35200 Little Mack - Clinton Township, MI 48035 ~ High School Conference Center

PUBLIC NOTICE OF MEETING

Clintondale Board of Education
Special Board Meeting at 6:30 p.m.

Mr. Jared Maynard, President

August 18, 2026

Individuals with disabilities who require auxiliary aids or services to participate in the meeting must notify the District by contacting Alexandra Hichel, Director of Communications, by one of the following methods: U.S. mail 35100 Little Mack Avenue, Clinton Township, Michigan 48035, email: hichela@clintondaleschools.net or call 586-791-6300, extension 3055, at least one week prior to the scheduled meeting or call as soon as possible.

Proposed minutes of the above meetings will be available for public inspection during regular business hours, at 35100 Little Mack, Clinton Township, MI not more than eight business days after said meeting, and approved minutes of said meeting will be available for public inspection during regular business hours, at the same location, not more than five business days after the meeting at which they are approved. Copies of the approved minutes will be available for public inspection at the same location and on the District Board of Education webpage. Copies of the minutes shall also be available at a reasonable estimated cost.

This notice is given in compliance with Act. No. 267 of the Public Acts of Michigan, 1976.

District policy requires nondiscrimination on the basis of race, color, religion, national origin or ancestry, age, sex, marital status, English proficiency, handicap, or disability, height or weight, in its programs, services, activities, employment, or admissions policies. The following persons have been designated to handle complaints, questions, etc.: Mr. Andrew Lewis, Title IX, 35100 Little Mack Clinton Township, MI (586) 791-6300, Mrs. Dawn Sanchez, Section 504, 35100 Little Mack, Clinton Township, MI (586) 791-6300, and Mr. Kevin Knoblock, Title II, The Age Act, Title VI, 35100 Little Mack, Clinton Township, MI (586) 791-6300.

AGENDA

The following order of business may be changed by majority vote of the Board at any meeting.

August 18, 2026, Special Board Meeting 6:30 p.m.

35200 Little Mack - Clinton Township, MI 48035 ~ High School Conference Center

MISSION STATEMENT - "Clintondale Community Schools will provide an academic environment that prepares our diverse student body to reach its fullest potential and become productive members of society."

CALL MEETING TO ORDER Meeting began at: _____

PLEDGE OF ALLEGIANCE

ROLL CALL

Jared Maynard	Lisa Valerio-Nowc
Barry Powers	Ava McDowell
Kurt Wilson, Sr.	Lisa Wilson
Diane Zontini	

ALSO IN ATTENDANCE

AGENDA - The Board President and the Interim Superintendent recommend that the Board approve the agenda as submitted or amended.

Motion by _____ Support by _____ Y ____ N ____ Ab ____

PUBLIC COMMENT REGARDING BUSINESS BEFORE THE BOARD

We encourage you to voice your opinion on topics on the agenda. Please stand and be recognized by the Chairperson, and state your name and address before commenting. To provide the opportunity for all to participate, Board policy limits each individual to three minutes. To ensure due process and respect of individual rights, the District maintains a formal process for handling complaints against individuals. A problem involving an individual(s) or specific incident is best handled through administrative channels. Speakers are asked to express themselves in a civil manner, with due respect for the dignity and privacy of others who may be affected by your comments. Speakers should be aware that if your statements violate the rights of others under the law of defamation or invasion of privacy, you may be held legally responsible.

CONSENT ITEMS - #1-2

1. **Correspondence** - The Interim Superintendent recommends that the Board accept and receive the correspondence.
    - Melissa Weible
    - Laurel Wentz
    - Michael Johnson
    - Kristen Murray

2. **Personnel Report** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve the Personnel Report.

   Motion by _____ Support by _____ Y _____ N _____ Ab _____

NON-CONSENT ITEMS - #1-4

1. **Superintendent Contract** - It is recommended by the Board President that the Board approve the superintendent contract for **Mark Whelton**.

   Motion by _____ Support by _____ Y _____ N _____ Ab _____

2. **Secondary Campus Principal** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve **Ebony Carter**, as the Secondary Campus Principal, effective immediately, contingent upon approved records check, physical and fingerprints.

