

Pages	Code Section	Description	Timing	Tags
	1302.90(e)(2)(i)	Ensure each Head Start teacher receives an annual salary that is at least comparable to the annual salary paid to preschool teachers in public school settings in the program's local or neighboring school district, adjusted for responsibilities, qualifications, and experience.	7 years	Wages
32-35	1302.90(e)(2)(ii)	Make measurable progress toward pay parity for all other education staff who work directly with children as part of their daily job responsibilities	7 years	Wages
35	1302.90(e)(2)(iii)	Provides an allowance for programs to use an alternative method for determining comparable preschool salaries in specific circumstances: not a sufficient number of comparable public preschool teachers in the local / neighboring school district. Alternate method not prescribed but must be approved by ACF.	7 years	Wages
36	1302.90(e)(2)(iv)	Examine progress to pay parity by regularly tracking data on how wages paid to education staff compare to wages paid to preschool through third grade teachers in their local or neighboring school district	7 years	Wages
37-38	1302.90(e)(1)(i)	Implement a pay scale, salary scale, wage ladder, or other pay structure that applies to all staff in the program, which promotes salaries that are comparable to similar services in relevant industries and considers responsibilities, qualifications, and experience relevant to the position.	7 years	Wages
39	1302.90(e)(1)(ii)	Review pay structure at least once every 5 years to ensure it continues to provide competitive wages for staff reflective of the requirements in (i)	7 years	Wages
40	1302.90(e)(1)(ii)	Ensure that staff salaries do not exceed the rate payable for level II of the Executive Schedule	7 years	Wages
40-43	1302.90(e)(3)	Ensure the payscale provides all staff with a wage or salary that is generally sufficient to cover basic needs (or would be sufficient if the worker's hourly rate were paid full time)	7 years	Wages
43-44	1302.90(e)(4)	Requires that the pay structure does not differ by age of children served for similar program staff positions with similar qualifications and experience	7 years	Wages
47	1302.90(f)(1)	Defines full time staff as those working 30 hours per week or more	2 years	Benefits
48	1302.90(f)(1)(i)	Requires programs provide or facilitate access to high-quality, affordable health insurance	2 years	Benefits
49	1302.90(f)(2)	Facilitate access to high-quality, affordable health insurance for each part-time staff member	2 years	Benefits
50-51	1302.90(f)(1)(ii)	Requires programs offer paid sick leave to full-time staff, based on an accrual system or number of annual hours	2 years	Benefits
52-53	1302.90(f)(1)(iii)	Requires programs offer job protected periods of paid family leave to employees consistent with FMLA, regardless of employer size, or applicable state law	2 years	Benefits
53-54	1302.90(f)(1)(iv)	For programs with a program year longer than a typical school year, require offer full-time staff accrual of paid vacation or personal leave commensurate with their experience or time working at the program	2 years	Benefits

54-56	1302.90(f)(1)(iv)	Offer access to short-term behavioral health services for full-time staff that entails minimal or no out of pocket costs	2 years	Benefits, Staff Wellness
56-57	1302.90(f)(3)	Connect staff members who are parents with affordable child care resources and information and facilitate enrollment of eligible staff members	60 days	Benefits
57	1302.14(a)	Programs can choose to prioritize the enrollment of staff members' children through selection criteria	60 days	Benefits, Eligibility
58	1302.90(f)(4)	Facilitate access to PSLF or other applicable student loan debt relief programs	2 years	Benefits
58	1302.90	Assess and determine if benefits package is adequate for recruiting and retaining full-time staff and competitive with benefits offered by local or neighboring school districts	60 days	Benefits
61	1302.93(c)(1)(i)	Provide for each staff member working a shift between 4 and 6 hours, a minimum of one 15 minute break per shift	3 years	Workforce Supports
61	1302.93(c)(1)(ii)	Provide for each staff member working a shift last six hours or more, a minimum of one 30-minute break per shift	3 years	Workforce Supports
61	1302.93(c)(2)	Comply with State laws or regulations that are more stringent for staff breaks	3 years	Workforce Supports
61	1302.93(c)(3)	During break times for classroom staff, one teaching staff member may be replaced by one staff member who does not meet the teaching qualifications required for the age, as long as this staff member has the necessary training and experience to ensure safety of children and minimal disruption to the quality of services	3 years	Workforce Supports, Ratios
61	1302.93(c)(4)	Design and implement a systemic approach to ensure each staff member that works directly w/ children as part of their regular job responsibilities can have access to brief unscheduled wellness breaks of about 5 minutes as needed while ensuring child safety	3 years	Workforce Supports, Ratios
62	1302.93(d)	Ensure staff have access to adult size furniture in classrooms	1 year	Workforce Supports
66	1302.101(a)(2)	Promote clear and reasonable roles and responsibilities for all staff and provide regular and ongoing staff supervision with meaningful and effective employee engagement practices	60 days	Workforce Supports
67	1302.92(b)	Implement an approach to staff training and professional development that is designed to be informed by input from staff, identified barriers to job performance, and other employee engagement practices	60 days	Workforce Supports, Training / PD
68	1302.92(b)(1)	Codifies the requirement in sec. 648(A) of the At for the creation of individual professional development plans	60 days	Workforce Supports, Training / PD
73	1305.2	Adds broad definition of suspension and expulsion to provide clarity on which disciplinary practices are captured under these respective categories	60 days	Suspension & Expulsion
74	1302.17(a)	Thoroughly document plans related to suspension similar to how programs document plans relating to transferring a child to a setting that can better meet their needs	60 days	Suspension & Expulsion

