications necessary to meet the qualifications for the Associate Teacher position.

**FISCAL EFFECT:** Appropriation: No   Fiscal Com.: Yes   Local: No

According to the Senate Appropriations Committee:

- 1) This bill could potentially result in additional General Fund costs to CDE to increase its monitoring capacity and ensure that state preschool program contractors employing assistant teachers are complying with state statute and providing quality classroom environments. The extent of these costs is unknown and would primarily be driven by the need to conduct in-person program monitoring reviews to ensure compliance.
- 2) The CTC and DSS do not anticipate additional costs as a result of this measure.

**FISCAL EFFECT:** Appropriation: No Fiscal Com.: Yes Local: No

**SUPPORT:** (Verified 9/4/25)

Child Action, Inc. (co-source)  
 Child Care Resource Center (co-source)  
 Early Edge California (co-source)  
 Kidango (co-source)  
 Unite-LA (co-source)  
 Alameda County Office of Education  
 All for Kids  
 California School Employees Association  
 Californians Together  
 Child Care Alliance of Los Angeles  
 City and County of San Francisco  
 Early Care and Education Consortium  
 First 5 Alameda County  
 Inland Empire Children's Cabinet  
 Los Angeles County Office of Education  
 Oakland Unified School District  
 Para Los Ninos  
 Santa Clara County Office of Education  
 Silicon Valley Community Foundation  
 Thriving Families California  
 United Administrators of Southern California  
 Two Individuals

**OPPOSITION:** (Verified 9/4/25)

None received

**ASSEMBLY FLOOR:** 71-0, 5/23/25

**AYES:** Addis, Aguiar-Curry, Ahrens, Alanis, Alvarez, Arambula, Ávila Farías, Bains, Bauer-Kahan, Bennett, Berman, Boerner, Bonta, Calderon, Caloza,



Carrillo, Castillo, Connolly, Davies, DeMaio, Dixon, Elhawary, Flora, Fong, Gabriel, Gallagher, Garcia, Gipson, Jeff Gonzalez, Mark González, Hadwick, Haney, Harabedian, Hart, Hoover, Irwin, Jackson, Kalra, Krell, Lackey, Lee, Lowenthal, Macedo, McKinnor, Muratsuchi, Ortega, Pacheco, Papan, Patel, Patterson, Pellerin, Petrie-Norris, Quirk-Silva, Ramos, Ransom, Celeste Rodriguez, Michelle Rodriguez, Rogers, Blanca Rubio, Schiavo, Solache, Soria, Stefani, Ta, Tangipa, Valencia, Wallis, Ward, Wilson, Zbur, Rivas  
NO VOTE RECORDED: Bryan, Chen, Ellis, Nguyen, Sanchez, Schultz, Sharp-Collins, Wicks

Prepared by: Lynn Lorber / ED. / (916) 651-4105  
9/8/25 21:21:18

\*\*\*\* END \*\*\*\*