   Note: The rate of pay will be $119,245.00 (Step 3 of the Secondary Campus Principal Lane of the Administrator contract).

   Motion by _____ Support by _____ Y _____ N _____ Ab _____

3. **Technology Coordinator** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve **Jalen Turner**, as the Technology Coordinator, effective immediately,

   Note: Mr. Turner is the current Technology Specialist. The rate of pay will be $61,231.00 (Step 1 of the Coordinator Lane of the Administrator contract).

   Motion by _____ Support by _____ Y _____ N _____ Ab _____

4. **CARE Contract** - It is recommended by the Director of Human Resources that the Board approve the renewal of the Contract with **CARE** for Student Assistance Services for the 2026-27 school year.

   Note: There is no increase in cost for the 2026-27 school year.

   Motion by _____ Support by _____ Y _____ N _____ Ab _____

GENERAL PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

We encourage you to voice your opinion on topics not on the agenda. Please stand and be recognized by the Chairperson, and state your name and address before commenting. To provide the opportunity for all to participate, Board policy limits each individual to three minutes. To ensure due process and respect of individual rights, the District maintains a formal process for handling complaints against individuals. A problem involving an individual(s) or specific incident is best handled through administrative channels. Speakers are asked to express themselves in a civil manner, with due respect for the dignity and privacy of others who may be affected by your comments. Speakers should be aware that if your statements violate the rights of others under the law of defamation or invasion of privacy, you may be held legally responsible.

ADJOURNMENT

Motion by: _____ Support by: _____ Time: _____

Personnel Report for August 18, 2026

CONSENT ITEMS - #1-15

1. **Resignation** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve the resignation of **Melissa Weible**, Teacher, effective August 17, 2026.

   Note: Mrs. Weible has worked for the District for 24 years.

2. **Resignation** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve the resignation of **Laurel Wentz**, Teacher, effective August 31, 2026.

   Note: Ms. Wentz has worked for the District for two years.

3. **Resignation** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve the resignation of **Michael Johnson**, Teacher, effective July 31, 2026.

   Note: Mr. Johnson has worked for the District for four years.

4. **Resignation** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve the resignation of **Kristen Murray**, Instructional Assistant, effective July 23, 2026.

   Note: Mrs. Murray has worked for the District for two years.

5. **Teacher** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve **Karanji Kaduma**, as a Secondary Campus Science Teacher, effective September 1, 2026, contingent upon approved physical, records check and fingerprints.

   Note: The rate of pay will be $94,614.00 (Step 13 of the MA Salary Schedule).

6. **Teacher** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve **Timothy Milton**, as a Secondary Campus Special Education, effective September 1, 2026, contingent upon approved physical, records check and fingerprints.

   Note: The rate of pay will be $72,147.00 (Step 6 of the MA Salary Schedule).

7. **Teacher** - It is recommended by the Interim Superintendent and the McGlinnen Elementary Principal that the Board approve **Tammie Manderson**, as an Elementary Teacher, effective September 1, 2026, contingent upon approved physical, records check and fingerprints.

   Note: The rate of pay will be $62,074.00 (Step 3 of the MA Salary Schedule).

8. **Teacher** - It is recommended by the Interim Superintendent and the Director of Career and Technical Education/Innovations that the Board approve **Mary Sarcheck**, as a Career and Technical Education Teacher, effective September 1, 2026, contingent upon approved physical, records check and fingerprints.

   Note: The rate of pay will be $94,614.00 (Step 13 of the MA Salary Schedule).

9. **Teacher** - It is recommended by the Interim Superintendent and the Parker Elementary Principal that the Board approve **LaShawn Baskin**, as an Elementary Teacher, effective September 1, 2026, contingent upon approved physical, records check and fingerprints.

   Note: The rate of pay will be $94,614.00 (Step 13 of the MA Salary Schedule).

10. **Teacher** - It is recommended by the Interim Superintendent and the McGlinnen Elementary Principal that the Board approve **Curtis Braswell, Jr.,** , as an Elementary Teacher, effective September 1, 2026, contingent upon approved physical, records check and fingerprints.