	1302.17(a)(2)	A suspension must be used only as a last resort where there is a serious safety threat that has not been reduced. Requires "interventions and supports recommended by the mental health consultant" instead of "reasonable modifications"	60 days	Suspension & Expulsion, Safety
75	1302.17(a)(3)	The multidisciplinary team responsible for mental health must be part of the discussion before a program determines whether temporary suspension is necessary	60 days	Suspension & Expulsion, Mental Health
75	1302.17(a)(4)	A program must explore all possible steps and document all steps taken to address the behavior(s) and supports needed to facilitate the child's safe reentry and continued participation in the program [also adds specific language on steps to subsequent code sections]	60 days	Suspension & Expulsion
76	1302.17(b)(3)	Must work to directly facilitate the transition of the child to a more appropriate placement that can immediately enroll and provide services to the child	60 days	Suspension & Expulsion
76	1302.17(b)(2)&(3)	The multidisciplinary team responsible for mental health joins in discussions of how to prevent an expulsion from occurring, and requires engagement of parents	60 days	Suspension & Expulsion, Mental Health
77	1302.4	Adds mental health to several naming conventions	60 days	Health Program Services, Mental Health
78	1302.42(b)(1)(i)	Adds mental health to align with intent of EPSDT	60 days	Health Program Services, Mental Health
78	1302.42(b)(4)	Add relevant development or mental health concerns (when identifying nutritional health needs)	60 days	Health Program Services, Mental Health
79-80	1302.45	Naming changes	60 days	Health Program Services
80	1302.45(a)	Must have a multidisciplinary team responsible for mental health	1 year	Health Program Services, Mental Health
81	1302.5(a)(1)	Multidisciplinary team responsible for mental health coordinates supports for adult mental health and well-being including engaging in nurturing and responsive relationships with families, engaging families in home visiting services, and promoting staff health and wellness	1 year	Health Program Services, Mental Health
81-82	1302.5(a)	Minor language changes and removals	60 days	Health Program Services

82-83	1302.45(a)(3)	Requires mental health consultation services be provided no less than once a month; multidisciplinary MH team examines the approach to mental health consultation on annual basis to determine if it meets the needs of the program	1 year	Health Program Services, Mental Health, Staff Wellness
83	1302.45(a)(4)	Program must ensure screenings related to social and emotional milestones that impact mental health are completed or obtained from an appropriate provider; ensure appropriate follow up and referral for necessary supports or services takes place	1 year	Health Program Services, Mental Health
84	1302.45(a)(5)	Multidisciplinary MH team must facilitate coordination and collaboration between mental health and other relevant program services	1 year	Health Program Services, Mental Health
84	1302.45(e)(8)(ii)	Allow programs to secure mental health consultation from professionals who are in the process of obtaining licensure and are under the supervision of a licensed MH professional	60 days	Health Program Services, Mental Health
85	1302.45(b)(1)	Clarify a central type of mental health consultation with the program is focused on promotion and prevention of mental health concerns	60 days	Health Program Services, Mental Health
85-86	1302.45(b)(2)	Clarify that mental health consultants can consult with any staff who work with children and families; describes general goals of consultation	60 days	Health Program Services, Mental Health, Staff Wellness
86-87	1302.45(b)(3)	Clarify that mental health consultants can provide consultation to any staff that have contact with children as needed; additional clarifying language	60 days	Health Program Services, Mental Health, Staff Wellness
87	1302.45(b)(4)	Expand from parents to families those whom the mental health consultant can provide consultation to, add supports, add natural disasters	60 days	Health Program Services, Mental Health
87	1302.45(b)(5)	Clarify that implementation of policies to limit suspension and expulsion would occur in consultation w/ program	60 days	Health Program Services, Suspension & Expulsion
88	1302.45(b)(6)	Requires program to support the well being of children and families involved in any significant child health, mental health, or safety incident	1 year	Health Program Services, Mental Health, Safety

