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H.B. 432
135th General Assembly

Fiscal Note & Local Impact Statement

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Version: As Passed by the House

Primary Sponsor: Rep. Jones

Local Impact Statement Procedure Required: No

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Highlights

- The bill may provide school districts and other public schools with a greater pool of career-technical education (CTE) teachers to meet staffing needs by providing alternative pathways for individuals to qualify for a license to teach CTE courses, including a modified educator preparation program and a mentoring program provided by the district or school.
- The bill may increase costs for school districts that choose to participate in the alternative pathways. Certain school districts may incur costs to develop a modified educator preparation program while districts may incur costs to implement a mentoring program.
- The bill may increase the State Board of Education's administrative costs paid from the State Board of Education Licensure Fund (Fund 4L20) to process any additional license applications resulting from the bill. These costs will be more or less offset by a gain in license fee revenue paid by applicants.
- The annual cost of performing the Bureau of Criminal Investigation's background check activities and services may increase to some degree. These costs will be more or less offset by the fees charged to conduct a background check.

Detailed Analysis

Current law – career-technical workforce development educator license

Under current law, the State Board of Education issues an initial two-year career-technical workforce development (CTWD) educator license to applicants who do not follow the traditional licensure pathway of earning a bachelor's degree in career-technical education (CTE) before

becoming licensed to teach those courses. To obtain a two-year CTWD educator license, an applicant must have a high school diploma or the equivalent and demonstrate at least five years of work experience, or the equivalent, in the subject area in which they will teach. The applicant must also be enrolled in a CTWD educator preparation program offered by an institution of higher education. The CTWD educator preparation program must (1) be approved by the Chancellor of Higher Education, (2) provide classroom support, (3) include at least three semester hours of coursework in the teaching of reading, (4) be aligned with CTE competencies developed by the Department of Education and Workforce (DEW), (5) use a summative performance-based assessment to evaluate the applicant's knowledge, and (6) consist of not less than 24 semester hours of coursework, or the equivalent.

According to DEW, there are five CTWD educator preparation programs operating in the state at the following public and private universities: Bowling Green State University, Kent State University, the Ohio State University, the University of Rio Grande, and the University of Toledo.¹ The costs to enroll in one of these CTWD programs range from a reported \$5,469 to \$13,817. However, the institutions note that their tuition charges are frequently offset, at least partially, by tuition reimbursement, scholarships, and student financial aid. The programs also offer courses online and do not contain any textbook requirements.

Upon receiving an initial CTWD educator license, the recipient must continue to participate in the educator preparation program described above. The State Board must renew a career-technical educator's license if the supervisor of the CTWD educator preparation program and the superintendent of the employing school district indicate the applicant is making sufficient progress in both the program and their teaching position. After the recipient successfully completes the educator preparation program, the State Board issues a five-year advanced CTWD educator license. Any requirements for further renewal of this license are developed by both the individual holder of the license and a local professional development committee.

The bill – alternative career-technical educator pathways

New teachers

The bill keeps in place the original pathway to receive an initial two-year CTWD educator license, while establishing two additional alternatives to the CTWD educator preparation program requirement. Both of these pathways will be available for applicants that have obtained an offer of employment as a classroom teacher.

The first pathway option created by the bill is a modified educator preparation program created by one or more lead districts of a career-technical planning district (CTPD) that must be aligned with career-technical education and workforce development competencies developed by DEW and includes (1) at least nine credit hours or three semester hours of coursework in the

¹ See DEW's [Career-Technical Licensure Programs Directory \(PDF\)](#), which may be accessed by conducting a keyword "Career-Tech Teacher Preparation" search on DEW's website: education.ohio.gov.

area to be taught² and (2) at least 45 hours of local professional development designed by the employing district. The second pathway option is a mentoring program created by one or more lead districts and provided by the employing district. The bill requires the mentoring program to be aligned with career-technical education and workforce development competencies developed by DEW and include (1) an assigned mentor who is a licensed educator or has served in administration, (2) a competency-based self-assessment developed and approved by the State Board, in consultation with those in the field of CTE, (3) a personal learning plan approved by the lead district of the CTPD, and (4) participation in 90 hours of professional development. The bill requires the State Board to issue an advanced CTWD educator license to an individual who completes either of the above pathways and has taught under the initial CTWD license for four school years.

