

RELIGIOUS EXPRESSION DAYS

In accordance with O.R.C. §3320.04, the Board shall reasonably accommodate the sincerely held religious beliefs and practices of individual students with regard to all examinations or other academic requirements and absences for reasons of faith or religious or spiritual belief system.

The Board shall permit a student in any of grades kindergarten through twelve to be absent for up to three religious expression days each school year to take holidays for reasons of faith or religious or spiritual belief system or participate in organized activities conducted under the auspices of a religious denomination, church, or other religious or spiritual organization. The following rules and procedures shall apply to religious expression days:

1. No academic penalty shall be imposed as a result of a student being absent for a religious expression day as permitted by this Board Policy.
2. Students may participate in interscholastic athletics or other extracurricular activities on days in which the student was otherwise absent for a religious expression day.
3. Students shall be provided with alternative accommodations with regard to examinations and other academic requirements missed due to a religious expression day if not later than 14 school days after the first day of school, or 14 school days after the date of enrollment for a student who transfers to or enrolls in the School after the first day of school, the parent or guardian of a student provides the school principal with a signed written notice of up to three specific dates for which alternative accommodations are requested, if an approved religious expression day absence conflicts with an examination or other academic requirement on that date.
4. The school principal shall approve not more than three written requests per school year from a student's parent or guardian for an excused religious expression day absence. The school principal shall approve such requests without inquiry into the sincerity of a student's religious or spiritual belief system. However, the school principal may verify a request by contacting the parent or guardian whose signature appears on the request. If a parent or guardian disputes having signed such a request, the school principal may deny the request. Upon approval of a request, a school principal shall require the appropriate classroom teacher or teachers to schedule a time and date for an alternative examination or other academic requirement if the approved student absence creates a conflict, which may be before or after the time and date the examination or other academic requirement was originally scheduled.

5. The following shall be posted in a prominent location on the School’s website:
 - a. A copy of this Board Policy; and
 - b. A nonexhaustive list of major religious holidays, festivals, and religious observations, which may include Eid, Good Friday, Rosh Hashanah, Yom Kippur, and Passover, for which an excused absence under this section shall not be unreasonably withheld or denied. The School shall adopt the list of major religious holidays and festivals provided annually to the School by the state superintendent. Such list is nonexhaustive and may not be used to deny accommodation to a student for a holiday or festival of the student’s faith or religious or spiritual belief system that does not appear on the list.
6. The School shall annually convey this Board Policy to parents and guardians, including a description of the general procedure for requesting religious expression day accommodations.
7. A student, parent, or guardian may notify the School of any grievance with regard to the implementation of religious expression days under this Board Policy by supplying written notice of such grievance to the Chief Academic Officer.

Please contact the Chief Academic Officer for further information about this policy:

Address: 4000 Washington Park Blvd.
Newburgh Hts., OH 44105

Phone: (216) 271-6055

LEGAL REFS: O.R.C. §3320.04

Adopted: September 19, 2024

Non-Exhaustive List of Major Religious Holidays and Festivals

An excused absence for any of the below religious holidays or festivals shall not be unreasonably withheld, up to a total of three (3) school days of absences per school year. This list is non-exhaustive and will not be used to deny an accommodation for an absence due to a holiday or festival of the student's faith or religious or spiritual belief system that does not appear on this list.

Holiday
Eid ul-Fitr
Good Friday
Rosh Hashanah
Yom Kippur
Passover
Eid ul-Adha