



# **SCHOOL DISTRICT GUIDE**

*to Hiring and Supporting Military Veterans and  
Transitioning Active-Duty Service Members and  
Currently Serving Reservists As Teachers in the  
State of Ohio*



**July 2021**

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## Purpose of this Guide

Ohio has a growing need for dedicated teachers. Employers recognize the value military service members and veterans bring to the workplace but often find it challenging to connect with transitioning active-duty service members, currently serving reserve component service members and military veterans seeking employment. Reserve component service members and military veterans are in high demand, so it requires dedicated efforts by employers to find and hire these individuals, especially within a school district.

For clarity within this document, we use the term “service member” to designate individuals currently serving either on active-duty or in one of the reserve components of the military. The term “military veteran” is used to designate individuals that separated from military service either through expiration of their term of service or retiring from service. Retirees will receive various benefits and pension from the military, including medical, but many times seek a second career to pay their mortgage, send their children to college, etc. Many are within the ages of 38 and 52 and still want to work and serve in some capacity.

A military veteran that separated from military service no longer has a national commitment to serve, however, hiring a service member in one of the U.S. military reserve components, such as, Army Reserve, Marine Reserve, Navy Reserve, Air Force Reserve, Coast Guard Reserve, Army National Guard or Air National Guard comes with a shared commitment from the service member and the school or school district. The service member has a legally binding national or state commitment and a legally binding local community commitment. Likewise, the school district has a legal commitment to the service member supporting them during training or deployment.

For more information on the shared commitments made between the service member and the school or school district refer to the following documents:

1. A Guide to the Uniformed Services Employment and Reemployment Rights Act - <https://www.dol.gov/agencies/vets/programs/userra/USERRA-Pocket-Guide>
2. Employment Rights of the National Guard and Reserve - <https://www.justice.gov/sites/default/files/usao-ednc/legacy/2011/04/29/EmploymentRights.pdf>
3. National Guard and Reserve: Tour Rights in the Workplace: <https://militaryfamily.com/national-guard-and-reserve-your-rights-in-the-workplace/>

The guide intends to:

- Provide accurate information about service members and military veteran demographics;
- Share resources for school districts to facilitate military veteran/military service member employment; and
- Make recommendations on how to attract, train, and retain military veterans.

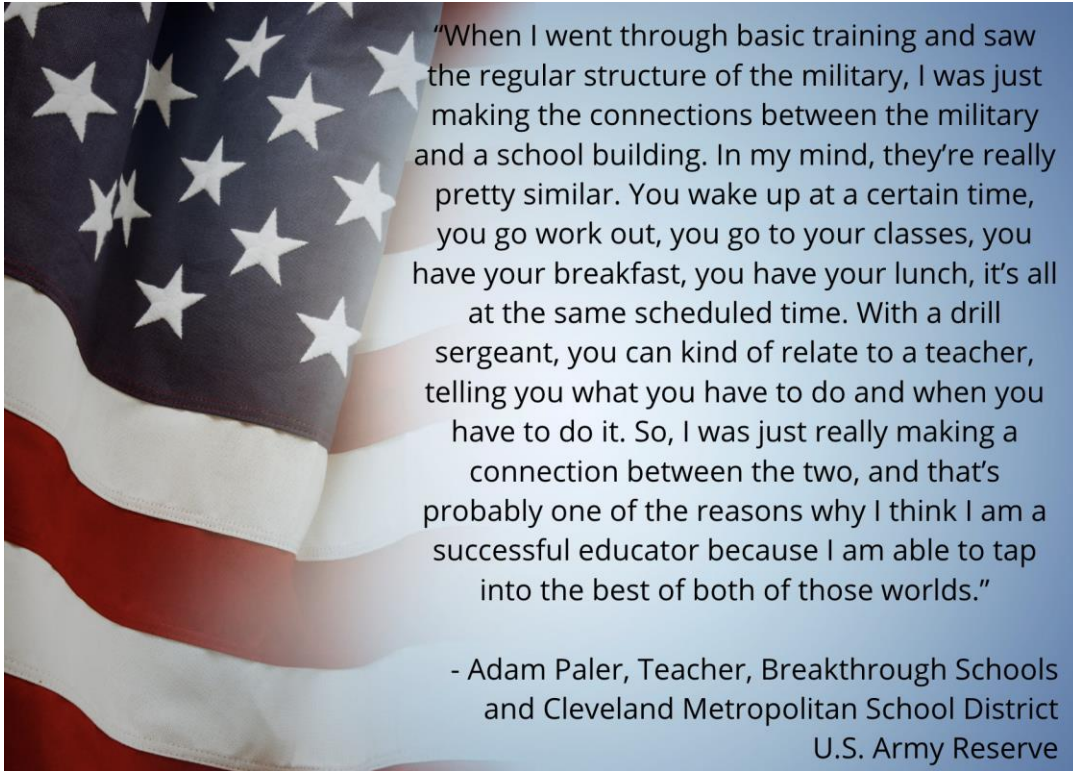
# Hiring Military Veterans, Transitioning Active-Duty Service Members, and Currently Serving Reserve Component Members as Teachers for Your School

**Many school leaders in Ohio advocate for hiring military veterans and/or transitioning active service members or currently serving Reserve component service members. They see successful placements in their schools that...**

1. Assist in transitioning military veterans into teaching careers.
2. Provide exemplary role models for today's youth.
3. Help fill teacher shortages in critical subject areas and geographical regions.
4. Allow military veterans to be "proud to serve again" and provide the highest quality education possible that all children in America deserve.

**Military Veterans often bring the following attributes and characteristics to the workplace:**

- Adaptability
- Advanced technical skills
- Character
- Coaching
- Communication skills
- Creative problem-solver
- Dependable
- Detail-oriented
- Experience working in diverse teams and organizations
- Initiative
- Integrity
- Loyalty (The military is adept at institutional socialization and cultivating loyalty, a trait civilian employers have found among their employees who are military veterans. A low turnover rate can lead to a higher return on investment.)
- Management skills
- Mission-focused approach to work
- Motivation
- Organized
- Proven leadership and leadership readiness
- Punctual
- Self-discipline
- Self-starter
- Strong work ethics
- Strong performance under pressure
- Take instructions well
- Team building

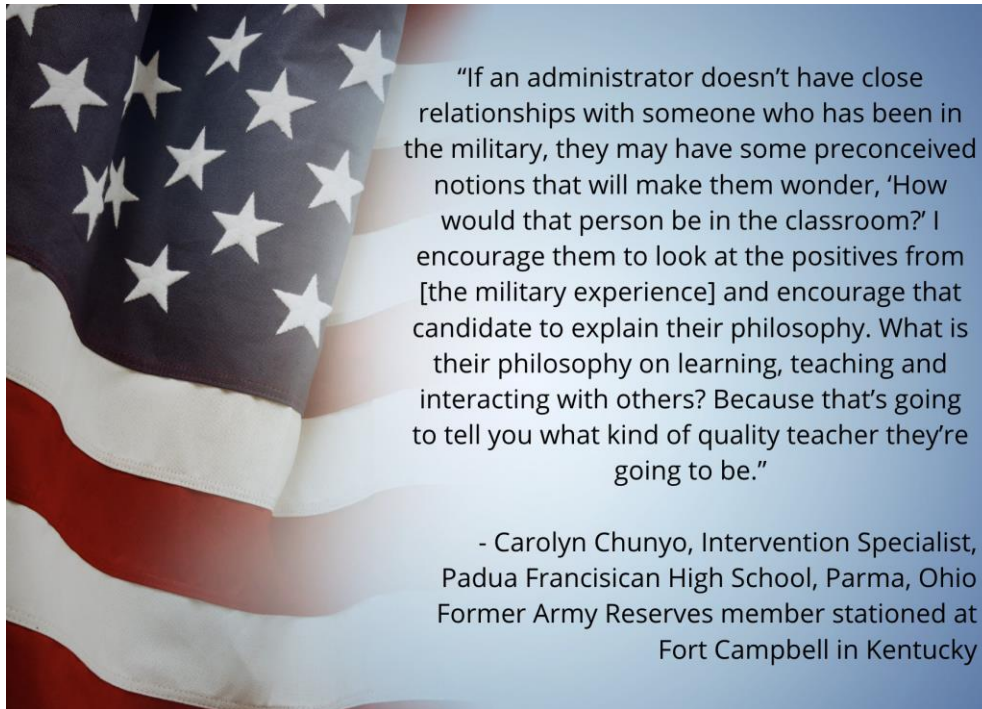


“When I went through basic training and saw the regular structure of the military, I was just making the connections between the military and a school building. In my mind, they’re really pretty similar. You wake up at a certain time, you go work out, you go to your classes, you have your breakfast, you have your lunch, it’s all at the same scheduled time. With a drill sergeant, you can kind of relate to a teacher, telling you what you have to do and when you have to do it. So, I was just really making a connection between the two, and that’s probably one of the reasons why I think I am a successful educator because I am able to tap into the best of both of those worlds.”

