

As Introduced

136th General Assembly

Regular Session

2025-2026

H. B. No. 165

Representatives Miller, J., Brewer

**Cosponsors: Representatives Brent, White, E., McNally, Somani, Synenberg,
Russo, Cockley, Sims, Grim, Jarrells, Isaacsohn, Rader, Abdullahi, Lett, Brownlee**

A BILL

To amend sections 3314.03, 3326.11, and 3328.24 and 1
to enact section 3319.2214 of the Revised Code 2
regarding implicit bias training for licensed 3
educators and to make an appropriation. 4

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF OHIO:

Section 1. That sections 3314.03, 3326.11, and 3328.24 be 5
amended and section 3319.2214 of the Revised Code be enacted to 6
read as follows: 7

Sec. 3314.03. A copy of every contract entered into under 8
this section shall be filed with the director of education and 9
workforce. The department of education and workforce shall make 10
available on its web site a copy of every approved, executed 11
contract filed with the director under this section. 12

(A) Each contract entered into between a sponsor and the 13
governing authority of a community school shall specify the 14
following: 15

(1) That the school shall be established as either of the 16
following: 17

(a) A nonprofit corporation established under Chapter 1702. of the Revised Code, if established prior to April 8, 2003;	18 19 20
(b) A public benefit corporation established under Chapter 1702. of the Revised Code, if established after April 8, 2003.	21 22
(2) The education program of the school, including the school's mission, the characteristics of the students the school is expected to attract, the ages and grades of students, and the focus of the curriculum;	23 24 25 26
(3) The academic goals to be achieved and the method of measurement that will be used to determine progress toward those goals, which shall include the statewide achievement assessments;	27 28 29 30
(4) Performance standards, including but not limited to all applicable report card measures set forth in section 3302.03 or 3314.017 of the Revised Code, by which the success of the school will be evaluated by the sponsor;	31 32 33 34
(5) The admission standards of section 3314.06 of the Revised Code and, if applicable, section 3314.061 of the Revised Code;	35 36 37
(6) (a) Dismissal procedures;	38
(b) A requirement that the governing authority adopt an attendance policy that includes a procedure for automatically withdrawing a student from the school if the student without a legitimate excuse fails to participate in seventy-two consecutive hours of the learning opportunities offered to the student.	39 40 41 42 43 44
(7) The ways by which the school will achieve racial and	45

ethnic balance reflective of the community it serves;	46
(8) Requirements for financial audits by the auditor of state. The contract shall require financial records of the school to be maintained in the same manner as are financial records of school districts, pursuant to rules of the auditor of state. Audits shall be conducted in accordance with section 117.10 of the Revised Code.	47 48 49 50 51 52
(9) An addendum to the contract outlining the facilities to be used that contains at least the following information:	53 54
(a) A detailed description of each facility used for instructional purposes;	55 56
(b) The annual costs associated with leasing each facility that are paid by or on behalf of the school;	57 58
(c) The annual mortgage principal and interest payments that are paid by the school;	59 60
(d) The name of the lender or landlord, identified as such, and the lender's or landlord's relationship to the operator, if any.	61 62 63
(10) Qualifications of employees, including both of the following:	64 65
(a) A requirement that the school's classroom teachers be licensed in accordance with sections 3319.22 to 3319.31 of the Revised Code, except that a community school may engage noncertificated persons to teach up to twelve hours or forty hours per week pursuant to section 3319.301 of the Revised Code;	66 67 68 69 70
(b) A prohibition against the school employing an individual described in section 3314.104 of the Revised Code in any position.	71 72 73

