



OEA TALKING POINTS: Educator Recruitment & Retention



Students deserve well-prepared teachers whose value is respected with competitive salaries, benefits, and supportive working conditions.

Investing in the recruitment and retention of well-prepared and well-supported educators will create a brighter future for students, communities, and the state. Left unchecked, the growing shortages of teachers and other school staff will lead to larger class sizes, fewer course offerings, less individual attention, and lower quality instruction for students. Between 2010 and 2018, the number of students enrolling in Ohio teacher preparation programs declined by almost 50%. The time for action is now.

OEA asks the Ohio Senate to keep the following House-passed provisions in HB 33:

- Increases the starting teacher salary to \$40,000 (impacts over 300 school districts).
- Funds local "Grow Your Own" Teacher Program @ \$5m in FY 24 and \$10m in FY 25.
- Funds student loan repayment program for first time classroom teachers who teach for five consecutive years in hard-to staff schools (up to \$40k per individual/\$25m total).
- Streamlines the Ohio Teacher Residency (OTR) Program and Resident Educator Summative Assessment (RESA), e.g. shortens resident educator license from 4 to 2 years (program has already been reduced to two years) and prohibits limits on the number of times an individual may take the RESA.
- Requires Ohio Department of Job & Family Services (ODJFS) to update its list of in-demand jobs to include teachers.

Additionally, OEA asks the Ohio Senate to add the following provisions to HB 33:

- Increase the minimum teacher salary to \$50,000.
- Require the Ohio Department of Education to design and implement an annual teacher shortage data survey for school districts.

Retirement Security and Pensions:

OEA continues to advocate for retirement security and strong pensions based on the recommendations from the OEA Educator Voice Academy on Recruitment and Retention. We ask that the Ohio General Assembly:

- Fully fund Ohio public pensions;
- Pass HCR 6 which calls upon the U.S. Congress to repeal federal laws that can reduce Social Security benefits for individuals who receive a public pension by repealing the federal "Government Pension Offset" and "Windfall Elimination Provision", commonly known as GPO/WEP."