    Note: The rate of pay will be $82,220.00 (Step 9 of the MA Salary Schedule).

11. **Teacher** - It is recommended by the Interim Superintendent and the Parker Elementary Principal that the Board approve **Paulette Vultaggio**, as an Elementary Mystery Science Teacher, effective September 1, 2026, contingent upon approved physical, records check and fingerprints.

    Note: The rate of pay will be $94,614.00 (Step 13 of the MA Salary Schedule).

12. **CTE Paraprofessional** - It is recommended by the Interim Superintendent and the Director of Career and Technical Education/Innovations that the Board approve the Non-Administrative contract for **Sydney Pylar**, as a Paraprofessional in the High School Culinary Program for the 2026-27 school year.

    Note: Ms. Pylar has been the CTE Parapro for two years. The rate of pay will be $21.85 per hour.

13. **Substitute IA and Noon Aide** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve **Marianne Bahnke**, as a Substitute Instructional Assistant and Noon Aide, effective September 1, 2026.

    Note: Mrs. Bahnke is a retired IA from the District. All District retirees who retire from the District and return in a substitute capacity, must be paid by the District.

14. **Junior Varsity Football Coach** - It is recommended by the Interim Superintendent and the Director of Athletics that the Board approve **Tai Apisa**, as a Junior Varsity Football Coach.

    Note: The rate of pay will be $5,099.44 (Step 7 of the BA Salary Schedule) and will be paid by Edustaff.

15. **Junior Varsity Football Coach** - It is recommended by the Interim Superintendent and the Director of Athletics that the Board approve **Marlan Collier**, as a Junior Varsity Football Coach.

Note: The rate of pay will be $5,099.44 (Step 7 of the BA Salary Schedule) and will be paid by Edustaff.

NON-CONSENT ITEMS - #1-3

1. **Secondary Campus Principal** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve **Ebony Carter**, as the Secondary Campus Principal, effective immediately, contingent upon approved records check, physical and fingerprints.

Note: The rate of pay will be $119,245.00 (Step 3 of the Secondary Campus Principal Lane of the Administrator contract).

2. **Technology Coordinator** - It is recommended by the Interim Superintendent and the Director of Human Resources that the Board approve **Jalen Turner**, as the Technology Coordinator, effective immediately,

Note: Mr. Turner is the current Technology Specialist. The rate of pay will be $61,231.00 (Step 1 of the Coordinator Lane of the Administrator contract).

3. **CARE Contract** - It is recommended by the Director of Human Resources that the Board approve the renewal of the Contract with **CARE** for Student Assistance Services for the 2026-27 school year.

Note: There is no increase in cost for the 2026-27 school year.

CLINTONDALE Community School District
WE ARE ALL DRAGONS!

Lee Walmsley <walmslel@clintondaleschools.net>

Formal Resignation – Melissa Weible

1 message

Melissa Weible <weiblem@clintondaleschools.net> Wed, Aug 12, 2026 at 8:15 AM
To: Lee Walmsley <walmslel@clintondaleschools.net>

Dear Lee,

Please accept this letter as my formal resignation from my teaching position with Clintondale Community Schools, effective **August 17, 2026**. I have accepted a new teaching opportunity and look forward to beginning the next chapter in my career.

After **nearly 24 years with the district**, this decision has not come easily. I am incredibly grateful for the opportunities I have had, the relationships I have built, and the many students and families I have had the privilege of working with throughout my time at Clintondale.

Clintondale has been a significant part of my life and has helped shape the educator I am today. I will always be thankful for the experiences and memories I will carry with me.

Thank you for the opportunity to serve Clintondale Community Schools. I wish the district, staff, and students continued success.

Sincerely,
Melissa Weible

To whom it may concern,

Please accept this letter as formal notification that I will be resigning from my role as an Elementary Teacher, effective August 31st, 2026.

After careful consideration, I have decided to step away from my teaching position to pursue a new career path.

I am grateful for the professional opportunities I have had while working at Clintondale Community Schools.

