



HOUSE BILL (HB) 96 (AS INTRODUCED) - STATE OPERATING BUDGET – POLICY PROVISIONS

Status: Currently before the House Finance Committee



March 19, 2025

Resident Educator Program - Elimination of Classroom Video Requirement

As drafted, HB 96 eliminates the requirement that resident educators submit a video of themselves providing instruction in a classroom setting to complete the program and advance from a two-year resident educator license to a five-year professional educator license. The Resident Educator program is a two-year induction experience with mentorship and professional development. Completing the resident educator program allows educators to transition from a two-year resident educator license to a five-year professional educator license.

OEA Position: OEA supports HB 96 language that eliminates the classroom video portion of the resident educator program but asks for an amendment to remove language from the bill that entangles teacher evaluations with licensure.

Talking Points:

- While well intended, the requirement for resident educators to submit a video of themselves providing instruction in a classroom setting often creates more distractions for educators and hassle for classroom students than is necessarily justified for a strong induction program.
- Eliminating the classroom video requirement will save over a million dollars for the State Board of Education, which has been operating on a minimal budget since the creation of the Department of Education and the Workforce (DEW).

Note: OEA is also proposing a corrective amendment to fix HB 96 language related to the video that inadvertently entangles teacher evaluations with teacher licensure (resident educator program) by allowing evaluations to be used as part of the teacher residency program. Keeping teacher evaluation and licensure processes separate is essential because they serve different purposes. Teacher evaluation is used at the local level to inform employment decisions. In contrast, teacher licenses are used as a statewide employment credential granted by the State Board of Education. The OEA amendment clarifies that completion of the resident educator program is determined by successfully completing two program years, including all mentoring program and professional development requirements.



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OEA
OHIO EDUCATION ASSOCIATION

Removes Teacher Assignment from Collective Bargaining

As introduced, HB 96 excludes teacher assignment from collective bargaining and allows teachers to be assigned without regard to the area of licensure (grade/subject) or completion of professional development required by the Ohio General Assembly (e.g. science of reading, instruction to students with dyslexia).

OEA Position: OEA requests the removal of HB 96 language that prohibits collective bargaining on teacher assignment, an important working and learning condition that should include the perspective of classroom teachers.

Talking Points:

- Students are best served when teacher assignment processes take into consideration the insight of classroom teachers.
- Working conditions are learning conditions. Teachers use the collective bargaining process to recommend improvements to working conditions that support student learning.
- Silencing the voice of teachers by prohibiting collective bargaining on teacher assignment is not in the best interest of students.
- The HB 96 language also appears to allow teachers to be assigned based on the subjective judgment of administrators, without regard to teacher preparation considerations that impact student learning (e.g. being licensed in the subject/grade area assigned, or completion of subject specific professional development required by the Ohio General Assembly, such as instruction in the science of reading and instruction to students with dyslexia).

Note: OEA is also proposing a corrective amendment to fix HB 96 language related to the video that inadvertently entangles teacher evaluations with teacher licensure (resident educator program) by allowing evaluations to be used as part of the teacher residency program. Keeping teacher evaluation and licensure processes separate is essential because they serve different purposes. Teacher evaluation is used at the local level to inform employment decisions. In contrast, teacher licenses are used as a statewide employment credential granted by the State Board of Education. The OEA amendment clarifies that completion of the resident educator program is determined by successfully completing two program years, including all mentoring program and professional development requirements.



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School Employee Vacancy Survey

As introduced, HB 96 requires the Ohio Department of Education and Workforce to annually conduct a statewide survey of school districts regarding school employee vacancies.

OEA Position: OEA supports the HB 96 requirement that DEW collects data from school districts regarding school employee vacancies to help provide statewide data to guide targeted recruitment and support strategies.

Talking Points:

- Ohio school districts are increasingly facing challenges recruiting and retaining teachers and other critical school employees.
- A school employee vacancy survey will help provide a central and timely source of data that the Ohio General Assembly and local school districts can use to help inform strategies to recruit and retain qualified teachers and school employees consistently.
- Recommendations from OEA’s Educator Voice Academy on Teacher Recruitment and Retention from 2022 support the creation of this survey.