

Book Policy Manual

Section Special Update - H.B. 214 - November 2024 CO

Title Special Update - November 2024 Policy Disposition Sheet

Code 02 - Policy Disposition Sheet

Status 3) Approved and ready for NEOLA

Adopted January 15, 2025

Last Revised November 25, 2024

Last Reviewed December 18, 2024

DISPOSITION OF NEW/REVISED/REPLACEMENT POLICIES FOR ADOPTION

SPECIAL UPDATE - NOVEMBER 2024

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Policy Number	Date Adopted	District-Specific Edits (1, 2, or 3)	Date Tabled	Date Rejected
po2265	01/15/2025			

Book	Policy Manual
Section	Special Update - H.B. 214 - November 2024 CO
Title	Special Update - November 2024 Overview
Code	01 - OVERVIEW
Status	From Neola

COUNTY SPECIAL UPDATE – NEW POLICY 2265

NOVEMBER 2024

OVERVIEW AND COMMENTS

This Special Update is issued to Neola Clients in response to the recent enactment of H.B. 214 regarding specific beliefs, affiliations, ideals, or principles. The Act requires each educational service center to adopt and post a policy, by January 22, 2025, prohibiting the use of statements of commitment to, or soliciting or requiring specified individuals to affirmatively ascribe to, specific beliefs, affiliations, ideals, or principles concerning political movements or ideology.

The center is prohibited from:

- Soliciting or requiring an employee or applicant for employment or academic admission to affirmatively ascribe to, or opine about, specific beliefs, affiliations, ideals, or principles concerning political movements or ideology;
- Soliciting or requiring a student to affirmatively ascribe to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology;
- Using statements of commitment to specific beliefs, affiliations, ideals, or principals concerning political movements or ideology as part of the evaluation criteria for employees, applicants for employment, or employees seeking career progression or benefits;
- Using statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology as part of the academic evaluation of students.

This new policy is provided for centers to comply with these provisions.

The new requirement that students be excused for Religious Expression Days was included in Policy 5200 - Attendance revisions in the latest Volume 43, Number 1 Update.

This Update includes the following document:

- **Policy 2265 - Protections of Individual Beliefs, Affiliations, Ideals, or Principles of Political Movements or Ideology (New)**

This document may be downloaded from the County Policy Update menu in your BoardDocs console. If you have questions about any of these Special Update materials, contact your Neola Associate.

All production-related materials and questions should be directed to the Production Office - Coshocton at 632 Main Street, Coshocton, Ohio 43812 (phone: 800-407-5815, email: production@neola.com). Billing and other questions should be directed to the Business Office - Stow at 3914 Clock Pointe Trail, Suite 103, Stow, Ohio 44224 (phone: 330-926-0514, fax: 330-926-0525, email: accounts@neola.com).

Book	Policy Manual
Section	Special Update - H.B. 214 - November 2024 CO
Title	PROTECTIONS OF INDIVIDUAL BELIEFS, AFFILIATIONS, IDEALS, OR PRINCIPLES OF POLITICAL MOVEMENTS AND IDEOLOGY
Code	po2265
Status	3) Approved and ready for NEOLA
Adopted	January 15, 2025
Last Revised	November 25, 2024
Last Reviewed	December 18, 2024

2265 - PROTECTIONS OF INDIVIDUAL BELIEFS, AFFILIATIONS, IDEALS, OR PRINCIPLES OF POLITICAL MOVEMENTS AND IDEOLOGY

The Governing Board is committed to establishing a school and work environment that supports the free exchange of ideas and allows employees and students to maintain their own beliefs, affiliations, ideals, political opinions, and ideology without fear of repercussion.

To that end, the Board will not solicit or require employees or job applicants to affirmatively ascribe to or express opinions about specific beliefs, affiliations, ideals, principles concerning political movements, or ideology. The Board shall not use statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology as part of any evaluation criteria for employees or job applicants, or as a factor in determining an employee's career advancement, assignment, or job benefits.

Likewise, the Board shall not solicit or require current or prospective students who seek enrollment in the Educational Service Center ("Center") to affirmatively ascribe to specific beliefs, affiliations, ideals, or principles concerning political movement or ideology, nor will the Center use any statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology to evaluate the student's academic performance.

The Board maintains its authority to take disciplinary and other types of action against employees and students who violate State and Federal laws, including anti-discrimination laws, in accordance with Board Policy, administrative guidelines, ~~()~~ ~~the provisions of an adopted collective bargaining agreement, [END OF OPTION]~~ and the student code of conduct where applicable.

Nothing in this policy is intended to modify or limit an educator's academic freedom, or an educator's ability to research or write publications about specific beliefs, affiliations, ideals, or principles concerning political movements, ideology, or social actions.

This policy shall not prohibit, limit, or restrict the Board's authority to consider a job applicant's scholarship, teaching, or subject matter expertise in the applicant's given field of study, nor does it limit the Board's authority to offer an established character education program.

The Board shall make all policies, Center guidance, and training materials used for students and employees on all matters regarding specific beliefs, affiliations, ideals, or principles concerning political movements or ideology publicly available unless such documents or materials contain protected legal communications or guidance.

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Legal	R.C. 3313.207, .208, .209
	R.C. 3319.614
	R.C. 5104.0112