

REQUEST FOR CHANGES PURSUANT TO G.S. 150B-21.10

AGENCY: Child Care Commission

RULE CITATION: 10A NCAC 09 .1101

DEADLINE FOR RECEIPT: July 17, 2026

PLEASE NOTE: *This request may extend to several pages. Please be sure you have reached the end of the document.*

The Rules Review Commission staff has completed its review of this Rule prior to the Commission's next meeting. The Commission has not yet reviewed this Rule and therefore there has not been a determination as to whether the Rule will be approved. You may email the reviewing attorney to inquire concerning the staff recommendation.

In reviewing this Rule, the staff recommends the following changes be made:

I find the table in this rule difficult to read. You can use the table if you want, but I'd consider reformatting to be subparagraphs and parts with the same content. I.e.

“(1) New staff orientation within the first two weeks of employment:

(A) Information regarding...

...

(2) New staff orientation with first six weeks of employment:

(A) Overview of...

...”

If you do decide to keep the table, delete that repeated line at the top of the second page. I spoke with publications, and this should fit on one page in the code in the final version so the repeated header will be confusing.

Please retype the rule accordingly and resubmit it to our office at 1711 New Hope Church Road, Raleigh, North Carolina 27609.

Seth Ascher
Commission Counsel

Date submitted to agency: July 6, 2026

SECTION .1100 – CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT

10A NCAC 09 .1101 is amended as published in NCR 10:14 1198-1200 as follows:

10A NCAC 09 .1101 NEW STAFF ORIENTATION REQUIREMENTS

(a) Each center shall ensure that each new employee and volunteer who is expected to have contact with children receives 16 hours of ~~on-site~~ orientation within the first six weeks of employment. As part of this orientation, each new employee and volunteer shall complete six hours of orientation within the first two weeks of employment.

(b) New staff orientation shall include an overview of the following topics, focusing on the operation of the center:

New staff orientation within first two (2) weeks of employment	New staff orientation within first six (6) weeks of employment
Information regarding recognizing, responding to, and reporting child abuse, neglect, or maltreatment pursuant to G.S. 110-105.4 and G.S. 7B-301	Firsthand observation of the center's daily operations <u>Overview of child development, including the five major domains of learning: Approaches to Play and Learning, Emotional and Social Development, Health and Physical Development, Language Development and Communication, and Cognitive Development.</u>
Review of the center's operational policies, including the center's safe sleep policy for infants, the center's policy for transportation, the center's identification of building and premises safety issues, the Emergency Preparedness and Response Plan, and the emergency medical care plan	Instruction in the employee's assigned duties
Adequate supervision of children in accordance with 10A NCAC 09 .1801	Instruction in the maintenance of a safe and healthy environment
Information regarding prevention of shaken baby syndrome and abusive head trauma and child maltreatment	Instruction in the administration of medication to children in accordance with 10A NCAC 09 .0803
Prevention and control of infectious diseases, including immunization	Review of the center's purposes and goals
<u>Firsthand Observation of the center's daily operations</u>	Review of the child care licensing law and rules
	Review of <u>Quality Rating Improvement System standards</u> Section .2800 of this Chapter if the center has a two-through five- star license at the time of employment
	An explanation of the role of State and local government agencies in the regulation of child care, their impact on the operation of the center, and their availability as a resource
	An explanation of the employee's obligation to cooperate with representatives of State and local government agencies during visits and investigations
	Prevention of and response to emergencies due to food and allergic reactions

New staff orientation within first two (2) weeks of employment	New staff orientation within first six (6) weeks of employment
	Review of the center's handling and storage of hazardous materials and the appropriate disposal of biocontaminants

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History Note: Authority G.S. 110-85; 110-91(11); 143B-168.3;
Eff. October 1, 2017;
Amended Eff. March 1, 2019; August 1, 2026.

REQUEST FOR CHANGES PURSUANT TO G.S. 150B-21.10

AGENCY: Child Care Commission

RULE CITATION: 10A NCAC 09 .1102

DEADLINE FOR RECEIPT: July 17, 2026

PLEASE NOTE: *This request may extend to several pages. Please be sure you have reached the end of the document.*

The Rules Review Commission staff has completed its review of this Rule prior to the Commission's next meeting. The Commission has not yet reviewed this Rule and therefore there has not been a determination as to whether the Rule will be approved. You may email the reviewing attorney to inquire concerning the staff recommendation.

