

CERTIFICATION OF RESOLUTION
STAFF RELIGIOUS AND POLITICAL BELIEFS POLICY

LORAIN BILINGUAL PREPARATORY ACADEMY
(an Ohio Non-Profit Corporation)

The Governing Authority (the "Board") of **Lorain Bilingual Preparatory Academy** (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 (without / with) amendment(s),

made by Kubasak

seconded by Torres.

Board Member <i>Name/Initials</i>	AYE	NAY	OTHER <i>(Abstain, Not Present, etc.)</i>
Kimberly Bartlett			<u>not present</u>
Terrance Bivins	✓		
Todd Kubasak	✓		
Dr. Robert L. Thomas	✓		
Marcelo Torres	✓		
David Arredondo, Chairman	✓		

Executed and adopted by a vote of the Board on this 19th day of March, 2026.



David Arredondo, *Chair*
Lorain Bilingual Preparatory Academy

STAFF RELIGIOUS BELIEFS POLICY

Lorain Bilingual Preparatory Academy

- (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.