(11) That the school will comply with the following requirements:	74 75
(a) The school will provide learning opportunities to a minimum of twenty-five students for a minimum of nine hundred twenty hours per school year.	76 77 78
(b) The governing authority will purchase liability insurance, or otherwise provide for the potential liability of the school.	79 80 81
(c) The school will be nonsectarian in its programs, admission policies, employment practices, and all other operations, and will not be operated by a sectarian school or religious institution.	82 83 84 85
(d) The school will comply with sections 9.90, 9.91, 109.65, 121.22, 149.43, 2151.357, 2151.421, 2313.19, 3301.0710, 3301.0711, 3301.0712, 3301.0715, 3301.0729, 3301.948, 3302.037, 3313.472, 3313.50, 3313.539, 3313.5310, 3313.5318, 3313.5319, 3313.608, 3313.609, 3313.6012, 3313.6013, 3313.6014, 3313.6020, 3313.6024, 3313.6025, 3313.6026, 3313.6028, 3313.6029, 3313.643, 3313.648, 3313.6411, 3313.6413, 3313.66, 3313.661, 3313.662, 3313.666, 3313.667, 3313.668, 3313.669, 3313.6610, 3313.67, 3313.671, 3313.672, 3313.673, 3313.69, 3313.71, 3313.716, 3313.718, 3313.719, 3313.7112, 3313.7117, 3313.721, 3313.753, 3313.80, 3313.814, 3313.816, 3313.817, 3313.818, 3313.819, 3313.86, 3313.89, 3313.96, 3319.073, 3319.077, 3319.078, 3319.0812, <u>3319.2214</u> , 3319.238, 3319.318, 3319.321, 3319.324, 3319.39, 3319.391, 3319.393, 3319.41, 3319.46, 3319.614, 3320.01, 3320.02, 3320.03, 3320.04, 3321.01, 3321.041, 3321.13, 3321.14, 3321.141, 3321.17, 3321.18, 3321.19, 3322.20, 3322.24, 3323.251, 3327.10, 4111.17, 4113.52, 5502.262, 5502.703, and 5705.391 and Chapters 117., 1347., 2744., 3365., 3742., 4112.,	86 87 88 89 90 91 92 93 94 95 96 97 98 99 100 101 102 103

4123., 4141., and 4167. of the Revised Code as if it were a 104
school district and will comply with section 3301.0714 of the 105
Revised Code in the manner specified in section 3314.17 of the 106
Revised Code. 107

(e) The school shall comply with Chapter 102. and section 108
2921.42 of the Revised Code. 109

(f) The school will comply with sections 3313.61, 110
3313.611, 3313.614, 3313.617, 3313.618, and 3313.6114 of the 111
Revised Code, except that for students who enter ninth grade for 112
the first time before July 1, 2010, the requirement in sections 113
3313.61 and 3313.611 of the Revised Code that a person must 114
successfully complete the curriculum in any high school prior to 115
receiving a high school diploma may be met by completing the 116
curriculum adopted by the governing authority of the community 117
school rather than the curriculum specified in Title XXXVIII of 118
the Revised Code or any rules of the department. Beginning with 119
students who enter ninth grade for the first time on or after 120
July 1, 2010, the requirement in sections 3313.61 and 3313.611 121
of the Revised Code that a person must successfully complete the 122
curriculum of a high school prior to receiving a high school 123
diploma shall be met by completing the requirements prescribed 124
in section 3313.6027 and division (C) of section 3313.603 of the 125
Revised Code, unless the person qualifies under division (D) or 126
(F) of that section. Each school shall comply with the plan for 127
awarding high school credit based on demonstration of subject 128
area competency, and beginning with the 2017-2018 school year, 129
with the updated plan that permits students enrolled in seventh 130
and eighth grade to meet curriculum requirements based on 131
subject area competency adopted by the department under 132
divisions (J) (1) and (2) of section 3313.603 of the Revised 133
Code. Beginning with the 2018-2019 school year, the school shall 134

comply with the framework for granting units of high school 135
credit to students who demonstrate subject area competency 136
through work-based learning experiences, internships, or 137
cooperative education developed by the department under division 138
(J) (3) of section 3313.603 of the Revised Code. 139

(g) The school governing authority will submit within four 140
months after the end of each school year a report of its 141
activities and progress in meeting the goals and standards of 142
divisions (A) (3) and (4) of this section and its financial 143
status to the sponsor and the parents of all students enrolled 144
in the school. 145

(h) The school, unless it is an internet- or computer- 146
based community school, will comply with section 3313.801 of the 147
Revised Code as if it were a school district. 148

(i) If the school is the recipient of moneys from a grant 149
awarded under the federal race to the top program, Division (A), 150
Title XIV, Sections 14005 and 14006 of the "American Recovery 151
and Reinvestment Act of 2009," Pub. L. No. 111-5, 123 Stat. 115, 152
the school will pay teachers based upon performance in 153
accordance with section 3317.141 and will comply with section 154
3319.111 of the Revised Code as if it were a school district. 155