In reviewing this Rule, the staff recommends the following changes be made:

On p. 1 line 15, I think the “.1103” after “completed” is a typo, or something else was inadvertently deleted.

On p. 1 line 18, based on your edits, there shouldn't be a colon after requirement.

On p. 1 lines 19 through 21, parenthetical numbers also should be deleted.

On p. 2, lines 3 and 4, do you still need the two deadlines? Or at this point could it just be “The training shall be completed within 90 days of employment.”

On p. 2, line 15, same as previous comment, could this just be “The training shall be completed within 90 days of employment.”

Please retype the rule accordingly and resubmit it to our office at 1711 New Hope Church Road, Raleigh, North Carolina 27609.

Seth Ascher
Commission Counsel
Date submitted to agency: July 6, 2026

1 10A NCAC 09 .1102 is amended as published in NCR 10:14 1200-1201 as follows:

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8 **10A NCAC 09 .1102 HEALTH AND SAFETY TRAINING REQUIREMENTS**

9 (a) Child care administrators and staff members shall complete health and safety training within one year of
10 employment. ~~unless the staff member has completed the training~~ Any administrator or staff member who has
11 completed the health and safety trainings as a result of prior employment, and can show proof of completion, shall not
12 be required to repeat the health and safety trainings, except as required by 10A NCAC 09 .1103. Any administrator or
13 staff who has completed some, but not all, trainings due to prior employment or as part of the ongoing training
14 requirements set forth in 10A NCAC 09.1103(b), and can provide proof of completion, shall not be required to repeat
15 the course already completed .1103, within the year prior to beginning employment. Health and safety training shall
16 be in addition to the new staff orientation requirements set forth in Rule .1101 of this Section. ~~The following persons~~
17 Service providers such as speech therapists, occupational therapists, and physical therapists shall be exempt from this
18 requirement:

- 19 (1) ~~staff members that do not have caregiving responsibilities for a child or group of children;~~
20 (2) ~~service providers such as speech therapists, occupational therapists, and physical therapists; and~~
21 (3) ~~substitute providers who provide services for less than 10 days in a 12-month period.~~

22 (b) The health and safety training shall include the following topic areas:

- 23 (1) Prevention and control of infectious diseases, including immunization;
24 (2) Administration of medication, with standards for parental consent;
25 (3) Prevention of and response to emergencies due to food and allergic reactions;
26 (4) Building and physical premises safety, including identification of and protection
27 from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular
28 traffic;
29 (5) Emergency preparedness and response planning for emergencies resulting from a natural disaster,
30 or a man-caused event;
31 (6) Handling and storage of hazardous materials and the appropriate disposal of biocontaminants;
32 (7) Precautions in transporting children, if applicable;
33 (8) Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment;
34 (9) CPR and First Aid training as required in Paragraphs (c) and (d) of this Rule;
35 (10) Recognizing and reporting child abuse, child neglect, and child maltreatment; and

1 (11) Prevention of sudden infant death syndrome and use of safe sleeping practices.

2 (c) All staff who provide direct care or accompany children when they are off premises shall successfully complete
3 certification in First Aid appropriate to the ages of children in care. The training shall be completed by June 30, 2018,
4 or for new staff hired on or after September 1, 2017, training must be completed within 90 days of employment.
5 Distance learning shall not be permitted for First Aid training. At all times when children are in care at least one staff
6 member present must have successfully completed First Aid training, as evidenced by a certificate or card from an
7 approved training organization. First Aid training shall be renewed on or before expiration of the certification.
8 "Successfully completed" is defined as demonstrating competency, as evaluated by the instructor. Verification of each
9 required staff member's completion of this course from an approved training organization shall be maintained in the
10 staff member's file in the center. The Division shall post a list of approved training organizations on its website at
11 http://ncchildcare.nc.gov/providers/pv_sn2_ov_pd.asp.

12 (d) All staff who provide direct care or accompany children when they are off premises shall successfully complete
13 certification in a cardiopulmonary resuscitation (CPR) course appropriate to the ages of children in care. At all times
14 when children are in care one staff member present must have successfully completed CPR training. The training shall
15 be completed by June 30, 2018 or for new staff hired on or after September 1, 2017 training must be completed within
16 90 days of employment. Distance learning shall not be permitted for CPR training. CPR training shall be renewed on
17 or before the expiration of the certification. Verification of each staff member's completion of this course from an
18 approved training organization shall be maintained in the staff member's file in the center. The Division shall post a
19 list of approved training organizations on its website at http://ncchildcare.nc.gov/providers/pv_sn2_ov_pd.asp.