- Adam Paler, Teacher, Breakthrough Schools  
and Cleveland Metropolitan School District  
U.S. Army Reserve

**Additionally, military veterans already have received world-class training in many areas:**

- Challenging and purposefully high-stress field and physical exercises
- Technical military occupational specialties that can help in college and career readiness programs
- Professional military education courses that can help in teaching courses in the humanities, engineering, career tech and so many more
- Global Perspective
- Leadership
- Management of Resources
- First Aid



### **Connecting to Ohio's Strategic Plan**

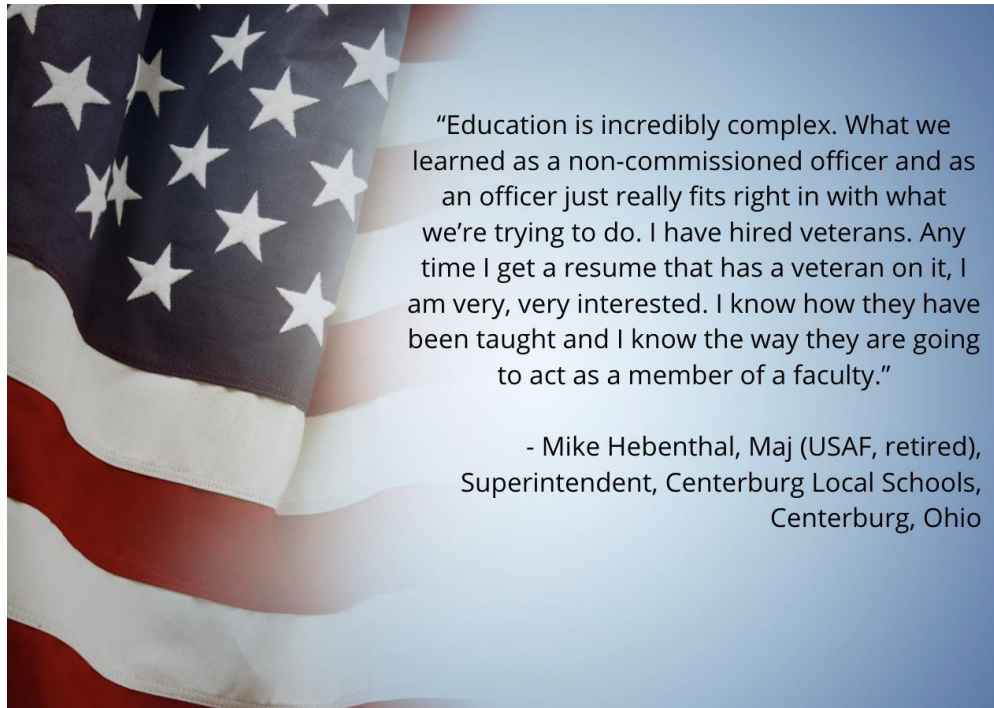
A steady stream of highly effective new teachers is necessary to educate Ohio's increasingly diverse body of students who have nuanced learning needs. Although Ohio has many teacher preparation programs, national indicators signal that the supply of teachers might be decreasing. In the face of this looming shortage, today's classrooms present increasingly complex challenges for current and new teachers. By hiring teachers who are serving in a Reserve component unit, i.e., the Army National Guard of the U.S. Army Reserve, Navy Reserve, Marine Corps Reserve, Air National Guard of the U.S., Air Force Reserve and Coast Guard Reserve, or have served in a military branch, schools/districts can achieve Strategy #1 of Ohio's Strategic Plan for Education: 2019-2024 that states: Increase the supply of highly effective teachers and leaders and provide support to ensure they are effective or highly effective.

### **Studies have shown military veterans are more productive and have higher retention rates.**

The Institute for Veterans and Military Families published a research summary that suggests a robust, specific, and compelling business case for hiring military veterans. It states:

- Military veterans are entrepreneurial.
- Military veterans assume high levels of trust.
- Military veterans are adept at skills transfer across contexts/tasks.
- Military veterans have (and leverage) advanced technical training.
- Military veterans exhibit high levels of resiliency.
- Military veterans exhibit advanced team-building skills.
- Military veterans exhibit strong organizational commitment.
- Military veterans have cross-cultural experiences.

Reference: [ivmf.syracuse.edu/article/the-business-case-for-hiring-a-Veteran-beyond-the-liches](http://vmf.syracuse.edu/article/the-business-case-for-hiring-a-Veteran-beyond-the-liches)



## Centerburg school superintendent's military record inspires small-town patriotism

COMMUNITY




[CLICK HERE](#) for an article featuring Mike Hebenthal, Superintendent of Centerburg Local Schools.

Mount Vernon News | June 22, 2021



[CLICK HERE](#)

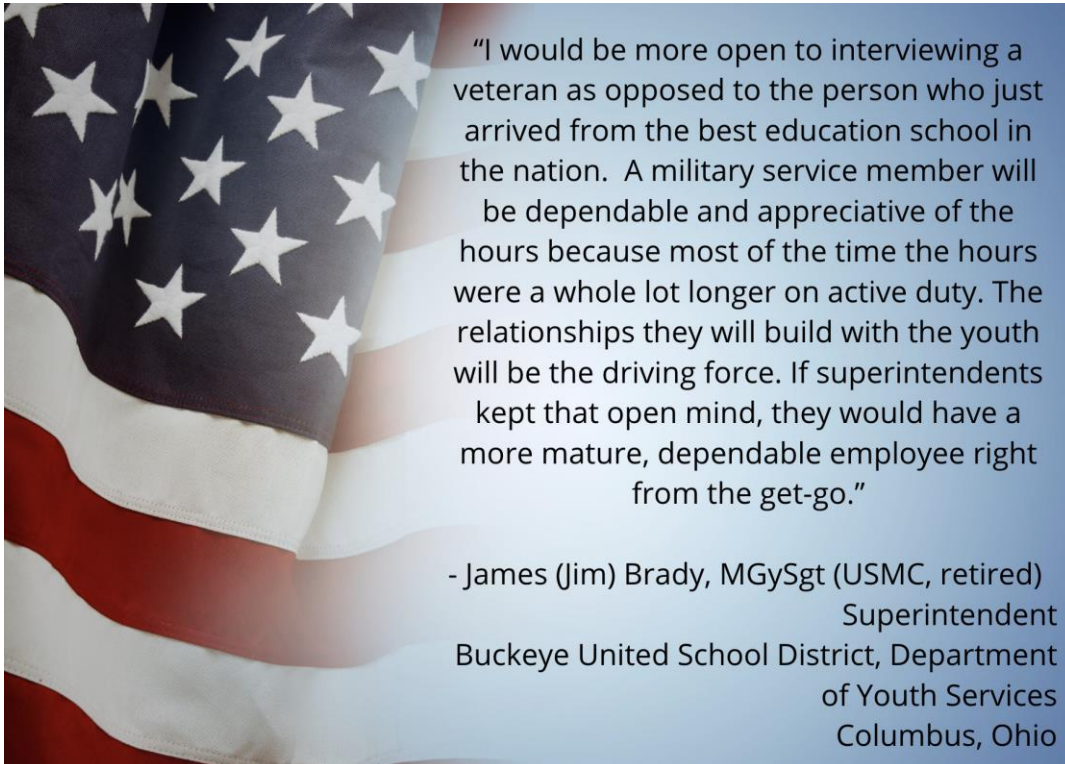


“Any time you bring someone in with a different set of perspectives or skill set, it helps to diversify your staff. That’s what we try to do. It’s not bringing in 50 of the exact same person, it’s bringing in people that compliment what you’re already doing. When we interview, if that candidate talks about communication skills, teamwork and collaboration as part of their military experience, and how that can help in this role, and how they would utilize that to help make our district better - then yes, I would absolutely think that it’s a huge plus.”

