

**LAKE ERIE PREPARATORY SCHOOL**  
**RESOLUTION**

**TO ADOPT POLITICAL AFFILIATIONS OR IDEOLOGIES POLICY**

The Governing Authority (the “Board”) of **Lake Erie Preparatory School** (the “School”), a non-profit corporation organized under the laws of the State of Ohio, hereby resolves as follows:

WHEREAS, on June 24, 2024, Ohio Governor Mike DeWine signed House Bill 214, which requires in part that each public school adopt a policy that prohibits the school 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; and

WHEREAS, the School has created the attached Political Affiliations or Ideologies Policy to be consistent with R.C. 3319.614, enacted pursuant to House Bill 214.

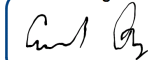
NOW THEREFORE, BE IT RESOLVED that the School Board acknowledges and adopts the Political Affiliations or Ideologies Policy (the “Policy”) attached hereto. The Policy shall be added to the School Policy Manual as policy no. 308.

**APPROVAL AND ADOPTION OF RESOLUTION**

Motion to approve and adopt the *Political Affiliations or Ideologies Policy* attached hereto made by                     Contae Bentley                     and seconded by                     Carla M. Saunders                    .

<b>ROLL CALL: Board Member Name/Initials</b>	<b>AYE</b>	<b>NAY</b>	<b>OTHER (Abstain, Not Present, etc.)</b>
Contae Bentley	DS CB		
Laurie Murphy		DS LM	
Jennifer Lastery		DS	
Carla Saunders	DS CS		
Ariel Watts	Initial ADW		
Robert Parina	RP		
Courtney Perry, Chairman		DS CP	

Executed and adopted by a vote of the Board on this 12th day of September, 2024.

  
 \_\_\_\_\_  
6609EDBF8D4643D...  
 Courtney Perry, Chairman  
 Lake Erie Preparatory School

**308 Political Affiliations or Ideologies**

The School shall not solicit or require an employee, applicant for employment, or a student to affirmatively ascribe to or opine about specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology. Additionally, the School shall not use statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology as part of the evaluation criteria for employees, applications for employment, or employees that are seeking career progression or benefits, nor as part of the academic evaluation of students.

Nothing in this policy shall be construed to prohibit, limit, or restrict any of the following:

1. The School's authority to require a student or employee to comply with federal or state law, including anti-discrimination laws, or to take action against a student or employee for violation of federal or state law;
2. An educator's academic freedom;
3. An educator's ability to research or write publications about specific beliefs, affiliations, ideals, or principles concerning political movements, ideology, or social action so long as those publications so not violate other laws or policies or constitute conduct unbecoming of the teaching profession;
4. The School's authority to consider an applicant for employment's scholarship, teaching, or subject matter expertise in the applicant's given academic field;
5. The School's authority to offer an established character education program.

All policies, guidance, and training materials used for students, educators, and staff on all matters regarding specific beliefs, affiliations, ideals, or principles concerning political movements, or ideologies shall be available to the public for review unless otherwise protected by law.

This policy is not intended to restrict employee rights under the National Labor Relations Act.

*R.C. 3319.614.*