20 (e) One staff member shall complete training in playground safety. This training shall address playground safety
21 hazards, playground supervision, maintenance and general upkeep of the outdoor learning environment, and age and
22 developmentally appropriate playground materials and equipment. Distance learning shall not be permitted for
23 playground safety training. Completion of playground safety training shall be included in the number of hours needed
24 to meet annual on-going training requirements in this Section. Staff counted to comply with this Rule shall have six
25 months from the date of employment, or from the date a vacancy occurs, to complete the required safety training. A
26 certificate of each designated staff member's completion of this course shall be maintained in the staff member's file
27 in the center.

28 (f) In centers that are licensed to care for infants, the child care administrator and any child care provider scheduled
29 to work in the infant room shall complete ITS-SIDS training. ITS-SIDS training shall be completed within two months
30 of an individual assuming responsibilities in the infant room and every three years thereafter. Child care
31 administrators, as defined in G.S. 110-86(2a), shall complete ITS-SIDS training within 90 days of employment and
32 every three years thereafter. Completion of ITS-SIDS training shall be included once every three years in the number
33 of hours needed to meet on-going training requirements in this Section. At all times, one child care provider who has
34 completed ITS-SIDS training shall be present in the infant room while children are in care. A certificate of each staff
35 member's completion of this course shall be maintained in the staff member's file in the center.

36 (g) The child care administrator and all staff members shall complete Recognizing and Responding to Suspicious of
37 Child Maltreatment training within 90 days of employment. This training shall count toward requirements set forth in

1 Rule .1103 of this Section. Recognizing and Responding to Suspicions of Child Maltreatment training is available at
2 <https://www.preventchildabusenc.org/services/trainings-and-professional-development/rrcourse>. A certificate of each
3 staff member's completion of this course shall be maintained in the staff member's file in the center.
4

5 *History Note: Authority G.S. 110-85; 110-91(1),(8), (11); 143B-168.3;*
6 *Eff. October 1, 2017.*
7 *Amended Eff. August 1, 2026*
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REQUEST FOR CHANGES PURSUANT TO G.S. 150B-21.10

AGENCY: Child Care Commission

RULE CITATION: 10A NCAC 09 .1703

DEADLINE FOR RECEIPT: July 17, 2026

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In reviewing this Rule, the staff recommends the following changes be made:

On p. 2, lines 3 and 4, it looks like you amended these lines when you removed the subparagraphs on line 5 and 6. Please format to indicate the changes.

On p. 3, line 1, you appear to have an extra space between "toward" and "meeting".

On p. 4, on lines 9 through 11, this strikes me as an excellent way to handle what you are doing here form-wise. No request for change, just noting it and will likely mention it at the meeting as something other agency's could consider.

Please retype the rule accordingly and resubmit it to our office at 1711 New Hope Church Road, Raleigh, North Carolina 27609.

8 10A NCAC 09 .1703 is amended as published on NCR 10:14 1201-1203 as follows:

9
10 10A NCAC 09 .1703 ON-GOING REQUIREMENTS FOR FAMILY CHILD CARE HOME
11 OPERATORS

12 (a) After receiving a license, family child care home operator shall:

- 13 (1) Update the health questionnaire annually. The Division may request an evaluation of the operator's
14 emotional and physical fitness to care for children when there is reason to believe that there has
15 been a deterioration in the operator's emotional or physical fitness to care for children. This request
16 may be based upon factors such as observations by the director or center staff, reports of concern
17 from family, reports from law enforcement or reports from medical personnel. The Division may
18 require the operator to obtain written proof that he or she is free of active tuberculosis when the
19 Division determines that the operator was exposed to a person with active tuberculosis;
- 20 (2) Renew First Aid training on or before expiration of the certification appropriate for the ages of
21 children in care;
- 22 (3) Renew CPR course on or before the expiration of the certification appropriate for the ages of
23 children in care;
- 24 (4) Renew ITS-SIDS training every three years from the completion of previous ITS-SIDS training;
25 and
- 26 (5) Complete Recognizing and Responding to Suspicions of Child Maltreatment training within 90 days
27 of licensure. This training shall count toward requirements set forth in Paragraph (d) of this Rule.
28 Recognizing and Responding to Suspicions of Child Maltreatment training is available at
29 <https://www.preventchildabusenc.org/>.

