

CERTIFICATION OF RESOLUTION
STAFF RELIGIOUS BELIEFS POLICY

The Governing Authority (the "Board") of **Pathfinder Career 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 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 Beliefs Policy (with/without) amendment(s)

Motion by Kubasak,

Seconded by Davila-Gomez

| Board Member <i>(Name/Initials)</i> | AYE | NAY | Other <i>(Not Present, Abstain, Etc.)</i> |
|---|------------|------------|---|
| Richard Brown | RB | | |
| Roberto Davila-Gomez | RDG | | |
| Todd Kubasak | TK | | |
| Diane Capretta | | | not present |
| Terrance Bivins, Chairman | TB | | |

Executed and adopted by a vote of the Board on this 30th day of October, 2024.

Terrance J. Bivins I

Terrance Bivins, Board Chairman
Pathfinder Career Academy of Ohio

STAFF RELIGIOUS BELIEFS POLICY

Pathfinder Career 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.

Legal References

ORC § 3319.64; Sub. H.B.214 (135th GA)