Sincerely,

Laurel Wentz

CLINTONDALE Community School District
WE ARE ALL DRAGONS!

Lee Walmsley <walmslel@clintondaleschools.net>

Resignation from Clintondale Community Schools

1 message

Michael Johnson <johnsonm@clintondaleschools.net> Mon, Jul 20, 2026 at 1:35 PM
To: Lee Walmsley <walmslel@clintondaleschools.net>

Good Afternoon,

Please be advised that I resign my employment with the Clintondale Community Schools effective 7/31/26. [redacted]

Thank you for the opportunity to serve as a Clintondale Community Schools teacher.

Sincerely,

Michael Johnson

--

Michael Johnson
Communications Teacher - Clintondale Community Schools
35100 Little Mack Avenue
Clinton Township, MI 48035
www.clintondaleschools.net
[redacted]

CLINTONDALE Community School District
WE ARE ALL DRAGONS!

Lee Walmsley <walmslel@clintondaleschools.net>

Letter of Resignation

1 message

Kristen Murray <murrayk@clintondaleschools.net> Thu, Jul 23, 2026 at 3:09 PM
To: Lee Walmsley <walmslel@clintondaleschools.net>

Dear Ms. Walmsley,

Please accept this email as my formal resignation from my position as an Instructional Assistant at Rainbow Early Childhood Center, effective immediately.

I am extremely grateful for the opportunity to support Clintondale students and staff.

Thank you for your support and opportunity to be part of the Clintondale family. I wish you all the best in the years to come.

Sincerely,
Kristen Murray

KARANJI KADUMA

[redacted]

PROFESSIONAL SUMMARY

Certified Science Educator and Curriculum Leader with extensive experience in STEM instruction, program development, and community engagement. Proven ability to design and implement high-impact educational programs, integrate emerging technologies including AI, and lead professional development initiatives. Strong background in mentoring youth, coaching athletics, and supporting community-based programs that promote discipline, leadership, and technical skill development.

WORK EXPERIENCE

Lead Science Teacher – Jefferson-Douglass Academy, Detroit, MI (Aug 2023 – Present)
Using a multifaceted, real-world educational approach, instruct students in scientific disciplines while integrating AI tools and digital learning strategies. Provide leadership in curriculum development and facilitate professional development sessions for staff focused on AI integration and instructional best practices.

Student – Apple Developer Academy Detroit, Detroit, MI (Jun 2022 – Jun 2023)
Completed intensive training in Swift programming, project management, and interface design. Collaborated on team-based projects focused on real-world problem solving and user-centered design.

Senior Director, STEAM Curriculum – Promise Schools District, Detroit, MI (Jan 2022 – Jun 2022)
Worked collaboratively to design and implement K–12 and adult education curriculum in STEM and technical disciplines. Supported instructional staff through training and curriculum alignment.

Science Teacher – River Rouge School District, River Rouge, MI (Aug 2018 – Aug 2020)
Delivered instruction across multiple scientific disciplines using applied and inquiry-based learning methods to enhance student engagement and comprehension.

Science Teacher / Chemistry / Environmental Science – Detroit Public Schools, Detroit, MI (1999 – 2014)
Instructed students in chemistry, environmental science, and earth science while emphasizing real-world application of scientific principles.

COMMUNITY LEADERSHIP & SERVICE

Mentor – Brothers of JDA Program
Mentor middle school male students focusing on leadership development, accountability, and personal growth.

Founder – Detroit Tech Boyz
Developing a program to introduce inner-city youth to coding, AI, design, and project development.

Organic Gardening Program Lead – Jefferson-Douglass Academy
Lead a school-based organic gardening initiative teaching sustainability, agriculture, and nutrition.

Football Coach – Detroit Central High School
Coach student-athletes in football fundamentals, strength, and conditioning while reinforcing discipline and teamwork.

Personal Trainer
Provide individualized fitness training programs focused on strength, conditioning, and overall wellness.