(j) If the school operates a preschool program that is 156
licensed by the department under sections 3301.52 to 3301.59 of 157
the Revised Code, the school shall comply with sections 3301.50 158
to 3301.59 of the Revised Code and the minimum standards for 159
preschool programs prescribed in rules adopted by the department 160
of children and youth under section 3301.53 of the Revised Code. 161

(k) The school will comply with sections 3313.6021 and 162
3313.6023 of the Revised Code as if it were a school district 163

unless it is either of the following:	164
(i) An internet- or computer-based community school;	165
(ii) A community school in which a majority of the	166
enrolled students are children with disabilities as described in	167
division (B) (2) of section 3314.35 of the Revised Code.	168
(1) The school will comply with section 3321.191 of the	169
Revised Code, unless it is an internet- or computer-based	170
community school that is subject to section 3314.261 of the	171
Revised Code.	172
(12) Arrangements for providing health and other benefits	173
to employees;	174
(13) The length of the contract, which shall begin at the	175
beginning of an academic year. No contract shall exceed five	176
years unless such contract has been renewed pursuant to division	177
(E) of this section.	178
(14) The governing authority of the school, which shall be	179
responsible for carrying out the provisions of the contract;	180
(15) A financial plan detailing an estimated school budget	181
for each year of the period of the contract and specifying the	182
total estimated per pupil expenditure amount for each such year.	183
(16) Requirements and procedures regarding the disposition	184
of employees of the school in the event the contract is	185
terminated or not renewed pursuant to section 3314.07 of the	186
Revised Code;	187
(17) Whether the school is to be created by converting all	188
or part of an existing public school or educational service	189
center building or is to be a new start-up school, and if it is	190
a converted public school or service center building,	191

specification of any duties or responsibilities of an employer 192
that the board of education or service center governing board 193
that operated the school or building before conversion is 194
delegating to the governing authority of the community school 195
with respect to all or any specified group of employees provided 196
the delegation is not prohibited by a collective bargaining 197
agreement applicable to such employees; 198

(18) Provisions establishing procedures for resolving 199
disputes or differences of opinion between the sponsor and the 200
governing authority of the community school; 201

(19) A provision requiring the governing authority to 202
adopt a policy regarding the admission of students who reside 203
outside the district in which the school is located. That policy 204
shall comply with the admissions procedures specified in 205
sections 3314.06 and 3314.061 of the Revised Code and, at the 206
sole discretion of the authority, shall do one of the following: 207

(a) Prohibit the enrollment of students who reside outside 208
the district in which the school is located; 209

(b) Permit the enrollment of students who reside in 210
districts adjacent to the district in which the school is 211
located; 212

(c) Permit the enrollment of students who reside in any 213
other district in the state. 214

(20) A provision recognizing the authority of the 215
department to take over the sponsorship of the school in 216
accordance with the provisions of division (C) of section 217
3314.015 of the Revised Code; 218

(21) A provision recognizing the sponsor's authority to 219
assume the operation of a school under the conditions specified 220

in division (B) of section 3314.073 of the Revised Code;	221
(22) A provision recognizing both of the following:	222
(a) The authority of public health and safety officials to	223
inspect the facilities of the school and to order the facilities	224
closed if those officials find that the facilities are not in	225
compliance with health and safety laws and regulations;	226
(b) The authority of the department as the community	227
school oversight body to suspend the operation of the school	228
under section 3314.072 of the Revised Code if the department has	229
evidence of conditions or violations of law at the school that	230
pose an imminent danger to the health and safety of the school's	231
students and employees and the sponsor refuses to take such	232
action.	233
(23) A description of the learning opportunities that will	234
be offered to students including both classroom-based and non-	235
classroom-based learning opportunities that is in compliance	236
with criteria for student participation established by the	237
department under division (H) (2) of section 3314.08 of the	238
Revised Code;	239
(24) The school will comply with sections 3302.04 and	240
3302.041 of the Revised Code, except that any action required to	241
be taken by a school district pursuant to those sections shall	242
be taken by the sponsor of the school.	243
(25) Beginning in the 2006-2007 school year, the school	244
will open for operation not later than the thirtieth day of	245
September each school year, unless the mission of the school as	246
specified under division (A) (2) of this section is solely to	247
serve dropouts. In its initial year of operation, if the school	248
fails to open by the thirtieth day of September, or within one	249

year after the adoption of the contract pursuant to division (D) 250
of section 3314.02 of the Revised Code if the mission of the 251
school is solely to serve dropouts, the contract shall be void. 252

