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# OHIO LEGISLATIVE SERVICE COMMISSION

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Office

**H.B. 165**  
**136<sup>th</sup> General Assembly**

## Bill Analysis

**Version:** As Introduced

**Primary Sponsors:** Reps. J. Miller and Brewer

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### SUMMARY

- Requires each public and chartered nonpublic school to reimburse its qualifying employees for the full cost of completing graduate-level credit hours, or the equivalent number of continuing education units, in implicit bias training.
- Requires the Department of Education and Workforce to reimburse each school for the reimbursement it made to an employee for implicit bias training.
- Requires the State Board of Education and the Chancellor of Higher Education to establish the number of credit hours in implicit bias training that is reimbursable and the number of continuing education credits equivalent to that number of credit hours.
- Requires the State Board and the Chancellor, in collaboration with the Department, to establish minimum standards for implicit bias training that is reimbursable.
- Appropriates \$750,000 for each of FYs 2026 and 2027 for the purpose of reimbursing school districts for implicit bias training.

### DETAILED ANALYSIS

#### Implicit bias training

Beginning on July 1, 2025, the bill requires each school district, community school, STEM school, college-preparatory boarding school, and chartered nonpublic school to reimburse its qualifying employees for the full cost of completing a prescribed number of graduate-level credit hours, or the equivalent number of continuing education units, in implicit bias training. To qualify for reimbursement, an employee must hold a valid educator license to teach in a public school. The bill requires a district or school to reimburse an employee only for training that meets

minimum standards established by the State Board of Education and the Chancellor of Higher Education.<sup>1</sup>

The bill requires the Department of Education and Workforce to reimburse each district or school an amount equal to the reimbursement made by the district or school to the employee for implicit bias training minus any other tuition reimbursement or professional development stipend the district or school provides to the employee.<sup>2</sup>

### **Reimbursable credits**

The bill requires the State Board and the Chancellor to establish the number of graduate-level credit hours in implicit bias training that is reimbursable (not less than one credit hour or more than three credit hours) and the number of continuing education units that is equivalent to that number of credit hours.<sup>3</sup>

### **Minimum standards**

The State Board and the Chancellor, in collaboration with the Department, are required to establish minimum standards for implicit bias training that is reimbursable under the bill. The minimum standards must include a definition of implicit bias, examples of implicit bias in action, a method of identifying susceptibility to unwanted bias, and voluntary evidence-based mitigation strategies.<sup>4</sup>

The bill requires a local professional development committee to count implicit bias training that meets the minimum standards established under this bill toward professional development coursework requirements for teacher licensure renewal.<sup>5</sup>

### **Appropriation**

The bill appropriates \$750,000 for FYs 2026 and 2027 for the purpose of reimbursing districts and schools for implicit bias training.<sup>6</sup>

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<sup>1</sup> R.C. 3319.2214(A). The bill's provisions apply to community schools, STEM schools, and college-preparatory boarding schools through cross references in R.C. 3314.03(A)(11)(d), 3326.11, and 3328.24, respectively.

<sup>2</sup> R.C. 3319.2214(E).

<sup>3</sup> R.C. 3319.2214(B).

<sup>4</sup> R.C. 3319.2214(C).

<sup>5</sup> R.C. 3319.2214(D).

<sup>6</sup> Section 4.

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## HISTORY

Action	Date
Introduced	03-12-25

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