Current teachers

The bill also creates a two-year CTE educator license for certain individuals who already hold a valid educator license in other teaching fields. To qualify for this license, an individual must have at least five years of work experience in the subject area the individual will teach, provided that the superintendent of the employing district has made an informal recommendation of appointment as a career-technical educator. In lieu of the field work requirement, the individual's work experience may be affirmed by a panel of experts as required by the State Board. Once employed, the district or school must assign a mentor to that teacher. This license is renewable only once to enable the educator to obtain an advanced CTWD educator license. Like the two alternative pathways described above, once the individual has taught under this license for four years, the bill qualifies the individual for an advanced CTWD educator license.

Currently, one-year supplemental licenses with limited renewals are available for current teachers to teach CTE courses. The requirements for a supplemental license depend on the individual's education level and planned CTE teaching area. One supplemental license, which applies to a broad array of career fields, requires five years of work experience in the career field and participation in a preservice educator preparation program. Teachers obtaining this supplemental license qualify for an advanced CTWD educator license following completion of the educator preparation program and one year of teaching under the supplemental license. Another supplemental license has been established to qualify teachers to teach in specific career fields with teacher shortages. This license requires a bachelor degree and passage of a content knowledge test. Teachers obtaining this license qualify for an advanced CTWD educator license by completing any coursework or other requirements indicated by the State Board when the license is granted.

Fiscal effects

State Board of Education

More pathways to obtain an initial CTWD educator license may result in more educators obtaining CTWD licenses. The bill, therefore, may lead to an increase in the State Board of Education's administrative costs to process additional license applications. However, any

² The intent of this requirement is unclear. A semester hour is equivalent to a credit hour. Many college courses are worth three credit hours. Therefore, it appears that a lead district or group or lead districts may create, in practice, a program that requires either three college courses or one college course.

additional costs will be more or less offset by a gain in license fee revenue paid by applicants. The fee for an initial CTWD license is \$80 and a license is valid for two years, while an advanced CTWD license has a fee of \$200 and is valid for five years. Educator license fees will cover the costs of processing applications, technical assistance related to licensure, and administering the educator disciplinary process, as well as other functions. As a point of reference, 821 individuals currently have an active initial CTWD license, 469 individuals have an active advanced CTWD license, and 167 individuals have an active supplemental license to teach CTE courses.

An applicant for a license under the bill will need to have current state and federal background checks on file with the State Board. Background checks filed with the State Board are valid for five years, but the checks can be no older than one year at the time the State Board issues the credential. The bill may affect the workload of the Attorney General's Bureau of Criminal Investigation (BCI) if the number of background checks requested each year increases. Any associated increase in BCI's annual operating expenses will be more or less offset by the fees charged to conduct a check. BCI performs state-only background checks by comparing an individual's fingerprints against a database of criminal fingerprints to determine if there is a criminal record. BCI also administers federal background checks through the Federal Bureau of Investigation (FBI), which uses a national database to search for criminal history records. The base fees of the state-only and FBI background checks are \$22 and \$25.25, respectively. All of the fees are credited to the General Reimbursement Fund (Fund 1060),³ with \$23.25 of the FBI background check fee subsequently disbursed to the FBI.

Additionally, the State Board's administrative costs may increase to develop a competency-based self-assessment used for the mentoring program option. However, the costs associated with this are likely to be minimal and may be supportable using existing resources.

School districts and other public schools

Under the bill, applicants for a CTWD educator license would have options that may bypass or decrease the tuition costs for CTWD educator preparation programs operated by higher education institutions. Therefore, the bill may improve the ability of school districts and other public schools to meet certain staffing needs with respect to CTE courses. However, the bill may also lead to permissive costs for lead districts of CTPDs to develop the modified educator preparation programs and districts and schools to implement the mentoring programs described above. Notably, mentors are typically provided a stipend by their school district as compensation for the additional work. The stipend, which varies by district, may be either a flat amount or a percentage of the mentor's base salary. The bill provides school districts with the flexibility to tailor the bill's optional pathways to suit the individual needs of the teacher undertaking the program, and thus likely provides a degree of cost flexibility as well. The bill does not specify whether the participant or the employing district will cover the costs associated with obtaining a license under the new pathways.

³ The Attorney General uses the money credited to Fund 1060 to pay for operating expenses incurred in the provision of law enforcement services, legal representation, and overall office administration.