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H.B. 214
135th General Assembly

Fiscal Note & Local Impact Statement

[Click here for H.B. 214's Bill Analysis](#)

Version: As Passed by the House

Primary Sponsor: Rep. Holmes

Local Impact Statement Procedure Required: No

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Highlights

- School districts and other public schools may incur minimal costs to develop and implement the bill's required policy prohibiting evaluation of employees and students based on political or ideological beliefs or affiliations and to make certain policies, guidelines, and training materials publicly available.

Detailed Analysis

The bill requires school district boards of education and governing authorities of community and science, technology, engineering, and mathematics (STEM) schools to adopt a policy that prohibits the district or school from (1) compelling political or ideological beliefs or affiliations, (2) using statements of commitment to political or ideological beliefs or affiliations to evaluate employees, applicants for employment, or employees seeking career progression or benefits, and (3) using statements of commitment to political or ideological beliefs or affiliations as part of the academic evaluation of students. School districts and other public schools may incur some minimal costs to create and maintain this policy, to the extent they do not have them already.

The bill may codify current practices, although the extent is unclear. According to the Ohio School Boards Association's (OSBA) code of ethics, school board members are to cooperate with other members and administrators to establish a system of regular and impartial evaluations of all staff and to avoid any conflicts of interest or the appearance thereof.¹ Additionally, educators

¹ See the OSBA [Code of Ethics](#), which is accessible through a keyword search of "code of ethics" on the OSBA website: ohioschoolboards.org.

must abide by the Licensure Code of Professional Conduct, which requires educators to behave professionally and maintain professional relationships with students.²

The bill also requires each district and school to make publicly available all policies, district guidelines, and training materials for students, educators, and staff on all matters regarding political or ideological beliefs or affiliations, except for legally protected communications or guidance. The administrative costs of school districts and other public schools may increase to make this information available to the public.

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² See the State Board of Education's [Licensure Code of Professional Conduct \(PDF\)](#), which is accessible by conducting a keyword "Professional Conduct" search on the Department of Education and Workforce website: education.ohio.gov.