

## A BILL

To Amend Sections 3319.226 and 3319.229 and to Enact Section 3319.2212 of the Revised Code Regarding the Teaching of Career-Technical Education

Chair Bird, Vice Chair Fowler-Arthur, Ranking Member Robinson, and Members of the Primary and Secondary Education Committee,

I would like to thank you for the opportunity to testify on HB 432 today. Please note that this testimony is my own and reflects my opinions, and I am not representing The University of Toledo. I would like to express my concerns on the bill language that is currently being considered. I believe that this bill will have negative consequences for our CTE teachers, students, and our Ohio workforce.

I am a product of CTE. I went through a 2-year program in high school, worked in dentistry for 18 years, went back to school, completed the UT CTE program, and have been in education for 30 years. I retired as a Career Tech Director at Washington Local Schools after 27 years and know exactly what new teachers need to be successful, as I have lived it. I am now the current CTE Director at the University of Toledo, leading the very program I went through. I have a passion for CTE, and this is not a good legislative proposal as there are unknowns about how the amendments will be implemented. I fear this amendment will devalue the teaching profession and will not assist in helping the teacher shortage. In addition, this proposal does not include accountability for the CTPDs if they choose Option 2 or 3. The additional pathways being proposed will not provide Ohio with a larger pool of qualified CTE teachers.

When I entered the CTE teaching profession, I was not hired by a CTPD as I began the CTE teacher training program. I am not sure where that changed along the way, but that could easily be changed back. However, my concern is the way in which new CTE teachers would be trained. This bill will lower the standard of CTE teachers. To me, this is also an ethical issue. While the goal of this bill is to address CTE teacher shortages, I do not believe it will solve the issue. It has been mentioned that there is too much red tape for CTE teacher licensing, but the real issue of CTE teacher shortage lies in the inability to pay them as much as they would earn in business and industry. If the changes result in inadequate preparation or training for CTE teachers, it could raise ethical questions about whether students are receiving the education they deserve. I am concerned regarding the training, especially for the importance of instructional strategies, classroom management, and lab safety, just to name a few. There are ways to address the red tape; however, no one has approached the universities as well as the universities are simply following the Ohio Department of Education and Workforce and the current law.

This proposal is not a solution to the teacher shortage issue; instead, it may take us back to 1980 when CTE teachers were undervalued.

This bill will impact new teachers' ability to earn a master's degree. I have nine students in my master's program, with six set to graduate in May. In my CTE University program, some students already have associate and bachelor's degrees. Having the ability to earn college credit will assist the new teachers of gaining higher pay on the school district's pay scale much quicker. This proposed plan lacks solidity. The issue of the pay scale could adversely affect teachers unless a new pay scale is developed, involving teacher union input and treasurers. The lack of clarity on pay scale adjustments could impact teachers negatively. If the amendments lead to financial challenges for teachers or hinder their ability to progress professionally, it could contribute to a perception of undervaluation within the profession.

In conclusion, HB 432 is not the solution to the CTE teacher shortage in Ohio. This proposal will lower the standard of CTE teachers and will not address the root of the issue, which is the lack of competitive pay in comparison to business and industry. The lack of accountability, monitoring, and unclear requirements in this bill raise serious concerns about the quality of education that our students will receive from CTE teachers who go through this alternative pathway.

I urge the committee to reconsider this proposal and work with CTE educators, administrators, and universities to produce a comprehensive plan that addresses the teacher shortage while maintaining the high standards of CTE education in Ohio. Thank you for your time and consideration.