

Findings from...

The 2005 Child Care Licensing Study

The 2005 Child Care Licensing Study was produced by the National Association for Regulatory Administration (NARA) and the National Child Care Information and Technical Assistance Center (NCCIC).

**Table H:
Minimum Age Requirements for Center Staff Roles in 2005**

State	Center Staff Role				
	Director	Master Teacher	Teacher	Assistant Teacher	Aide
Alabama	19	NR	19	16	16
Alaska	21	21	16	NR	NR
Arizona	21	NR	18	16	Not specified
Arkansas	21	NR	18	NR	NR
California	18	18	18	NR	18 or must be a high school graduate or enrolled in a high school or college occupational program
Colorado	Not specified	NR	18	21	16
Connecticut	20	20	18	16	NR
Delaware	21	NR	18	16	NR
District of Columbia	Not specified	NR	Not specified	Not specified	Not specified
Florida*	See notes	See notes	See notes	NR	NR
Georgia	21	NR	18	16	NR
Hawaii	18	NR	18	18	16

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State	Center Staff Role				
	Director	Master Teacher	Teacher	Assistant Teacher	Aide
Idaho	NL	NL	NL	NL	NL
Illinois	21	NR	19; must be at least 5 years older than the oldest school-age child	Not specified	14 and at least 5 years older than youngest child
Indiana	21	Not specified	18	NR	NR
Iowa	21	NR	16; if younger than 18, must be under the direct supervision of an adult	NR	NR
Kansas	18	NR	18	16	NR
Kentucky*	21	NR	See notes	NR	NR
Louisiana*	21	NR	18	16	NR
Maine	21	NR	18	18	18
Maryland	21	NR	19	NR	16
Massachusetts	21	21	21	16 or have a high school diploma or equivalent	NR
Michigan	Not specified	NR	17	NR	NR
Minnesota	18	NR	18	18	16
Mississippi	21	NR	18	16	NR
Missouri	Not specified	NR	Must be 18 or older to be counted in child-staff ratios	NR	

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State	Center Staff Role				
	Director	Master Teacher	Teacher	Assistant Teacher	Aide
Montana	Not specified	NR	18	NR	16
Nebraska	Legal age of majority	NR	Legal age of majority	Legal age of majority	16
Nevada*	21	NR	16	NR	NR
New Hampshire*	21	21	18	16	NR
New Jersey*	18; if younger than 18, must be supervised	See notes	See notes	NR	NR
New Mexico	21	NR	Must be 18 or older to be counted in child-staff ratios	NR	NR
New York	16; if younger than 18, must be supervised	16; if younger than 18, must be supervised	16; if younger than 18, must be supervised	NR	NR
North Carolina	21	18	18	NR	16
North Dakota*	Must be an adult	NR	14	NR	NR
Ohio*	Not specified	NR	18	NR	NR
Oklahoma	21	18	18	16	13–15
Oregon	21	18	18	18	15
Pennsylvania	18	18	18	18	NR
Rhode Island	Not specified	Not specified	Not specified	NR	18
South Carolina	21	NR	18	16	NR
South Dakota	18	NR	18	14	NR

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	Director	Master Teacher	Teacher	Assistant Teacher	Aide
Tennessee	Not specified	NR	18	NR	NR
Texas	21	NR	18	16	16
Utah	21	NR	18 or have completed high school or GED	16	NR
Vermont	18	18	18	18	17
Virginia	21	NR	18	16	NR
Washington	21	NR	18	16	NR
West Virginia	21	21	18	18	18
Wisconsin	21	NR	18	18	NR
Wyoming	21	NR	16	NR	NR

Key:

GED=General Educational Development Test

NL=Facility not licensed

NR=Role not regulated

***Notes:**

Florida: In the absence of the operator, there must be a staff person at least 21 years of age in charge of the child care facility and on the premises at all times.

Kentucky: Each staff person younger than 18 years of age and student trainee must be under the direct supervision of a permanent staff person. A person younger than the age of 16 shall not be counted as staff for the child-staff ratio.

Louisiana: All center staff must be at least 18 years of age or older. However, the center may employ a 16- or 17-year-old person who works under the direct supervision of a qualified adult staff person.

Nevada: No more than 50 percent of the caretakers in a child care center, a child care institution, or a preschool may be younger than 18 years of age. Any caretaker who is younger than 18 years of age and is employed in such a facility must have completed a course in the development of children or be currently enrolled in such a course.

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New Hampshire: A lead teacher can be at least 19 years of age if he/she has an associate degree in early childhood education, awarded by a regionally accredited college or university, plus a written letter from his/her college practicum supervisor recommending him/her for the position of lead teacher.

New Jersey: Staff members who are younger than 18 years of age shall be directly supervised by and visible to a staff member who is 18 years of age or older. Only staff members who are at least 14 years of age shall be counted in the child-staff ratio.

North Dakota: Caregivers (teachers) shall be at least 14 years of age, provided that each individual younger than age 16 has written parental consent for such employment and the employment arrangements comply with state laws. Caregivers younger than the age of 18 and all children in care shall have adult supervision in the child care center at all times.

Ohio: A child care staff member may include a student who is younger than 18 years of age if the student is enrolled in the second year of a vocational child care training program approved by the state board of education that leads to high school graduation.