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S.B. 361
134th General Assembly

Bill Analysis

Version: As Introduced

Primary Sponsor: Sen. Hoagland

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SUMMARY

- Permits a school district, community school, or STEM school to employ an eligible veteran who does not hold an educator license as a teacher.
- Establishes related service, educational, registration, and mentorship requirements that a veteran must meet in order to be employed as a teacher.

DETAILED ANALYSIS

Employment of veterans as unlicensed teachers

The bill revises the law that permits a school district to employ as a teacher an eligible U.S. Armed Forces veteran who does not hold an educator license. The bill extends the authority to community and STEM schools.¹ It also changes the eligibility requirements for a veteran and requires a veteran to register with the Department of Education. Finally, it requires a veteran to have an assigned mentor who meets prescribed qualifications.

Eligibility

The following table compares the eligibility requirements a veteran must meet to qualify to be employed as an unlicensed teacher under current law and the bill.

Current law	S.B. 361
The veteran was honorably discharged between June 30, 1997, and June 30, 2000 (<i>R.C. 3319.283(A)(1)</i>).	The veteran received an honorable discharge or a medical separation from the Armed Forces (<i>R.C. 3319.283(B)(1)(b)</i>).

¹ R.C. 3319.283(A).

Current law	S.B. 361
No provision.	The veteran completed at least 48 months of active duty military service (<i>R.C. 3319.238(B)(1)(a)</i>).
The veteran had meaningful teaching or other instructional experience while in the Armed Forces (<i>R.C. 3319.283(A)(2)</i>).	The veteran has satisfied one of the following: <ol style="list-style-type: none"> 1. Has a letter from a former commanding officer stating the veteran is qualified to teach; 2. Earned a master training specialist certification from the U.S. Navy; 3. Served as a training officer or a lead instructor; or 4. Served as a noncommissioned officer, warrant officer, or senior enlisted person (<i>R.C. 3319.283(B)(1)(c)</i>).
No provision.	The veteran has demonstrated mastery of the subject area to be taught, as determined by the district or school (<i>R.C. 3319.283(B)(2)</i>).
The veteran holds a bachelor's degree (<i>R.C. 3319.283(A)(3)</i>).	The veteran completed at least 60 college credits with a G.P.A. of at least 2.5 out of 4.0 from one or more accredited institutions of higher education (<i>R.C. 3319.283(B)(3)</i>).

Registration

The bill conditions employment upon (1) completion of a criminal records check and (2) registration with the Department. The veteran must submit the criminal records check to the Department. The Department must enroll the veteran in the retained applicant fingerprint database (RAPBACK) in the same manner as a teacher who receives an educator license.

The Department cannot accept the application of a veteran who has pleaded guilty to, been found guilty of, or been convicted of any offenses prescribed under continuing law that precludes employment in K-12 schools. If the Department receives notification through RAPBACK of the arrest or conviction of a veteran employed as an unlicensed teacher, it must notify the employing district or school. The Department also may take any disciplinary action authorized under law against the veteran as if the veteran were a licensed educator.²

² R.C. 3319.283(D).

Mentorship

The bill requires a school district or school to assign a licensed teacher to mentor a veteran employed as an unlicensed teacher. The mentorship must last for at least the first two years of the veteran's employment. The mentor must have at least three years of teaching experience in any of grades K-12. If the employer is a district, the mentor also must have received a rating of skilled or higher on the mentor's most recent performance evaluation.³

Law retained by the bill

The bill retains provisions of continuing law that apply to a veteran employed as an unlicensed teacher. Specifically, it:

1. States that while the veteran is generally considered to be a licensed teacher for the purposes of state and federal law and a district's or school's policies and rules, the veteran is not a "properly certified or licensed" teacher qualified to teach in a core subject area;⁴
2. Requires the veteran to complete 15 hours of approved professional development every five years;⁵ and
3. Authorizes the Superintendent of Public Instruction to revoke the veteran's right to teach if, after an investigation and an adjudication, the state Superintendent determines the veteran is not competent to teach.⁶

Veterans currently employed as unlicensed teachers

The bill expressly permits a veteran employed as an unlicensed teacher prior the bill's effective date to remain employed after that date. However, that veteran must meet the professional development requirements under continuing law and comply with the bill's new registration requirement. The veteran also remains subject to the state Superintendent's authority to revoke a right to teach.⁷

HISTORY

Action	Date
Introduced	10-03-22

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³ R.C. 3319.283(F).

⁴ R.C. 3319.283(C). *See also* R.C. 3319.074(B)(1), not in bill.

⁵ R.C. 3319.283(C).

⁶ R.C. 3319.283(E).

⁷ R.C. 3319.283(G).