



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**

JOSH STEIN • Governor

DEV DUTTA SANGVAI • Secretary

LISA TUCKER CAULEY • Division Director, Human Services

October 9, 2025

DEAR COUNTY DIRECTORS OF SOCIAL SERVICES

ATTENTION: DIRECTORS, CHILD WELFARE PROGRAM ADMINISTRATORS, MANAGERS, SUPERVISORS, AND SOCIAL WORKERS, CHILD CARING INSTITUTIONS

SUBJECT: NOTIFICATION OF LEGISLATIVE CHANGE - PROHIBITION ON CONDITIONAL EMPLOYMENT IN CHILD CARE INSTITUTIONS

PURPOSE/BACKGROUND: PROVIDES INFORMATION ON CONDITIONAL EMPLOYMENT

REQUIRED ACTION: ☐ Information Only ☐ Time Sensitive ☒ Immediate

The North Carolina Department of Health and Human Services, Division of Social Services (NCDHHS DSS) acknowledges the significant challenges that agencies face in recruiting and retaining qualified staff in residential facilities. Additionally, a recent legislative change has taken effect that further impacts the employment practices of child caring institutions within our state.

The General Assembly has enacted Session Law 2025-27, House Bill 576, which amends G.S. 108A-150(g) to align state law with the federal requirements on the conditional employment of applicants of child caring institutions prior to obtaining the results of a criminal history record check.

The revised NC statute now reads as follows:

"(g) Conditional Employment. – A childcare institution shall not employ an applicant conditionally prior to obtaining the results of a criminal history record check regarding the applicant."

This amendment is designed to enhance the safety and well-being of children in care by ensuring that all employees undergo a thorough background check before commencing employment. Compliance with this new requirement is **mandatory and effective immediately**. Please ensure that all relevant personnel are informed of this change and that your employment practices are updated accordingly.

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LOCATION: 1915 Health Services Way, Raleigh NC 27607

MAILING ADDRESS: 2408 Mail Service Center
Raleigh, NC 27699-2410

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For questions, please contact the NCDHHS DSS Adoptions Managers/Interim Private Agency Licensing Manager, Mary Mackins at mary.mackins@dhhs.nc.gov.

Sincerely,

Kimaree Sanders

Kimaree Sanders, MSW,
Section Chief for Regulatory and Licensing
Division of Social Services, Child Welfare
North Carolina Department of Health and Human Services

Cc: Lisa T. Cauley, Division Director, Human Services, Child, Family, and Adult Regional Support
Adrian Daye, Deputy Director for Child Welfare Practice
Donna Fayko, Deputy Director for Child Welfare Operations
Kathy Stone, Section Chief for Safety
Meredith Houchins, Interim Section Chief for County Operations
Heather McAllister, Section Chief for Child and Family Services

Attachment: Frequently Asked Questions (FAQ): HB576 and Conditional Employment

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