88	1302.45(b)(1)(iv)	Clarify strengths-based approach to mental health where parents are not expected to identify the issue	60 days	Health Program Services, Mental Health
89	1302.46(b)(2)	Clarify that program must support parents navigation of mental health systems, provide information, and make referrals if appropriate	60 days	Health Program Services, Mental Health
90	1302.81(a)	Minor language changes	60 days	Health Program Services
91	1302.91(e)(8)(ii)	Replaces "certified" with "under the supervision of a licensed"; removes "if available in the community"	60 days	Health Program Services, Mental Health
92	1302.93(e)	Adds requirement to "cultivate a program-wide culture of wellness that empowers staff as professionals and supports staff to effectively accomplish their job duties in a high-quality manner"	60 days	Workforce Supports, Staff Wellness
93	1302.11(b)(1)	Requires programs to identify communication methods and modalities that best engage with prospective and enrolled families of all abilities	1 year	Family Engagement
94	1302.13	Clarify that programs must use modern technologies to encourage and assist families in applying for admission, and to streamline application and enrollment process, while ensuring families without access to technology have equitable access	60 days	Family Engagement
94	1302.15(g)	Requires a user-friendly enrollment process; regular examination of enrollment process and implementation of any identified improvements	60 days	Family Engagement, Eligibility
94	1302.34(b)(9)	Communication methods and modalities used by the program should be the best available for engaging families of all abilities	60 days	Family Engagement
95	1302.50(a)	Adds "includes communicating with families in a format that is most accessible" - requires programs to address communication methods and determine the most efficient and accessible format that families prefer and that may be necessary to address the needs of family members who have limited English proficiency or who are individuals w/ disabilities	60 days	Family Engagement
97	1302.11(b)(1)	Community assessment objectives include: identifying who programs will serve and their associated risk factors; how they will serve them in a manner that reflects their needs and diversity, while promoting equity, inclusion, and accessibility in service delivery; informing eligibility, recruitment, selection, enrollment, and attendance processes to prioritize the enrollment for those most in need of services; and identify strengths and resources in the community a program can leverage in service delivery	1 year	Community Assessment, Eligibility

97 - 98	1302.11(b)(2)(ii) - (vi)	Changes to data collection: (1) no longer specifically require counts of eligible children and expectant mothers, including counts by their geographic location, race, ethnicity, and languages spoken for enumerated items [broadened to relevant demographic and other data about]; (2) add children living in poverty; (3) require programs to consider what resources are available in the community to address the needs of eligible children and families; (4) notes that transportation needs are an economic factor impacting well-being	1 year	Community Assessment
99	1302.11(b)(3)	Requires programs to have a strategic approach to determine what data to collect prior to conducting the community assessment and how to use the data acquired after conducting the community assessment in order to achieve the intended outcomes	1 year	Community Assessment
99	1302.11(b)(4)	Require programs to identify certain data that would be unreasonably burdensome and costly to collect and consider using publicly or locally available data as a proxy instead	1 year	Community Assessment
100	1302.11(b)(5)	Allows the program to determine where updates are needed based on areas where significant shifts in their community may have occurred that may impact their program design and service delivery; the annual update must consider how it can inform and support other relevant management and program improvement efforts	1 year	Community Assessment
102	1302.12(i)(1)	A program may make an adjustment to a family's gross income calculation for the purposes of determining eligibility in order to account for excessive housing expenses. A program must use available bills, bank statements, and other relevant documentation provided by the family to calculate total annual housing expenses with appropriate multipliers. Programs should determine if a family spends more than 30% of their total gross income on housing expenses and may reduce the total gross income by the amount spent in housing expenses above the 30% threshold to calculate adjusted gross income for determining income eligibility. Defines housing expenses as "the total annual applicable expenses spent by the family on rent or mortgage payments, homeowner's or renter's insurance, utilities (incl. electricity, gas, water, sewer, and trash), interest, and taxes on the home.	60 days	Eligibility
105	1302.12(f)	Migrant/Seasonal: one family member is primarily engaged in agricultural employment (rather than family's income primarily comes from ag work)	60 days	Eligibility, Migrant/Seasonal
105	1302.12(j)	Migrant/Seasonal: can serve infants and toddlers for 3 years	60 days	Eligibility, Migrant/Seasonal
109	1302.16(a)(2)(v)	Requires programs to examine barriers to regular attendance; requires programs to, if possible, provide or facilitate transportation if needed	1 year	Eligibility, Transportation
110	1302.14(b)(1)	Changes "funded enrollment" to "actual enrollment" in determining 10% special needs enrollment requirement	60 days	Eligibility, Special Needs