- Patrick Farrell, Director of Personnel,  
North Royalton City Schools,  
North Royalton, Ohio



## Getting Started: Resources to Help Educate School Leaders on How to Prepare, Recruit, Hire and Empower Transitioning Active-Duty Service Members, Currently Serving Reserve Component Service Members, or Military Veterans as Teachers



### **EMPLOYER ROADMAP**

The Employer Roadmap is a comprehensive and personalized resource for employers who want to hire military veterans and military spouses sponsored by the U.S. Chamber of Commerce's *Hiring Our Heroes* initiative and United States Automobile Association: [www.vetemployerroadmap.org](http://www.vetemployerroadmap.org)

### **HIRING FAIRS, ONLINE JOB BOARDS, TRANSITION ASSISTANCE PROGRAM, OTHER RESOURCES**

<https://www.vetemployerroadmap.org/hiring-fairs/2017/3/27/hiring-fairs-job-boards-and-other-resources?rq=teacher>

## **UNDERSTANDING TYPES OF TEACHER LICENSURE FOR MILITARY VETERANS/ACTIVE SERVICE MEMBERS**

### **Teacher License Overview:**

<https://education.ohio.gov/Topics/Teaching/Licensure/Apply-for-Certificate-License/Educator-License-Types-and-Descriptions>

### **Ohio Department of Education Resources for Educator Licenses & Jobs for Military Veterans:**

<https://education.ohio.gov/troopstoteachers>

### **Educator License Fees Eliminated for Military Veterans and Active-Duty Service Members and their Spouses:**

<http://education.ohio.gov/Topics/Other-Resources/Ohio-Network-for-Military-Families-and-Veterans/Supporting-Ohio-s-Military-Families/Educator-License-Fees-Elimin-for-Veterans-and-Acti>

There are traditional and alternative routes to licensure. Traditional routes to licensure are formal teacher preparation programs. Alternative routes to licensure are considered non-traditional teacher preparation pathways.

### **Alternative Routes to Ohio Licensure:**

Most military veterans enter the education career field through an alternative pathway. In Ohio's Strategic Plan for Education in Ohio, it stresses leveraging alternative preparation programs. In the face of a looming educator shortage, state- and federally approved alternative teacher preparation programs can help expand the talent pool. Some of the best alternative programs apply rigorous selection processes, emphasize personalized preservice training, and deliver in-service supports that continue once the teacher is assigned to the classroom.

More information:

<http://education.ohio.gov/Topics/Teaching/Licensure/Resident-License-Options/Alternative-Resident-Educator-Licenses>

### **Career Tech Teacher Preparation and Licenses:**

Many military veterans have vocational skills that are in high demand. Qualifying individuals who have a high school diploma, five years of documented work experience, or have a bachelor's degree in the field and two years of documented work experience, and complete an approved pre-service career-technical education program in [these areas](#) can teach in career technical programs.

More information:

<http://education.ohio.gov/Topics/Teaching/Licensure/Prepare-for-Certificate-License/CTE-Teacher-Prep-and-Licensure>

## **Temporary Military Science License to Teach Junior Reserve Officer Training Corps (JROTC)**

Junior Reserve Officer Training Corps (JROTC) is a leadership development program based on the values and practices of the four branches of the United States military. The program combines classroom experiences with service to students' schools and communities. Available in high schools and postsecondary institutions throughout the state, JROTC programs teach students the values of leadership, teamwork and self-discipline.

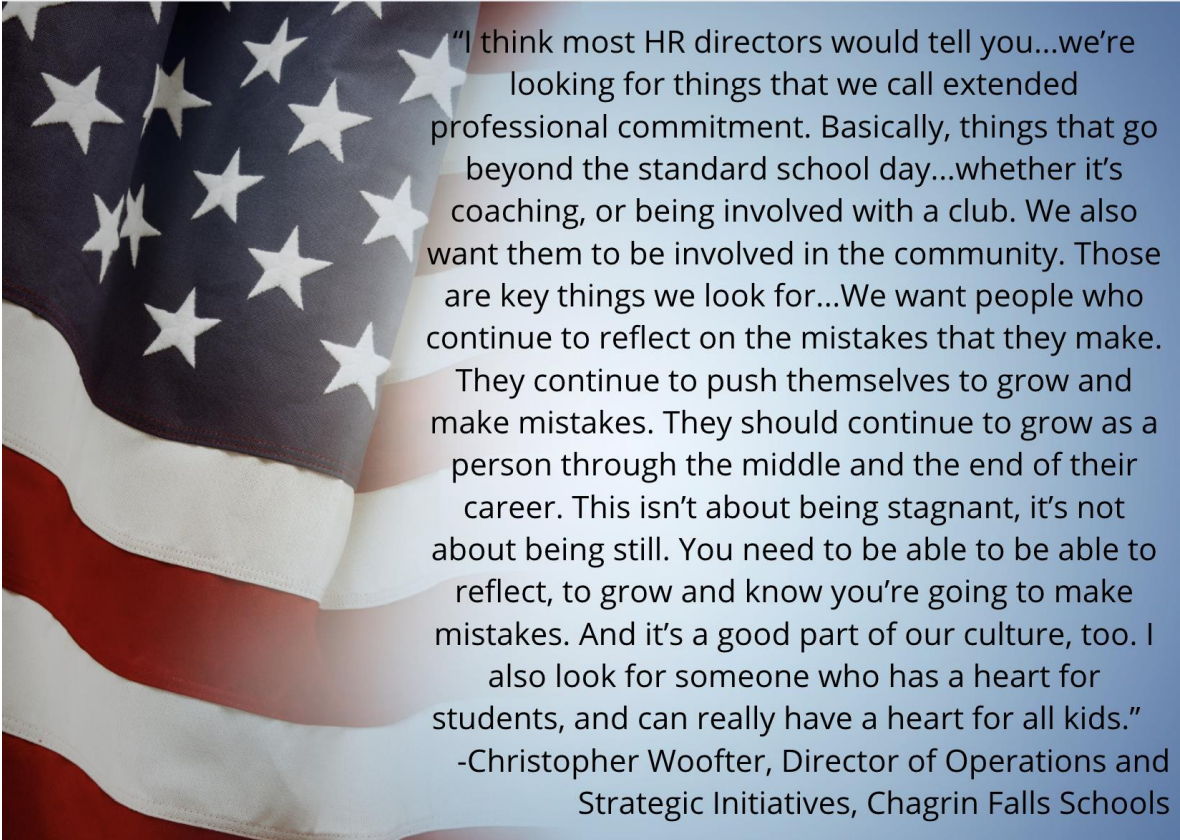
<http://education.ohio.gov/Topics/Other-Resources/Ohio-Network-for-Military-Families-and-Veterans/Junior-Reserve-Officer-Training-Corps-JROTC>

## **Out-of-State Licensure:**

<http://education.ohio.gov/Topics/Teaching/Licensure/Out-of-State-Licensure>



[CLICK HERE](#)



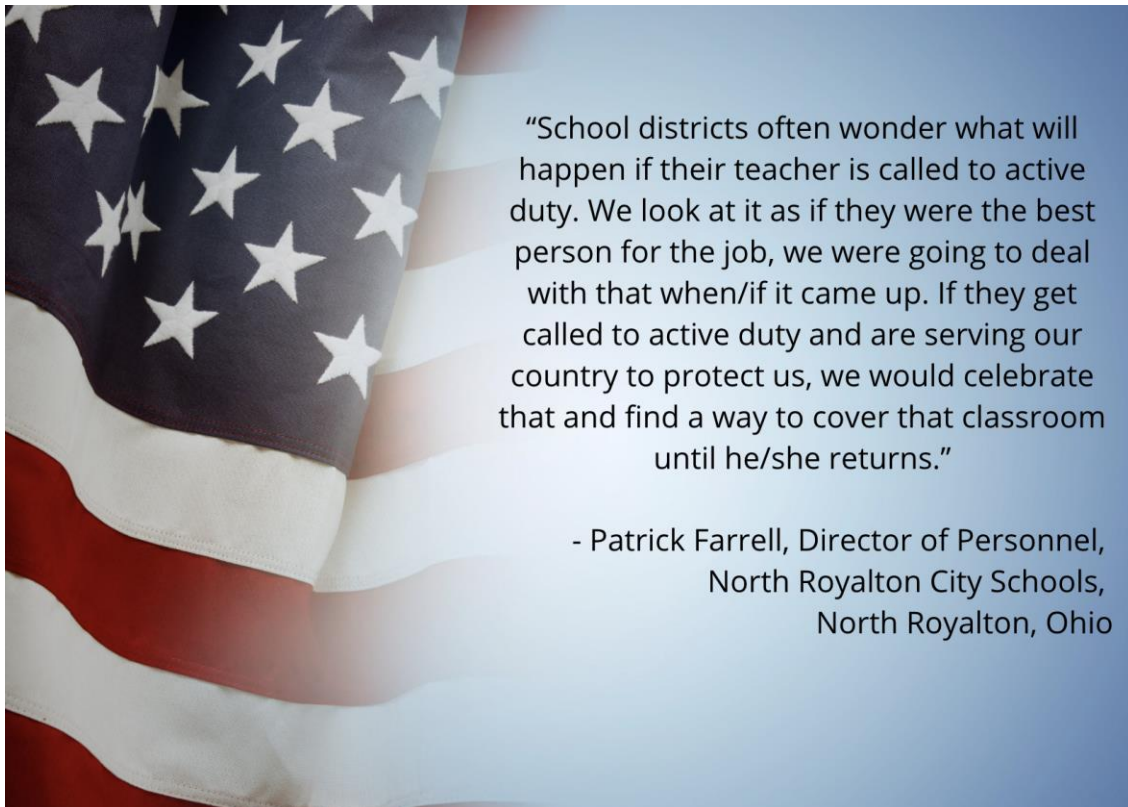
"I think most HR directors would tell you...we're looking for things that we call extended professional commitment. Basically, things that go beyond the standard school day...whether it's coaching, or being involved with a club. We also want them to be involved in the community. Those are key things we look for...We want people who continue to reflect on the mistakes that they make. They continue to push themselves to grow and make mistakes. They should continue to grow as a person through the middle and the end of their career. This isn't about being stagnant, it's not about being still. You need to be able to be able to reflect, to grow and know you're going to make mistakes. And it's a good part of our culture, too. I also look for someone who has a heart for students, and can really have a heart for all kids."

