

CERTIFICATION OF RESOLUTION
STAFF RELIGIOUS AND POLITICAL BELIEFS POLICY

The Governing Authority (the "Board") of Virtual Preparatory Academy of Ohio (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 and Political 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.

APPROVAL AND ADOPTION

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

Motion by G. Saffo,

Seconded by Kish

Board Member <i>(Name/Initials)</i>	AYE	NAY	Other <i>(Not Present, Abstain, Etc.)</i>
Amanda Conley			<i>Not Present</i>
Marcia Kish	✓		
Gerald Saffo	✓		
Debra Saffo, Chair	✓		

Duly adopted on this 4 day of March, 2026.

Debra Saffo
Debra Saffo (Mar 4, 2026 23:06:34 EST)

Debra Saffo, Chair
Virtual Preparatory Academy of Ohio

STAFF RELIGIOUS BELIEFS POLICY

Virtual Preparatory Academy of Ohio

- (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.
- (3) The school district shall not solicit or require a student to affirmatively ascribe to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.
- (4) The school district 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.
- (5) The school district shall not use statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology as part of the academic evaluation of students.
- (6) Nothing in this policy shall be construed to prohibit, limit, or restrict any of the following:
 - a. 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;
 - b. An educator's academic freedom;
 - c. An educator's ability to research or write publications about specific beliefs, affiliations, ideals, or principles concerning political movements, ideology, or social action;
 - d. The School's authority to consider an applicant for employment's scholarship, teaching, or subject matter expertise in the applicant's given academic field;
 - e. The School's authority to offer an established character education program.
- (7) The School shall make publicly available all policies, district guidance, and training materials used for students, educators, and staff on all matters regarding specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.

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