EDUCATION

Master of Education (Science Education) – Marygrove College, Detroit, MI

Bachelor of Science (Marine & Environmental Science) – Hampton University

CERTIFICATIONS

Michigan Professional Teaching Certificate (Valid through July 2026)

SKILLS

Curriculum Development | STEM Instruction | AI Integration | Project Management | Swift Programming | Leadership Development | Community Engagement | Renewable Energy | Agriculture | Adobe Creative Suite

STATE OF MICHIGAN

State Board of Education Department of Education

PROFESSIONAL TEACHING CERTIFICATE

awarded to

KARANJI R KADUMA

In accordance with Michigan Compiled Laws and Administrative Rules, the holder of this certificate is authorized to teach in any Michigan school all subjects and grades indicated.

HUMANITIES (PX) 6-12
SCIENCE (DX) 6-12

Michael F. Rice, Ph.D.
Superintendent of Public Instruction

Issue Date: 03/01/2022
Expiration Date: 06/30/2027 [redacted]

Certification requirements are subject to change. The certificate holder is responsible for being knowledgeable about current and revised regulations. It is the responsibility of the certificate holder to maintain a valid appropriate certification by meeting the requirements for certificate renewal as prescribed by statute and/or the State Board of Education.

MICHIGAN CODE OF EDUCATIONAL ETHICS

The following ethical standards address the professional educator's commitment and responsibility to (and for):

Code of Ethics	https://www.michigan.gov/documents/mde/Code_of_Ethics_653130_7.pdf
The Profession	Trust in the educational system depends upon a level of professional conduct and responsibility that may be higher than required by law. This entails holding one and others to the same ethical standards.
Professional Competence	Commitment to the highest levels of professional and ethical practice, including demonstration of the knowledge, skills and dispositions required for professional competence.
To Students	A primary obligation to treat students with dignity and respect, including promoting the health, safety and well-being of students by establishing and maintaining appropriate verbal, physical, emotional and social boundaries.
The School Community	Promotion of positive relationships and effective interactions with all members of the school community, while maintaining professional boundaries.
Ethical Use of Technology	Consideration of the impact of consuming, creating, distributing and communicating information through all technologies. Vigilance to ensure that appropriate boundaries of time, place and role are maintained when using electronic communication.

ADVISORY TO EDUCATOR

In accordance with Public Act 96 of the Public Acts of 1995, it is a criminal misdemeanor to : use a suspended, surrendered, revoked, nullified, fraudulently obtained, altered or forged educator certificate, or a certificate of another person.

TO BE EMPLOYED AS AN EDUCATOR IN MICHIGAN THE EDUCATOR OATH MUST BE SIGNED, NOTARIZED, AND SUBMITTED TO YOUR EMPLOYER. THIS IS AN OFFICIAL CERTIFICATE ONCE SIGNED AND NOTARIZED.

EDUCATOR OATH - STATE OF MICHIGAN

I do solemnly swear (or affirm) that I will support the Constitution of the United States of America and the Constitution of the State of Michigan, and that I will faithfully discharge the duties of the office of educator according to the best of my ability.

_____
Educator Signature

This certificate was subscribed and sworn to before me, along with picture identification, on _____

_____
Notary Print Name

_____
Notary Signature

Commission Expires:_____ Notary Seal

EMPLOYERS MUST VERIFY EDUCATOR CERTIFICATIONS AT: https://mdoe.state.mi.us/MOECS/PublicCredentialSearch.aspx
For information on the renewal or advancement requirements of this educator certificate please go to www.michigan.gov/teachercert

Timothy Milton

PROFESSIONAL SUMMARY

- Secondary and Adult Instruction
- Performance Improvement
- Management and Supervision
- Community Outreach
- Workshop and Lesson Design
- On-Site Training
- Career and Life Counseling
- Academic Assessment

Master-level teacher seeking challenging opportunities to apply diverse skills and talents. Experienced in assimilating abstract information, creating engaging programs, training groups and individuals, identifying barriers and assessing quantitative and qualitative results.