-Christopher Woofter, Director of Operations and Strategic Initiatives, Chagrin Falls Schools

## How to Attract, Recruit, Support Military Veterans as Teachers



[Click here](#)



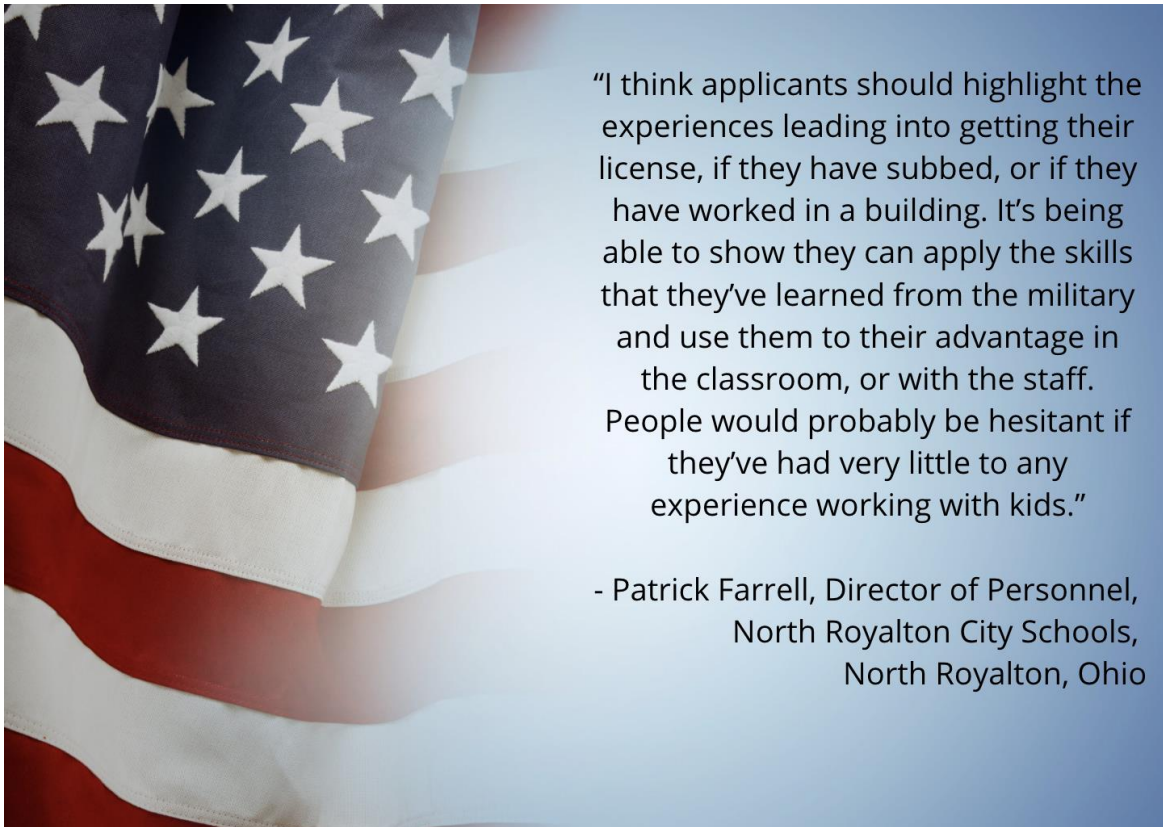
## ATTRACT & PREPARE

According to the [Ohio Department of Education Human Capital Resource Center](#), attracting future educators to Ohio's talent pipeline is of utmost importance. Encouraging students and other potential candidates to consider education as a profession requires an intentional approach to attraction and preparation. This includes preparing future candidates for the realities of the profession and preparing them to be learner-ready from day one.

### Starting as Substitutes

Military veterans may already be a part of your school community - serving as a substitute teacher. For substitute teachers who are looking to make the transition to full-time, each day in a school building is like a job interview. The skills military veterans bring to a classroom and to your school could be just what you are looking to add including adaptability, character, discipline, and teamwork.

If there's a military veteran who is making a positive difference as a substitute teacher, consider talking with them about the steps needed to become a licensed, full-time teacher. They already have a desire to educate students, collaborate with others, and serve their community. You may already have the person you need already in your schools!



## Grow Your Own

[Grow Your Own \(GYO\)](#) refers to a locally developed pathway that engages community members in learning about and preparing for a career in your organization. In education, most GYO programs focus on cultivating interest in the teaching profession and preparing those individuals to work in high needs areas. Consider hosting information sessions for the military veterans or military service members in your own community to discover the teaching career and benefits of joining your school district.

## Continuing to Serve

Many veterans return to their hometowns after serving in the military. Many veterans desire to continue to make a positive difference in their community, and in the nation, when they return. Becoming a teacher and a role model for students is an outstanding opportunity for military veterans and reservists to make a local contribution that really makes a difference.

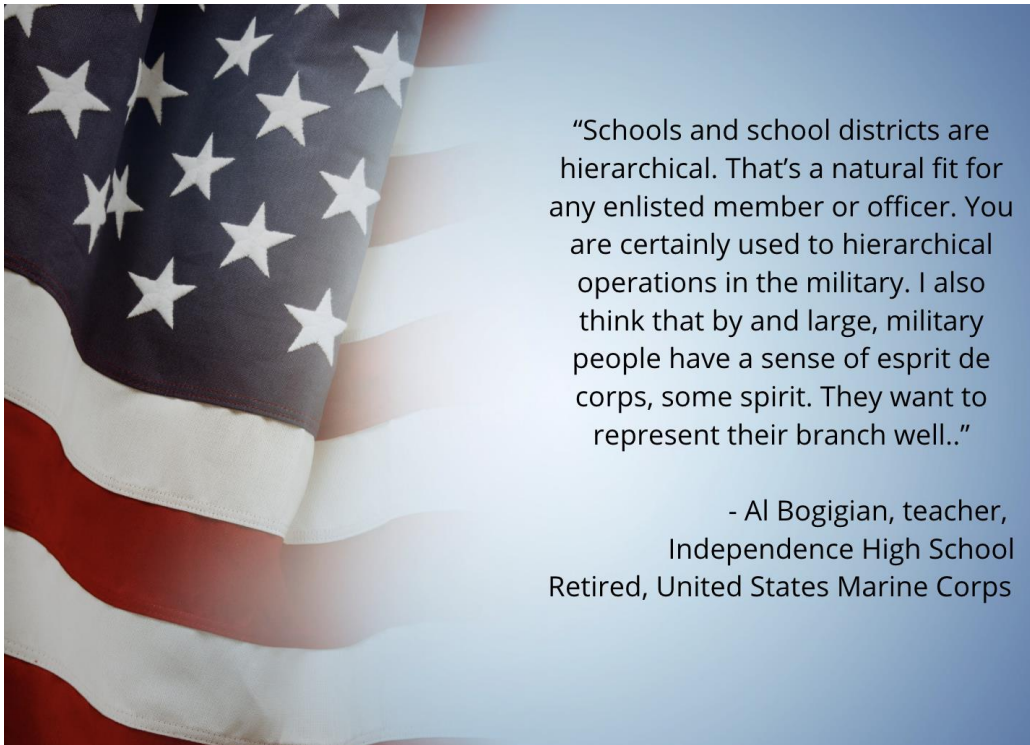
Consider connecting with Ohio Department of Education Troops for Teachers, local veterans groups, and your local National Guard and Reserve Units either formally or informally, and speak with veterans about a career in education. Talk with them about how their experiences, training, and skills could benefit the local schools, and how they could help students achieve. With programs like the GI Bill, veterans are in a unique position to earn a college degree and eventually gain their teaching license. And most importantly, they know your community and want to continue to make it proud.