(26) Whether the school's governing authority is planning 253
to seek designation for the school as a STEM school equivalent 254
under section 3326.032 of the Revised Code; 255

(27) That the school's attendance and participation 256
policies will be available for public inspection; 257

(28) That the school's attendance and participation 258
records shall be made available to the department, auditor of 259
state, and school's sponsor to the extent permitted under and in 260
accordance with the "Family Educational Rights and Privacy Act 261
of 1974," 88 Stat. 571, 20 U.S.C. 1232g, as amended, and any 262
regulations promulgated under that act, and section 3319.321 of 263
the Revised Code; 264

(29) If a school operates using the blended learning 265
model, as defined in section 3301.079 of the Revised Code, all 266
of the following information: 267

(a) An indication of what blended learning model or models 268
will be used; 269

(b) A description of how student instructional needs will 270
be determined and documented; 271

(c) The method to be used for determining competency, 272
granting credit, and promoting students to a higher grade level; 273

(d) The school's attendance requirements, including how 274
the school will document participation in learning 275
opportunities; 276

(e) A statement describing how student progress will be 277

monitored;	278
(f) A statement describing how private student data will be protected;	279 280
(g) A description of the professional development activities that will be offered to teachers.	281 282
(30) A provision requiring that all moneys the school's operator loans to the school, including facilities loans or cash flow assistance, must be accounted for, documented, and bear interest at a fair market rate;	283 284 285 286
(31) A provision requiring that, if the governing authority contracts with an attorney, accountant, or entity specializing in audits, the attorney, accountant, or entity shall be independent from the operator with which the school has contracted.	287 288 289 290 291
(32) A provision requiring the governing authority to adopt an enrollment and attendance policy that requires a student's parent to notify the community school in which the student is enrolled when there is a change in the location of the parent's or student's primary residence.	292 293 294 295 296
(33) A provision requiring the governing authority to adopt a student residence and address verification policy for students enrolling in or attending the school.	297 298 299
(B) The community school shall also submit to the sponsor a comprehensive plan for the school. The plan shall specify the following:	300 301 302
(1) The process by which the governing authority of the school will be selected in the future;	303 304
(2) The management and administration of the school;	305

(3) If the community school is a currently existing public school or educational service center building, alternative arrangements for current public school students who choose not to attend the converted school and for teachers who choose not to teach in the school or building after conversion;

(4) The instructional program and educational philosophy of the school;

(5) Internal financial controls.

When submitting the plan under this division, the school shall also submit copies of all policies and procedures regarding internal financial controls adopted by the governing authority of the school.

(C) A contract entered into under section 3314.02 of the Revised Code between a sponsor and the governing authority of a community school may provide for the community school governing authority to make payments to the sponsor, which is hereby authorized to receive such payments as set forth in the contract between the governing authority and the sponsor. The total amount of such payments for monitoring, oversight, and technical assistance of the school shall not exceed three per cent of the total amount of payments for operating expenses that the school receives from the state.

(D) The contract shall specify the duties of the sponsor which shall be in accordance with the written agreement entered into with the department under division (B) of section 3314.015 of the Revised Code and shall include the following:

(1) Monitor the community school's compliance with all laws applicable to the school and with the terms of the contract;

(2) Monitor and evaluate the academic and fiscal performance and the organization and operation of the community school on at least an annual basis;

(3) Provide technical assistance to the community school in complying with laws applicable to the school and terms of the contract;

(4) Take steps to intervene in the school's operation to correct problems in the school's overall performance, declare the school to be on probationary status pursuant to section 3314.073 of the Revised Code, suspend the operation of the school pursuant to section 3314.072 of the Revised Code, or terminate the contract of the school pursuant to section 3314.07 of the Revised Code as determined necessary by the sponsor;

(5) Have in place a plan of action to be undertaken in the event the community school experiences financial difficulties or closes prior to the end of a school year.