CAREER HIGHLIGHTS

Adjunct Faculty
Baker College of Clinton Township, MI
09/09 – 05/17
Taught business writing courses, ensuring all student learning outcomes were met. Excelled at acclimating students to learning environment. Trained faculty in Learning Management Systems. Presented technology integration workshops to instructors. Served on prestigious Standards Committee reviewing class rubrics for all Baker College campuses.

Learning Center Instructor Resource Liaison
L'Anse Creuse Adult and Community Education, MI
01/07 – 09/15
Instructed secondary and adult students in the Basic Skills Upgrade and GED Prep program. Created and implemented individualized mathematics, computer skills and GED curriculum for each student. Assessed and communicated student progress with case workers. Assisted 300 students in reaching academic goals. Mentored novice instructors in five county facilities. Managed and supervised over a dozen staff members.

Substitute Teacher
EduStaff, MI
10/15 – Present
Interpret existing instructional materials and present information with an emphasis on consistency. Experienced in multiple teaching methodologies for maximum effectiveness within a short time frame. Well-respected and in-demand by many Southeastern Michigan school district administrations. Nominated for Employee of the Month by a district during Covid-19 teaching year.

Timothy Milton

COMPLEMENTARY EXPERIENCE

Assistant Camp Director
Girl Scouts of Southeastern Michigan
2016
Provided youth program development and management, with emphasis on creativity and dynamic engagement. Demonstrated superior ability to work well with children and adolescents. Supervised and evaluated 17 staff members, conducting training and ensuring all safety requirements were achieved. Wrote local sections of staff training handbook. Maintained quality communications with campers' parents. Earned multiple certifications.

Store Manager
Family Video, MI
12/15 – 2/21
Lead training initiatives in multiple retail locations. Write and deliver training deliverables to enhance on-boarding of new hires. Supervised staff at multiple stores. Provide superior customer service in a fast-paced retail environment.

COMMUNITY INVOLVEMENT

Head Coach
American Youth Soccer Organization (AYSO) and Upward Basketball Program

Bingo Chair
Band Booster fundraising program

President (Past)
Tenniswood Elementary Parent-Teacher Organization

Parent Volunteer/Male Role Model
WATCH D.O.G.S. initiative of National Center for Fathering

Committee Chair
Cub Scout Pack #95, Harrison Township, MI

REFERENCES

Extensive references provided upon request.

Tammie Manderson
[redacted]

Objective

To secure a position teaching in a K-5 classroom.

Education

Florida SouthWestern State College, Ft. Myers, FL

- Bachelor of Science in Elementary Education
- ESOL and Reading Endorsements
- Volunteer at Lamarque Elementary school.

Career-Related Experience

Final Internship –

Lamarque Elementary School-1st Grade.

Spring 2024

- taught reading, language arts, math and science to diverse students
- prepared students for the FAST assessment
- organized field trip to North Port High School to see The Stinky Cheese Man.
- individually tutored students in math and reading/ELA
- assisted with evaluation and reporting on each pupil's progress
- assisted with maintaining educational records on each child in accordance with regulations
- participated in parent-teacher conferences.
- worked one on one with an ELL student and developed specific lesson plan tailored to her learning style and needs for phonemic awareness and letter recognition.

Practicum II-

Imagine Schools of North Port- 3rd Grade.

Fall 2023

- planned and taught inquiry-based science lessons
- planned and taught concrete math lessons.
- worked one on one with students in math.
- conducted a diagnostic case study on a struggling reader.

Practicum I –

Imagine Schools of North Port- Kindergarten

Spring 2023

- taught language arts and social studies lessons.
- developed and taught foundational reading centers.

8/99-5/24:

Gulf Coast OBGYN

1950 Arlington St Sarasota FL 34239

- Manage satellite location of rotating health care providers.
- Communication with patients.
- Scheduling.
- Prepared and sent out medical records.
- Coordinated meetings for providers.
- Oversee schedule changes for multiple providers.
- Manage on-call scheduling.
- Customer service.
- Maintain patient flow through the office.
- Manage supplies for office.