30 (b) Family child care home operators, ~~additional caregivers and substitutes and staff members~~ shall complete health
31 and safety training within one year of employment. Any family child care home operator or staff member who has
32 completed the health and safety trainings as a result of prior employment and can show proof of completion, shall not
33 be required to repeat the health and safety trainings, except as required by 10A NCAC 09 .1703. Any family child
34 care home operator, additional caregiver or substitute who has completed some, but not all, trainings due to prior
35 employment or as part of the ongoing training requirements set forth in 10A NCAC 09 .1703(d)(2), and can provide
36 proof of completion, shall not be required to repeat the courses already completed, except as required by .1703. unless
37 the operator or staff member has completed the training within the year prior to beginning employment or within the

~~year prior to receiving a license.~~ Health and safety training shall be in addition to orientation topics reviewed during the pre-licensing visit and new staff orientation requirements set forth in Rules .1702(d) and .1729(c) of this Section. The following persons shall be exempt from this requirement: service providers such as speech therapists, occupational therapists and physical therapists.

~~(1) service providers such as speech therapists, occupational therapists, and physical therapists; and~~

~~(2) substitutes who provide services for less than 10 days in a 12 month period.~~

(c) The health and safety training shall include the following topic areas:

- (1) Prevention and control of infectious diseases, including immunization;
- (2) Administration of medication, with standards for parental consent;
- (3) Prevention of and response to emergencies due to food and allergic reactions;
- (4) Building and physical premises safety, including identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic;
- (5) Emergency preparedness and response planning for emergencies resulting from a natural disaster, or a man-caused event;
- (6) Handling and storage of hazardous materials and the appropriate disposal of biocontaminants;
- (7) Precautions in transporting children, if applicable;
- (8) Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment;
- (9) CPR and First Aid training as required in Rule .1102(c) and (d) of this Chapter;
- (10) Recognizing and reporting child abuse, child neglect, and child maltreatment; and
- (11) Prevention of sudden infant death syndrome and use of safe sleeping practices.

(d) After the first year of employment, the family child care home operator, and staff who work with children shall complete on-going training activities as follows:

(1)

Education and Experience	Required Training
Four-year degree or higher advanced degree in a child care related field of study from a regionally accredited college or university	5 clock hours
Two-year degree in a child care related field of study from a regionally accredited college or university, or persons with a North Carolina Early Childhood Administration Credential	8 clock hours
Certificate or diploma in a child care related field of study from a regionally accredited college or university, or persons with a North Carolina Early Childhood Credential	10 clock hours
10 years documented experience as a teacher, director, or caregiver in a licensed child care arrangement	15 clock hours
If none of the other criteria in this chart apply	20 clock hours

- (2) complete health and safety training as part of on-going training so that every five years, all the topic areas set forth in Paragraph (c) of this Rule will have been covered;

- (3) cardiopulmonary resuscitation (CPR) and First Aid training shall not be counted toward meeting annual on-going training activities in Subparagraph (d)(1) of this Rule;
- (4) any staff working less than 40 hours per week may choose to complete on-going training requirements as outlined in Paragraph (d)(1) of this Rule or the training requirement may be prorated as follows:

WORKING HOURS PER WEEK	CLOCK HOURS REQUIRED
0-10	5
11-20	10
21-30	15
31-40	20

(e) For purposes of this Rule, "regionally accredited" means a college or university accredited by one of the following accrediting bodies:

- (1) Middle States Association of Colleges and Schools;
- (2) New England Association of School and Colleges;
- (3) North Central Association of Colleges and Schools;
- (4) Northwest Accreditation Commission;
- (5) Southern Association of Colleges and Schools; or
- (6) Western Association of Schools and Colleges.

(f) For every three hours of countable technical assistance provided, one hour may be counted toward annual training requirements set forth in Subparagraph(d)(1) of this Rule, not to exceed 50 percent of the total required so long as:

- (1) the family child care home has a 3-5 star rated license; and
- (2) the participating operator or staff member has earned at least 18 semester hours in early childhood education.

(g) For purposes of this Rule, "countable technical assistance" means technical assistance provided to operator or caregiving staff members at a family child care home by a person who has been endorsed by the NC Institute for Child Development Professionals as a technical assistance provider and shall include:

- (1) a cycle of observation;
- (2) identified goals based on the observation;
- (3) a timeline for completion of identified goals;
- (4) evaluation and feedback for each participant;
- (5) technical assistance time in the family child care home; and
- (6) one-on-one consultation with each participant at a time when they are not responsible for a child or group of children.