## Similarity of Schedules between Teachers/Military

Workdays for the military and for school buildings are similar in structure. Although workdays in the military are more rigorous, demanding, and lengthy, each requires a keen sense of time management and discipline to achieve goals. In addition, school buildings are designed to be hierarchical, just like the military, with principals and administrators leading at the front, and certified and classified personnel following specific directions.

Because of their service, many veterans understand the importance of time management and the adherence to hierarchical structure and code of conduct. In addition, with their training in teamwork, veterans are well aware of how important it is to work within a community to successfully complete a mission and goals.



## Financial Resources Available to Military Service

There are many opportunities for military veteran to receive financial assistance ([linked here](#)).

School Districts in Ohio should know that the Ohio Department of Education has eliminated fees for educator licenses to recognize the contributions of military families. The fees for any initial Ohio educator license, permit or certificate – or for a renewal – are waived for candidates who are military veterans or current service members of all branches of the United States Armed Forces, including the National Guard or Reserve. Spouses of active-duty services members also may receive a license free of charge. [Learn More](#).



# RECRUIT & HIRE

A great hire is one of the best investments an organization can make, but poor hires can detract from student learning. To ensure that each child in Ohio has an excellent educator, districts and schools need to refine their recruitment and hiring practices to address current and future staffing needs, including looking deeper into hiring military veterans/military service members.

## **Cultivate Partnerships with Sources of Potential Applicants**

[Identify Teacher Preparation Programs in Ohio](#)

### **Get to Know Military Bases in your area**

1. Wright Patterson Air Force Base in Montgomery, Ohio (fifth largest employer in Ohio)
2. Youngstown-Warren Air Reserve Station in Vienna, Ohio
3. Integrated Support Cleveland Coast Guard Base in Cleveland, Ohio
4. Rickenbacker Air National Guard Base in Columbus, Ohio

### **Ohio Air National Guard**

**123rd Air Control Squadron, 164th Weather Flight, 200th Red Horse Squadron, 220th Engineering Installation, 251st Cyberspace Engineering, 269th Combat Communications**

1. Blue Ash National Guard Station, Cincinnati, Ohio
2. Mansfield Lahm Air National Guard Base, Mansfield, Ohio
3. Port Clinton Air National Guard Base, Port Clinton, Ohio
4. Rickenbacker Air National Guard Base, Columbus, Ohio
5. Springfield-Beckly Air National Guard Base, Springfield, Ohio
6. Toledo Express Air National Guard Base, Swanton, Ohio
7. Zanesville Air National Guard Base, Zanesville, Ohio

### **Ohio Army National Guard**

**16th Engineer Brigade, 37th Infantry Brigade Combat Team, 73rd Troop Command**

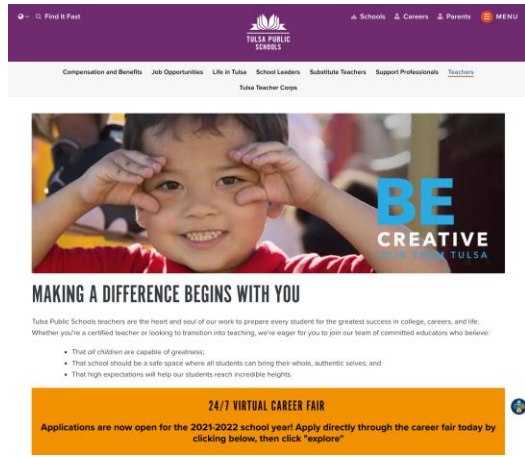
1. Camp James A. Garfield Joint Military Training Center, Ravenna, Ohio
2. Camp Perry Military Reservation, Port Clinton, Ohio
3. Camp Sherman Joint Training Center, Chillicothe, Ohio

### **Utilize Your District Social Media Account**

Consider posting graphics on your school social media accounts, especially targeting military families in your community. [Click here](#) for the Social Media Guide to Attract, Hire and Support Excellence Educators in Ohio.

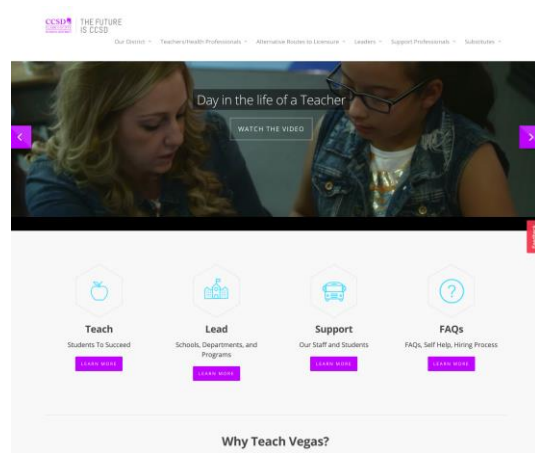
# Develop a Stronger Recruitment Page on your School Website (EXAMPLES)

<https://www.tulaschools.org/careers/teach>



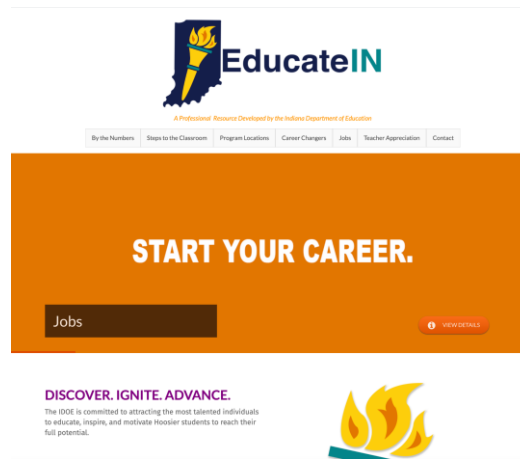
The screenshot shows the careers page for Tulsa Public Schools. At the top, there is a navigation bar with links for Schools, Careers, and Parents. Below the navigation bar, there is a main header with the text "TULSA PUBLIC SCHOOLS" and "BE CREATIVE WITH THEM TULSA". The main content area features a large image of a young child with the text "BE CREATIVE WITH THEM TULSA". Below the image, the text reads "MAKING A DIFFERENCE BEGINS WITH YOU". The page also includes a section for "24/7 VIRTUAL CAREER FAIR" with the text "Applications are now open for the 2021-2022 school year! Apply directly through the career fair today by clicking below, then click 'explore'".