		Redefines income as Gross income that only includes wages, business income, veteran's benefits, Social Security benefits, unemployment compensation, alimony, pension or annuity payments, gifts that exceed the threshold for taxable income, and military income (excluding special pay for a member subject to hostile fire or imminent danger or any basic allowance for housing including		
160	1305.2	housing acquired under the alternative authority	60 days	Eligibility
166	1305.2	Adds definition of poverty line from 1302.12(c) and (d)	60 days	Eligibility
112	1302.21(b)(2)	Programs are encouraged to establish a lower teacher to child ratio for the youngest children they serve, provided that it does not jeopardize the continuity of care for children	60 days	Ratios
114	1302.21(c)(1)(i)	clarify that the 1,380 hours of planned class operations for children in EHS should occur across a minimum of 46 weeks per year	60 days	Duration
115 - 117	1302.21	Technical corrections to existing provisions to remove outdated text and improve readability; no changes in policy	60 days	Ratios
118	1302.23(b)(2)	FCH: Clarify that max group size with one provider and six children, with no more than two under 24 months of age, refers to a mixed age grouping that includes preschool children	60 days	Ratios, FCH
119	1302.23(b)(3)	FCH: Clarify when there is one FCH provider with a group of children that are all under 36 months of age, the max group size is 4 children	60 days	Ratios, FCH
120	1302.23(b)(2)	FCH: Changes "when there is a provider and an assistant provider" to "when there are two providers"	1 year	Ratios, FCH
121	1302.47(b)(5)	Clarify that HS contractors and volunteers in addition to staff and consultants, should be aware of and are expected to follow safety practices	60 days	Safety, Training / PD
121	1302.47(b)(5)(i)	Add phrase "as defined by the Federal Child Abuse Prevention and Treatment Act"	60 days	Safety, Incident Reporting
122	1302.47(b)(5)(iii)	Removes phrase "indoor" and "outdoor" to clarify that appropriate supervision is expected at all times	60 days	Safety
122	1302.47(b)(5)(v)	Minor language changes	60 days	Safety
122	1302.47(b)(1)(ii)	Adds reference to lead	60 days	Safety, Lead Prevention
152	1302.92(b)(2)	Add a requirement that mandated reporter training is conducted on an annual basis	60 days	Safety, Training / PD
123 - 128	1302.48(a)	New requirements for sampling and testing for lead in water from fixtures used for human consumption; the frequency of testing; detectable lead level that requires remediation action, and requirements on point of use devised for reducing lead levels (only applies to facilities constructed before 2014 and where lead service lines, plumbing, or fixtures may still exist)	Immediate; 1 year grace	Lead Prevention