(E) Upon the expiration of a contract entered into under this section, the sponsor of a community school may, with the approval of the governing authority of the school, renew that contract for a period of time determined by the sponsor, but not ending earlier than the end of any school year, if the sponsor finds that the school's compliance with applicable laws and terms of the contract and the school's progress in meeting the academic goals prescribed in the contract have been satisfactory. Any contract that is renewed under this division remains subject to the provisions of sections 3314.07, 3314.072, and 3314.073 of the Revised Code.

(F) If a community school fails to open for operation within one year after the contract entered into under this

section is adopted pursuant to division (D) of section 3314.02 364
of the Revised Code or permanently closes prior to the 365
expiration of the contract, the contract shall be void and the 366
school shall not enter into a contract with any other sponsor. A 367
school shall not be considered permanently closed because the 368
operations of the school have been suspended pursuant to section 369
3314.072 of the Revised Code. 370

Sec. 3319.2214. (A) Beginning July 1, 2025, each school 371
district and chartered nonpublic school shall reimburse any of 372
its employees who hold a valid license under sections 3319.22 to 373
3319.31 of the Revised Code for the full cost of completing the 374
number of graduate-level credit hours, or the equivalent number 375
of continuing education units, established under this section in 376
implicit bias training. A district or school only shall 377
reimburse an employee for training that meets the minimum 378
standards established under this section. 379

(B) The state board of education and the chancellor of 380
higher education shall establish both of the following: 381

(1) The number of graduate-level credit hours in implicit 382
bias training that is reimbursable under this section. The 383
number of credit hours shall not be less than one credit hour or 384
more than three credit hours. 385

(2) The number of continuing education units that is 386
equivalent to the number of credit hours established under 387
division (B)(1) of this section. 388

(C) The state board and the chancellor, in collaboration 389
with the department of education and workforce, shall establish 390
minimum standards for implicit bias training to be reimbursable 391
under this section. The minimum standards shall require training 392

<u>to include at least all of the following:</u>	393
<u>(1) A definition of implicit bias;</u>	394
<u>(2) Examples of implicit bias in action;</u>	395
<u>(3) A method of identifying susceptibility to unwanted</u> <u>bias;</u>	396 397
<u>(4) Voluntary evidence-based mitigation strategies.</u>	398
<u>(D) A local professional development committee established</u> <u>under section 3319.22 of the Revised Code shall count implicit</u> <u>bias training that meets the minimum standards established under</u> <u>this section toward professional development coursework</u> <u>requirements for teacher licensure renewal.</u>	399 400 401 402 403
<u>(E) The department shall reimburse each district or school</u> <u>an amount equal to the reimbursement made by the district or</u> <u>school to an employee under division (A) of this section minus</u> <u>any other tuition reimbursement or professional development</u> <u>stipend the district or school provides to the employee.</u>	404 405 406 407 408
Sec. 3326.11. Each science, technology, engineering, and mathematics school established under this chapter and its governing body shall comply with sections 9.90, 9.91, 109.65, 121.22, 149.43, 2151.357, 2151.421, 2313.19, 2921.42, 2921.43, 3301.0714, 3301.0715, 3301.0729, 3301.948, 3302.037, 3313.14, 3313.15, 3313.16, 3313.18, 3313.201, 3313.26, 3313.472, 3313.48, 3313.481, 3313.482, 3313.50, 3313.539, 3313.5310, 3313.5318, 3313.5319, 3313.608, 3313.6012, 3313.6013, 3313.6014, 3313.6020, 3313.6021, 3313.6023, 3313.6024, 3313.6025, 3313.6026, 3313.6028, 3313.6029, 3313.61, 3313.611, 3313.614, 3313.615, 3313.617, 3313.618, 3313.6114, 3313.643, 3313.648, 3313.6411, 3313.6413, 3313.66, 3313.661, 3313.662, 3313.666, 3313.667, 3313.668, 3313.669, 3313.6610, 3313.67, 3313.671, 3313.672,	409 410 411 412 413 414 415 416 417 418 419 420 421