<https://teachvegas.ccsd.net/>

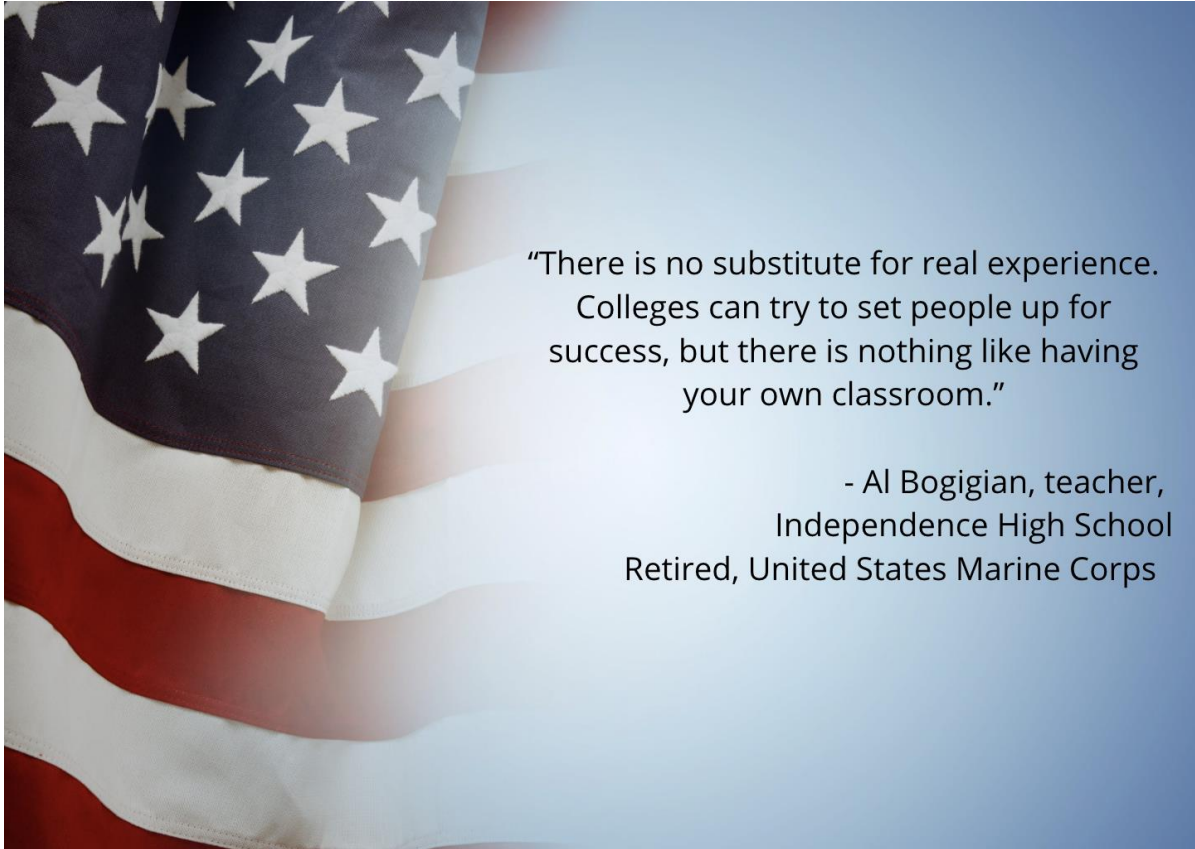


The screenshot shows the careers page for Teach Vegas. At the top, there is a navigation bar with links for Our District, Teachers/Health Professionals, Alternative Routes to Licensure, Leaders, Support Professionals, and Students. Below the navigation bar, there is a main header with the text "THE FUTURE IS ECCSD". The main content area features a large image of a teacher and a student with the text "Day in the life of a Teacher" and "WATCH THE VIDEO". Below the image, there are four main sections: "Teach" (Students To Succeed), "Lead" (Schools, Departments, and Programs), "Support" (Our Staff and Students), and "FAQs" (FAQs, Self Help, Hiring Process). Each section has a "LEARN MORE" button. At the bottom, there is a section titled "Why Teach Vegas?".

<https://www.educatein.org/>



The screenshot shows the careers page for EducateIN. At the top, there is a navigation bar with links for By the Numbers, Steps to the Classroom, Program Locations, Career Changers, Jobs, Teacher Appreciation, and Contact. Below the navigation bar, there is a main header with the text "EducateIN" and "A Professional Resource Developed by the Indiana Department of Education". The main content area features a large orange banner with the text "START YOUR CAREER." and a "Jobs" button. Below the banner, there is a section titled "DISCOVER. IGNITE. ADVANCE." with the text "The IDEC is committed to attracting the most talented individuals to educate, inspire, and motivate Hoosier students to reach their full potential." and a logo for EducateIN.



“There is no substitute for real experience. Colleges can try to set people up for success, but there is nothing like having your own classroom.”

- Al Bogigian, teacher,  
Independence High School  
Retired, United States Marine Corps

## SUPPORT & GROW

Military veterans/service members are extremely loyal to an organization. What is good for your military veteran population is also good for any employee. However, if the environment does not meet military veterans' needs, they might leave an organization quicker than their non-veteran counterparts. The following elements are important to many military veterans:

- Challenging/engaging opportunity
- Clearly stated expectations of the position
- Known pathway for advancement in the current position and organization
- Clear and open verbal and written communication
- Compensation and benefits

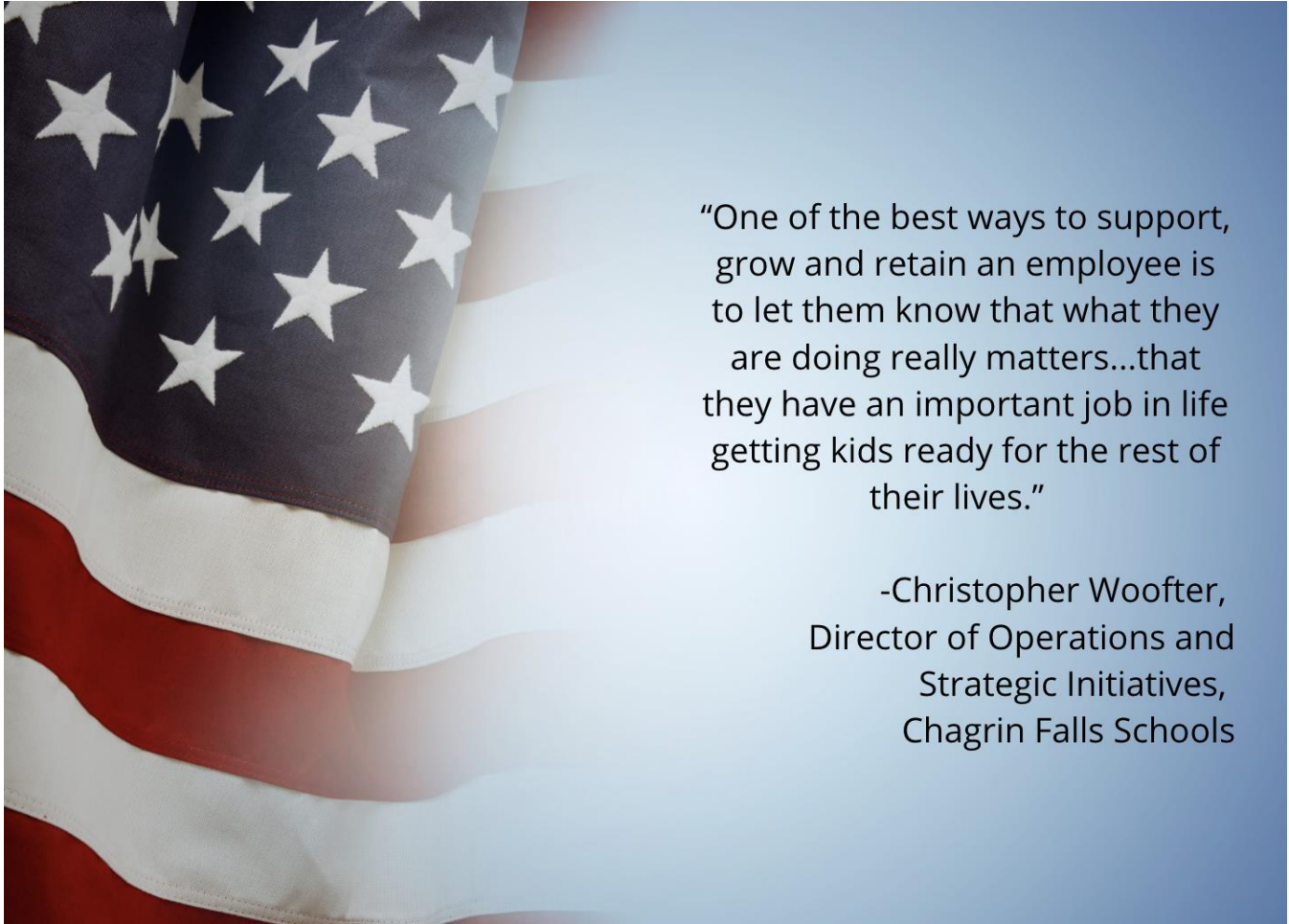
### **Value of Mentorships**

Teacher mentors are clearly a valuable resource for any first-year educator. Providing mentoring opportunities to a military veteran entering the teaching profession should be no different. However, veterans may better connect with someone at your school district who understands their military background, like another military veteran. Making those connections may help veterans adjust and integrate into your school culture that much better.

Your district also should consider specific on-board programs geared for military veterans or those serving in the Reserve. Contact your local educational service center, or military veteran programs in your area, to find ideas on how this process could take shape.

### **Professional Development**

A military veteran, especially those with officer training, has leadership and team building skills. Encourage them to take a role in your district as a coach of an athletic team, or an advisor to a school's club. If a school has a JROTC program, military veterans are a natural fit to be a coach/advisor to help lighten the load on the instructors. These opportunities not only enhance the skill set of any educator, but it may also provide a chance for a military veteran to become even more engaged with their school.