129 - 130	1302.48(b)	New requirements on preventing and addressing lead exposure in paint, with its associated exposures from lead in dust and lead in soil, in facilities constructed before 1978 and in facilities where lead-based paint may exist, including appropriate abatement actions, and the frequency of reassessing lead-based paint hazards following abatement	Immediate; 1 year grace	Lead Prevention
131	1302.48(c)	Requires that programs provide notification of lead testing results and remediation actions to parents, caregivers, and staff. No specific timeline but encourages beginning communication before testing begins and ongoing throughout the testing process. Must be translated for families with limited English proficiency.	Immediate; 1 year grace	Lead Prevention
132	1302.48(d)	If State or Local Law is more stringent than 1302.48, requires programs comply with the most stringent	Immediate; 1 year grace	Lead Prevention
136	1302.52(d)(1)	Minor edits for alignment with new section and to emphasize family-centered nature of process	60 days	Family Service Workers
136	1302.52(d)(2)	Requires programs to ensure the planned number of families assigned to work with individual family services staff is no greater than 40, unless a program can demonstrate higher family assignments provide high quality family and community engagement services and maintain reasonable staff workload	3 years	Family Service Workers
137	1302.52(d)(3)	Allow for program designs that best meet the needs of the program and community, based on community and family assessment data; requirement for effective and meaningful employee engagement practices that include opportunities for staff to discuss and address workload related issues	60 days	Family Service Workers
140	1302.53(b)(2)	Clarify that programs should participate in QRIS to the extent practicable if the State system has strategies in place to support their participation	60 days	QRIS
140	1302.53(b)(2)(i) - (iii)	Remove these conditions for participation in State QRIS	60 days	QRIS
148	1302.90(c)(1)(ii)	Change "do not maltreat or endanger the health or safety of children, including at a minimum, that staff must not" and replace with "do not engage in behaviors that would be reasonably suspected to negatively impact the health, mental health, or safety of children"	60 days	Standards of Conduct
148 - 150	1302.90(c)(1)(ii)(A) - (I)	Removes paragraphs and replaces with new (A) to (D) which specify categories of potential child abuse or neglect	60 days	Standards of Conduct
150	1302.90(c)(1)	Clarifies the requirement to ensure staff, consultants, contractors, and volunteers report reasonably suspected or known incidents of child abuse and neglect, as defined by CAPTA	60 days	Standards of Conduct, Incident Reporting
151	1302.90(c)(1)(vi)	Clarifies language to make clear children cannot be left solely under the supervision of volunteers	60 days	Standards of Conduct, Ratios

153	1302.92(b)(3)	Add a requirement for annual training on positive strategies to understand and support children's social and emotional development, including the implementation of tools for preventing and managing challenging behavior	60 days	Safety, Training / PD
154	1302.101(a)(5)	New requirement for a system that ensures all staff are trained to implement reporting procedures in Sec. 1302.102(d)(1)(ii)	60 days	Safety, Training / PD
155	1302.102(d)(1)(ii)	Remove phrase "as soon as practicable" and replace with "no later than 3 business days following the incidents" to clarify timeline by which programs are expected to make reports	60 days	Incident Reporting
155	1302.102(d)(1)(ii)(A)	Describes one type of reportable incident as any significant incident that affects the health, mental health, or safety of a child that occurs in a setting where Head Start services are provided and that involve either a Head Start adult or Head Start child. Reportable incidents include those that involve either (I) a staff member, contractor, volunteer, or other adult that participates in either a Head Start program or a classroom at least partially funded by Head Start, regardless of whether the child receives Head Start services; or (II) a child that receives services fully or partially funded by Head Start or a child that participates in a classroom at least partially funded by Head Start.	60 days	Incident Reporting
156	1302.102(d)(1)(iii)(A)	Adds "mandated" to clarify that any incidents involving mandated reporter responsibilities should be reported to Head Start and appropriate other authorities, independent of the status of investigation or outcome	60 days	Incident Reporting
156	1302.102(d)(1)(iii)(B)	Remove "for any reason" and replace with "except for circumstances such as natural disasters that interfere with program operations"	60 days	Incident Reporting
157	1302.102(d)(1)(iii)(E)	Clarify that programs must submit incident reports for any violations of Head Start standards of conduct in 1302.90(c)(ii), even if those violations do not required a mandated report under other law	60 days	Incident Reporting
157	1302.102(d)(1)(iii)(F)	Clarify that programs must submit reports for significant incidents that may be associated with reasonably suspected or known lack of appropriate supervision or failure to carry out reasonably expected maintenance, such as maintenance of playground equipment	60 days	Incident Reporting
158	1302.102(d)(1)(iii)(G)	New section, describes any authorized release of a child as a reportable incident	60 days	Incident Reporting
160	1303.44(a)(7)	Remove term "fair market" and replace with "cost" (cost valuation is most relevant in determining fair cost of a facility acquisition)	60 days	Facility Valuation
163	1305.2	Adds clarifying text and examples to definition of "Major Renovation" - separate renovation activities only equate to a major renovation if: (1) they have a cost equal to or exceeding \$250,000 (2) the renovation activities are intended to occur concurrently or consecutively, or altogether address a specific part or feature of a facility; AND (3) per 1303.44 certification from a licensed, independent architect or engineer indicates that the repair(s) adds significant value to the real property to be repaired or extends its useful life.	60 days	Major Renovations

165	Clarifies distinction between repairs and minor renovations versus purchase, construction, and 1305.2 major renovations	60 days	Federal Interest
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