3313.673, 3313.69, 3313.71, 3313.716, 3313.717, 3313.718, 422
3313.719, 3313.7112, 3313.7117, 3313.721, 3313.753, 3313.80, 423
3313.801, 3313.814, 3313.816, 3313.817, 3313.818, 3313.819, 424
3313.86, 3313.89, 3313.96, 3319.073, 3319.077, 3319.078, 425
3319.0812, 3319.21, 3319.2214, 3319.238, 3319.318, 3319.32, 426
3319.321, 3319.324, 3319.35, 3319.39, 3319.391, 3319.393, 427
3319.41, 3319.45, 3319.46, 3319.614, 3320.01, 3320.02, 3320.03, 428
3320.04, 3321.01, 3321.041, 3321.05, 3321.13, 3321.14, 3321.141, 429
3321.17, 3321.18, 3321.19, 3321.191, 3322.20, 3322.24, 3323.251, 430
3327.10, 4111.17, 4113.52, 5502.262, 5502.703, and 5705.391 and 431
Chapters 102., 117., 1347., 2744., 3307., 3309., 3365., 3742., 432
4112., 4123., 4141., and 4167. of the Revised Code as if it were 433
a school district. 434

Sec. 3328.24. A college-preparatory boarding school 435
established under this chapter and its board of trustees shall 436
comply with sections 102.02, 3301.0710, 3301.0711, 3301.0712, 437
3301.0714, 3301.0729, 3301.948, 3302.037, 3313.5318, 3313.5319, 438
3313.6013, 3313.6021, 3313.6023, 3313.6024, 3313.6025, 439
3313.6026, 3313.6029, 3313.617, 3313.618, 3313.6114, 3313.6411, 440
3313.6413, 3313.668, 3313.669, 3313.6610, 3313.717, 3313.7112, 441
3313.7117, 3313.721, 3313.753, 3313.89, 3319.073, 3319.077, 442
3319.078, 3319.2214, 3319.318, 3319.324, 3319.39, 3319.391, 443
3319.393, 3319.46, 3320.01, 3320.02, 3320.03, 3320.04, 3323.251, 444
and 5502.262, and Chapter 3365. of the Revised Code as if the 445
school were a school district and the school's board of trustees 446
were a district board of education. 447

Section 2. That existing sections 3314.03, 3326.11, and 448
3328.24 of the Revised Code are hereby repealed. 449

Section 3. All items in this act are hereby appropriated 450
as designated out of any moneys in the state treasury to the 451

credit of the designated fund. For all operating appropriations 452
made in this act, those in the first column are for fiscal year 453
2026 and those in the second column are for fiscal year 2027. 454
The operating appropriations made in this act are in addition to 455
any other operating appropriations made for these fiscal years. 456

Section 4. 457
458

1	2	3	4	5
A	EDU DEPARTMENT OF EDUCATION AND WORKFORCE			
B	General Revenue Fund			
C	GRF	200448 Educator Preparation	\$750,000	\$750,000
D	TOTAL GRF General Revenue Fund		\$750,000	\$750,000
E	TOTAL ALL BUDGET FUND GROUPS		\$750,000	\$750,000

EDUCATOR PREPARATION 459

The foregoing appropriation item 200448, Educator 460
Preparation, shall be used to pay the reimbursements required by 461
division (E) of section 3319.2214 of the Revised Code. 462

Section 5. Within the limits set forth in this act, the 463
Director of Budget and Management shall establish accounts 464
indicating the source and amount of funds for each appropriation 465
made in this act, and shall determine the manner in which 466
appropriation accounts shall be maintained. Expenditures from 467
operating appropriations contained in this act shall be 468
accounted for as though made in, and are subject to all 469
applicable provisions of, the main operating appropriations act 470
of the 136th General Assembly. 471

Section 6. The General Assembly, applying the principle 472
stated in division (B) of section 1.52 of the Revised Code that 473
amendments are to be harmonized if reasonably capable of 474
simultaneous operation, finds that the following sections, 475
presented in this act as composites of the sections as amended 476
by the acts indicated, are the resulting versions of the 477
sections in effect prior to the effective date of the sections 478
as presented in this act: 479

Section 3314.03 of the Revised Code as amended by H.B. 480
214, H.B. 250, and S.B. 168, all of the 135th General Assembly. 481

Section 3326.11 of the Revised Code as amended by H.B. 47, 482
H.B. 214, and S.B. 168, all of the 135th General Assembly. 483

Section 3328.24 of the Revised Code as amended by both 484
H.B. 47 and H.B. 214 of the 135th General Assembly. 485