“One of the best ways to support, grow and retain an employee is to let them know that what they are doing really matters...that they have an important job in life getting kids ready for the rest of their lives.”

-Christopher Woofter,  
Director of Operations and  
Strategic Initiatives,  
Chagrin Falls Schools

## ADDITIONAL RESOURCES

- [Montgomery and Post 911 GI Bill](#)
- [DANTES](#) (Defense Activity for Non-Traditional Education Support)
- Military Veteran Organizations (e.g., American Legion, American Veterans, Veterans of Foreign Wars, Ohio Department of Veterans Services)
- [County Veterans Services Offices](#)
- [Department of Veteran Services](#)

### **Minimum Salary Schedules for Military Teachers**

[Section 3317.13\(d\)](#) in the Ohio Revised Code gives a maximum of five years credit for active military service in the armed forces of the United States as defined in section [3307.75](#) of the Revised Code.

### **Temporary Military License**

The Ohio Department of Education issues temporary licenses to educators who are currently active duty service members in Ohio or spouses of active duty service members in Ohio and hold a valid (active) out-of-state license in the requested subject area, in accordance with section [4743.041](#) of the Ohio Revised Code. Candidates must be in good standing in the issuing state or jurisdiction of licensure or certification and may teach only the grade levels and subject area(s) listed on the Ohio temporary license. [CLICK HERE](#) for more information on Temporary Military License.

### **Other Benefits/Allowances/Incentives**

Other benefits/allowances/incentives to military veterans and currently serving service members, such as allowable time for deployments, Uniformed Services Employment and Reemployment Rights Act (USERRA), and Employer Support of the Guard and Reserve (ESGR).

### **Work Opportunity Tax Credit**

The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to employers who hire military veterans and individuals from other eligible target groups with significant barriers to employment. Each year, employers claim over \$1 billion in tax credits under the WOTC program. The success and growth of this income tax credit for business is beneficial for all who participate while increasing America's economic growth and productivity. [CLICK HERE](#) for more information.

### **Annual Military Veteran Unemployment Data**

<https://www.bls.gov/news.release/vet.nr0.htm>

# RESOURCES TO POST JOB OPPORTUNITIES

Ohio Means Jobs <https://ohiomeansjobs.ohio.gov/wps/portal/gov/omj/for-employers/for-employers>

Recruit Military <https://recruitmilitary.com/>

Ohio Regional Applicant Placement <https://www.ohreap.net/reapabout.php>

Job Spot <https://www.k12jobspot.com/Footer/PostaJob>

Indeed <https://www.indeed.com/hire?hl=en&cc=US>

Monster [https://hiring.monster.com/?intcid=skr\\_navigation\\_www\\_employer](https://hiring.monster.com/?intcid=skr_navigation_www_employer)

Education Week Top School Jobs <https://recruiters.topschooljobs.org/>

Ohio Association of Independent Schools <https://www.oais.org/jobs>

Handshake <https://www.joinhandshake.com/employers/#signup>

Teachers-Teachers <http://www.teachers-teachers.com/employers>

School Spring <https://www.schoolspring.com/employers/>

National Council of Teachers of Mathematics <https://nctm-jobs.careerwebsite.com/employer/login/?goto=%2Femployer%2Fpost%2F>

Teaching Jobs: The Job Board for Educators <http://www.teachingjobs.com/post-new-job>

EducationAmerica.Net: Careers and Teaching Jobs  
<http://employer.educationamerica.net/>

EDJOIN <https://www.edjoin.org/Home/Employers> Proven  
<https://www.proven.com/completeHiringSystem>

# Recognizing School Districts

## **HIRE Vets Medallion Award**

The U.S. Department of Labor's HIRE Vets Medallion Award Program recognizes employers (including school districts) of all sizes for their efforts to recruit, employ, and retain America's military veterans.

The HIRE Vets Medallion Award presents a unique value to employers across three different size categories – small (1-50 employees), medium (51-499), and large (500 or more). Award recipients range from small businesses and community-based nonprofits to larger companies. To complete the application process, employers must verify that their company meets the award requirements, pay an application fee, and work with VETS staff to ensure compliance with the Uniformed Services Employment and Reemployment Rights Act (USERRA) and the VEVRAA.

A HIRE Vets Medallion Award recipient receives national recognition and provides an inside track in the fight for talent – all of which results in a competitive advantage.

## **Purple Star Designation**

The Purple Star Award for military-friendly schools recognizes schools that show a major commitment to students and families connected to our nation's military. Schools that earn the award will receive a special Purple Star recognition to display on site.

The Purple Star Advisory Board, formed by the Ohio Department of Education, Higher Education, Veterans Services and the Adjutant General, helps decide a school's eligibility for the award.

[CLICK HERE](#) for more information.

## **Employer Support of the Guard and Reserve (ESGR) Award Program**

Employer support enhances retention rates in the Armed Forces and, in the end, strengthens our national security. To recognize employers who support their Guard and Reserve employees, ESGR grants a series of Department of Defense awards.

- [Patriot Award](#)
- [Spouse Patriot Award](#)
- [Seven Seals Award](#)
- [Above and Beyond Award](#)
- [Pro Patria Award](#)
- [Extraordinary Employer Support Award](#)
- [Secretary of Defense Employer Support Freedom Award](#)

Many of these awards are progressive in nature, with each building upon the previous. For example, an employer must have had at least one supervisor or other representative honored with a Patriot Award and must have signed a Statement of Support to be eligible for consideration for the Above and Beyond Award.

Recognizing supportive employers is vital to ESGR's mission. ESGR's 54 State Committees actively promote awards as a key element in furthering employer support, while strengthening



relationships between service members and employers. These Department of Defense awards honor the sacrifices made by so many employers year after year.

[CLICK HERE](#) for more information.

**Supporting Ohio's Military Families - Resources from Ohio Department of Education**

<http://education.ohio.gov/Topics/Other-Resources/Ohio-Network-for-Military-Families-and-Veterans/Supporting-Ohio-s-Military-Families>

## Hiring Military Spouses

Military spouses face barriers to employment related to their mobile military lifestyle, including frequent relocations and extended periods of family separation due to deployments. There are approximately 1 million active duty, National Guard, and Reserve military spouses, with 641,639 identified as spouses of active-duty service members. In 2017, the military spouse unemployment rate was 16%, over four times the 2017 rate for all adult women.

### **MILITARY SPOUSE EMPLOYMENT PARTNERSHIP**

The Military Spouse Employment Partnership (MSEP) was created to address these unique challenges. MSEP, which is part of the Department of Defense's Spouse Education and Career Opportunities (SECO) program, connects military spouses with employers seeking 21st-century job skills. MSEP partners represent sectors ranging from Fortune 500 companies, to small businesses, to nonprofits, to the federal government, to the academic and health care sectors. Companies post jobs ranging from entry-level to executive management/leadership using the MSEP Partner Portal at [msejobs.militaryonesource.mil/msep/](http://msejobs.militaryonesource.mil/msep/).

MSEP partners can also find spouse talent directly through a search of spouse candidates. To date, the MSEP has facilitated more than 112,000 spouse hires.

### **MILITARY SPOUSE INTERSTATE LICENSE RECOGNITION AND**

**REIMBURSEMENT** The Department of Labor and the Department of Defense have resources to help military spouses when they move from one state to another. The map on the Department of Labor's **Veterans.gov** website helps military spouses with occupational licenses understand how their license can be recognized in another state. The website also provides information on each service's program to reimburse military spouses for licensing costs when they move from one state to another because of a change of station order.

See the map and learn more at [www.veterans.gov/milspouses/](http://www.veterans.gov/milspouses/)

[CLICK HERE](#) for more information on **Temporary Military License**. This enables active-duty service members and their spouses to be issued a license based on an out-of-state license.

## Federal and State Organizations

- **MARINE FOR LIFE** | [www.marineforlife.org](http://www.marineforlife.org)

Marine For Life offers Marines and family members, employment organizations, educational institutions, and advisors the opportunity to connect with each other and build mutually beneficial relationships in pursuit of their lifelong goals.

Employers seeking **military** veteran Marine talent should complete this short form on the Marine For Life Network website: [usmc-mccs.org/services/career/marine-for-life-network/join-the-network/](http://usmc-mccs.org/services/career/marine-for-life-network/join-the-network/)

A follow-up email will be sent to the employer with instructions on how to leverage the Marine For Life Network veteran talent.