(h) A combination of college coursework, Continuing Education Units (CEU's), clock hours, or countable technical assistance shall be used to complete the requirements in Subparagraph (d)(1) of this Rule.

(i) The family child care home operator and staff members shall complete a professional development plan within one year of employment and at least thereafter. The plan shall:

- (1) document the individual's professional development goals;
- (2) be appropriate for the ages of children in their care;
- (3) include the continuing education, coursework or training needed to meet the individual's planned goals;
- (4) be completed by the operator and staff member in a collaborative manner; and
- (5) be maintained in their personnel file.

Sample professional development plan templates may be found on the Division's website at http://ncchildcare.nc.gov/providers/pv_provideforms.asp. Another form may be used other than the sample templates provided by the Division as long as the form includes the information set forth in this Rule.

(j) Each family child care home operator shall have a record of training activities in which each staff member participates, including copies of training certificates or official documentation provided by the trainer. That record shall include the subject matter, topic area in G.S. 110-91(11), training provider, date provided, hours, and name of staff who completed the training. This documentation shall be on file and current.

(k) Each family child care home operator shall have a record of countable technical assistance in which the operator and each staff member participates, including copies of documentation, observations and evaluations provided by the person who has been endorsed by the NC Institute for Child Development Professionals as a technical assistance provider. That record shall include the dates and times of technical assistance with the operator or staff, names of all participating staff members and the name of the technical assistance provider. This documentation shall be on file and current.

(l) The family child care home operator and staff members may meet on-going training requirements by attending child-care workshops, conferences, seminars, or courses, provided each training activity satisfies the following criteria:

- (1) Prior approval from the Division shall not be required for training offered by a college or university with nationally recognized regional accreditation, a government agency, or a state, or international professional organization or its affiliates, provided the content complies with G.S. 110-91(11). Government agencies or state or national professional organizations who provide training shall submit an annual training plan for review by the Division. The plan is not required for any state, national, or international conferences sponsored by a professional child care organization.
- (2) Prior approval from the Division shall be required for any agencies, organizations, or individuals not specified in Subparagraph (1) of this Paragraph who wish to provide training for child care operators and staff. To obtain such approval, the agency, organization, or individual shall:
 - (A) complete and submit on-going training approval forms provided by the Division 15 business days prior to the training event that includes the name and qualifications of the trainer, name of training, target audience and content of the training;

(B) submit a training roster, to the Division, listing the attendees' name, the county of employment, and day time phone number no later than 15 days after the training event;

(C) provide training evaluations to be completed by attendees; and

(D) keep the training rosters and evaluations on file for two years.

(3) Distance learning shall be permitted from trainers approved by the Division or offered by an accredited post-secondary institution, as listed on the United States Department of Education's Database of Accredited Post-Secondary Institutions and Programs at <http://ope.ed.gov/accreditation/>. Distance learning shall not be permitted for Cardiopulmonary Resuscitation (CPR) and First Aid.

(m) The Division shall approve training based upon the following factors:

(1) the trainer's education, training, and experience relevant to the training topic;

(2) content that is in compliance with G.S. 110-91(11); and

(3) contact hours for the proposed content and scope of the training session.

(n) The Division shall deny approval of training to:

(1) Agencies, organizations, or individuals not meeting the standards listed in this Rule and in G.S. 110-91(11); and

(2) Agencies, organizations, or individuals who intentionally falsify any information submitted to the Division.

(o) Agencies, organizations, or individuals who intentionally falsify any information submitted to the Division pursuant to this Rule shall be permanently ineligible to apply for approval of training.

(p) Denial of approval of training or a determination of falsification is appealable pursuant to G.S. 110-94 and the North Carolina Administrative Procedure Act, G.S. 150B-23.

History Note: Authority G.S. 110-85; 110-88; 110-91; 143B-168.3;

Eff. January 1, 1986;

Amended Eff. July 1, 2015; July 1, 2008; May 1, 2004; July 1, 1998; November 1, 1989; January 1, 1987;

Temporary Amendment Eff. September 23, 2016;

Readopted Eff. October 1, 2017 (Transferred from 10A NCAC 09 .1705);

Amended Eff. February 1, 2021; August 1, 2026.