

**CERTIFICATION OF RESOLUTION**  
**STAFF RELIGIOUS BELIEFS POLICY**

The Governing Authority (the "Board") of South Columbus Preparatory Academy at Southfield (the "School"), a non-profit corporation organized under the laws of the State of Ohio, hereby resolves as follows:

WHEREAS the Board wishes to comply with Ohio Revised Code 3319.64, as enacted.

IT IS HEREBY RESOLVED that the Board adopts the Staff Religious Beliefs Policy, attached hereto and incorporated herein as restated.

IT IS FURTHER RESOLVED that the Board Chair is authorized to execute any and all forms and/or documents to effectuate the purpose of this resolution and that the policy shall be distributed by the School to all staff.

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**APPROVAL AND ADOPTION**

Motion to adopt the Staff Religious Beliefs Policy (with/without) amendment(s)

Motion by Dyer,

Seconded by Hurst

<b>Board Member Name</b>	<b>AYE</b>	<b>NAY</b>	<b>OTHER</b> <i>(abstain, not present, etc.)</i>
Kelly Dyer	✓		
Dedra Hurst	✓		
Scott Pullins	✓		
Heather Simonis			Not Present
Sean Herod, Chair	✓		

Duly adopted on this 10 day of September, 2024.

Sean L Herod  
Sean Herod, Chair  
South Columbus Preparatory Academy at Southfield

# **STAFF RELIGIOUS BELIEFS POLICY**

## **South Columbus Preparatory Academy at Southfield**

- (1) The governing authority shall not solicit or require an employee or applicant for employment to affirmatively ascribe to, or opine about, specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.
- (2) The governing authority 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 or applicants for employment, or employees that are seeking career progression or benefits.

### Legal References

ORC § 3319.64; Sub. H.B.214 (135<sup>th</sup> GA)

8\_2024