- **SOLDIER FOR LIFE** | [soldierforlife.army.mil](http://soldierforlife.army.mil) Soldier For Life (SFL) engages and connects Army, government, and non-government organizations to support our soldiers, **military** veterans, and their families. They provide updates through social media platforms on local hiring fairs, employment workshops, best practices, transition resources, and ways for **military** veterans to expand their networks.

SFL provides regional support as well as three functional areas (employment, education, and health and wellness). To contact SFL, email [usarmy.sfl@mail.mil](mailto:usarmy.sfl@mail.mil) or call 703-545-2635.

- **MILITARY ONESOURCE** | [www.militaryonesource.mil/national-guard](http://www.militaryonesource.mil/national-guard)

Military OneSource can help members of the National Guard and their families locate services at the state and unit level, and take advantage of valuable federal benefits and programs.

- **PRIVATE PUBLIC PARTNERSHIP** | [www.usar.army.mil/P3/Resources/](http://www.usar.army.mil/P3/Resources/) The Army Reserve Private Public Partnership Office (P3O) serves as the single point of entry for all organizations seeking to partner with the Army Reserve, including those at the forefront of innovation and technology. The P3 program helps its corporate partners attract, develop and retain talent by establishing employer partnerships for Army Reserve soldiers, transitioning active component soldiers, eligible **military** veterans, and dependents seeking civilian employment opportunities.

- **WARRIOR CARE AND TRANSITION PROGRAM** |

[wct.army.mil/modules/employers/e1-hireOurSoldiers.html](http://wct.army.mil/modules/employers/e1-hireOurSoldiers.html) Employers can find resources for hiring wounded, ill, or injured transitioning service members and **military** veterans.

# Nonprofits and Military Veteran Service Organizations

- **U.S. CHAMBER OF COMMERCE – HIRING OUR HEROES** |

[www.uschamberfoundation.org/hiring-our-heroes](http://www.uschamberfoundation.org/hiring-our-heroes)

Hiring Our Heroes, a VETS partner, is a nationwide initiative to help military veterans, transitioning service members, and military spouses find meaningful employment opportunities. Employers can participate in hiring fairs sponsored by the U.S. Chamber of Commerce.

- **MILITARY OFFICERS ASSOCIATION OF AMERICA** | [www.moaa.org/career/](http://www.moaa.org/career/) The

Military Officers Association of America (MOAA) provides career and transition services that include a job board. If a bachelor's degree or higher is required or an employer is seeking pilots, lawyers, or other positions that are generally specific to the officer ranks, it may be useful to post your job with MOAA. Posting to the job board requires registration but is free and MOAA's career center offers access to hundreds of resumes based on your specific search criteria.

- **AMERICAN LEGION** | [www.legion.org/careers/jobfairs](http://www.legion.org/careers/jobfairs)

Employers can connect with job-seeking military veterans through American Legion career fairs held across the country.

- **DISABLED AMERICAN VETERANS** | [www.dav.org/veterans/employment-resources/employers/](http://www.dav.org/veterans/employment-resources/employers/) Disabled American Veterans can assist your company with

finding qualified job candidates and has a variety of online resources for employers, including a guide specific to hiring and retaining military veterans with disabilities.

- **RECRUITMILITARY** | <https://recruitmilitary.com/> Connects employers with high-quality veteran talent

- **STUDENT VETERANS OF AMERICA** | [studentveteransofamerica.jobs](http://studentveteransofamerica.jobs)

There are around 100,000 military veterans that graduate college every year, and studies show that most are working full- or part-time jobs while they're a full-time student. Student Veterans of America can help employers recruit and hire military veterans currently earning a college degree, many of whom are seeking to enter high-growth fields.

- **PSYCHARMOR INSTITUTE** | [psycharmor.org/employer\\_audience/](http://psycharmor.org/employer_audience/)

PsychArmor Institute is a national nonprofit that provides free online education and support to all Americans who work with, live with, or care for military service members, veterans, and their families. Employers can check out courses on "Strategies for Effective Veteran Hiring," "Creating a Veteran Hiring Program," and more.

## Contacts for Military Veterans

### **David H. Schklar**

Ohio Department of Education

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### **Eric Petro**

Ohio Department of Education

Education Program Specialist, Office of Educator Effectiveness

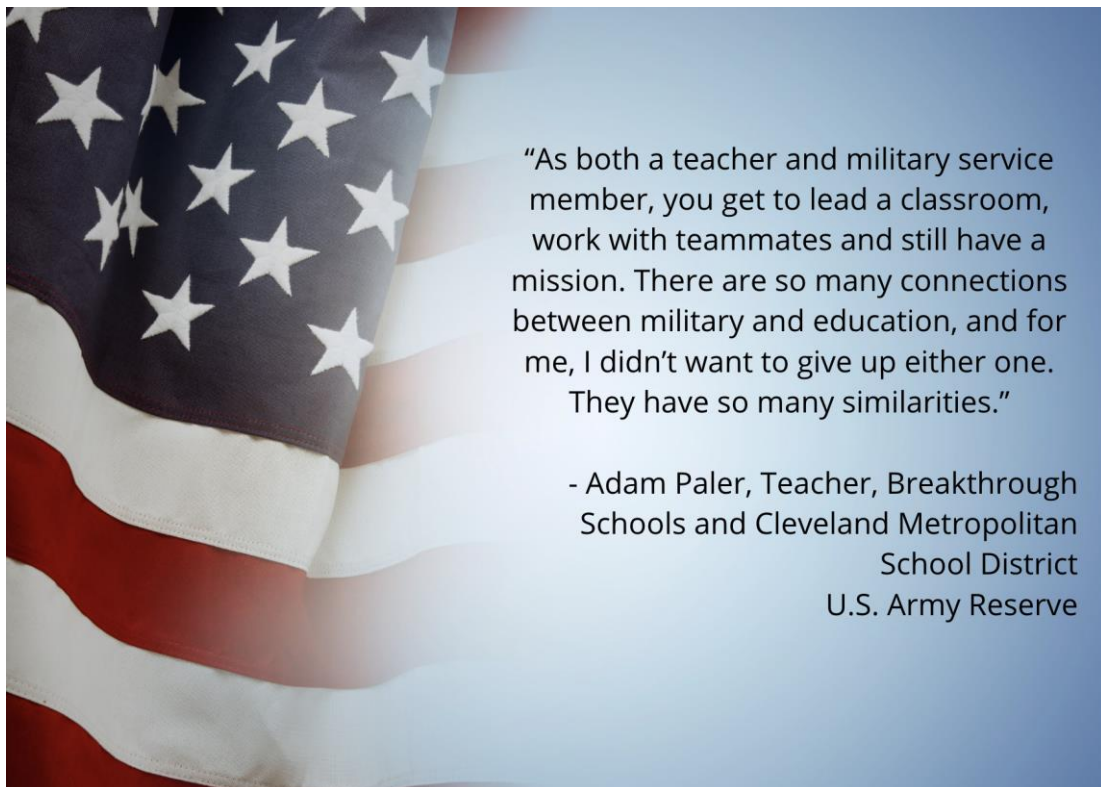
[eric.petro@education.ohio.gov](mailto:eric.petro@education.ohio.gov)

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# MILITARY SERVICE MEMBERS RIGHTS UNDER THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

[CLICK HERE](#) FOR PDF



## YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

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### REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

- ☆ you ensure that your employer receives advance written or verbal notice of your service;
- ☆ you have five years or less of cumulative service in the uniformed services while with that particular employer;
- ☆ you return to work or apply for reemployment in a timely manner after conclusion of service; and
- ☆ you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

### RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you:

- ☆ are a past or present member of the uniformed service;
- ☆ have applied for membership in the uniformed service; or
- ☆ are obligated to serve in the uniformed service;

then an employer may not deny you:

- ☆ initial employment;
- ☆ reemployment;
- ☆ retention in employment;
- ☆ promotion; or
- ☆ any benefit of employment

because of this status.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

### HEALTH INSURANCE PROTECTION

- ☆ If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.
- ☆ Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

### ENFORCEMENT

- ☆ The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.
- ☆ For assistance in filing a complaint, or for any other information on USERRA, contact VETS at **1-866-4-USA-DOL** or visit its website at <http://www.dol.gov/vets>. An interactive online USERRA Advisor can be viewed at <http://www.dol.gov/elaws/userra.htm>.
- ☆ If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation.
- ☆ You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

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The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: <http://www.dol.gov/vets/programs/userra/poster.htm>. Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.



**U.S. Department of Labor**  
1-866-487-2365



**U.S. Department of Justice**



**Office of Special Counsel**



**1-800-336-4590**

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