Career-Related Skills and Interests

- MS Office
- Interactive White Board
- Green Screen Technology
- Kagan Trained

I relocated to Michigan in May 2024. I am interested in an Elementary School position currently. I have a daughter who is attending Grand Valley State University in the fall of 2024, and we are both excited to be living in Michigan. I have applied for my Florida teaching certificate, once I receive it, I will transfer it to Michigan.

I enjoy spending time with my family, reading, outdoor activities and puzzles.

STATE OF MICHIGAN

State Board of Education — Department of Education

STANDARD TEACHING CERTIFICATE

awarded to

TAMMIE MANDERSON

In accordance with Michigan Compiled Laws and Administrative Rules, the holder of this certificate is authorized to teach in any Michigan school all subjects and grades indicated.

K-8 ELEMENTARY K-5 ALL SUBJECTS (K-8 ALL SUBJECTS IN SELF-CONTAINED CLASSROOM) (ZG)

Michael F. Rice, Ph.D.
Superintendent of Public Instruction

Issue Date: 07/21/2025
Expiration Date: 06/30/2030
[redacted]

Certification requirements are subject to change. The certificate holder is responsible for being knowledgeable about current and revised regulations. It is the responsibility of the certificate holder to maintain a valid appropriate certification by meeting the requirements for certificate renewal as prescribed by statute and/or the State Board of Education.

MICHIGAN CODE OF EDUCATIONAL ETHICS

The following ethical standards address the professional educator's commitment and responsibility to (and for):

Code of Ethics	https://www.michigan.gov/-/media/Project/Websites/mde/educator_services/prof_practices/code_of_ethics.pdf
The Profession	Trust in the educational system depends upon a level of professional conduct and responsibility that may be higher than required by law. This entails holding one and others to the same ethical standards.
Professional Competence	Commitment to the highest levels of professional and ethical practice, including demonstration of the knowledge, skills and dispositions required for professional competence.
To Students	A primary obligation to treat students with dignity and respect, including promoting the health, safety and well-being of students by establishing and maintaining appropriate verbal, physical, emotional and social boundaries.
The School Community	Promotion of positive relationships and effective interactions with all members of the school community, while maintaining professional boundaries.
Ethical Use of Technology	Consideration of the impact of consuming, creating, distributing and communicating information through all technologies. Vigilance to ensure that appropriate boundaries of time, place and role are maintained when using electronic communication.

ADVISORY TO EDUCATOR

In accordance with Public Act 96 of the Public Acts of 1995, it is a criminal misdemeanor to : use a suspended, surrendered, revoked, nullified, fraudulently obtained, altered or forged educator certificate, or a certificate of another person.

TO BE EMPLOYED AS AN EDUCATOR IN MICHIGAN THE EDUCATOR OATH MUST BE SIGNED, NOTARIZED, AND SUBMITTED TO YOUR EMPLOYER. THIS IS AN OFFICIAL CERTIFICATE ONCE SIGNED AND NOTARIZED.

EDUCATOR OATH - STATE OF MICHIGAN

I do solemnly swear (or affirm) that I will support the Constitution of the United States of America and the Constitution of the State of Michigan, and that I will faithfully discharge the duties of the office of educator according to the best of my ability.

Tammie Manderson
Educator Signature

This certificate was subscribed and sworn to before me, along with picture identification, on 07/06/2031

D Karjo
Notary Print Name

D Karjo
Notary Signature

Commission Expires: 02/06/2031

D KARJO
Notary Public - State of Michigan
County of Macomb
My Commission Expires Feb 6, 2031
Acting in the County of Macomb

Notary Seal

EMPLOYERS MUST VERIFY EDUCATOR CERTIFICATIONS AT: https://mdoe.state.mi.us/MOECS/PublicCredentialSearch.aspx
For information on the renewal or advancement requirements of this educator certificate please go to www.michigan.gov/teachercert

Mary A. Sarcheck M.ED

[redacted]

PROFESSIONAL SUMMARY

Experienced Cosmetology Educator and Industry Professional with over 30 years behind the chair and 17+ years in teaching, mentoring, and program development. Proven ability to lead cosmetology programs, develop curriculum, and build strong partnerships with students, faculty, and industry professionals. Skilled in both in-person and virtual instruction, with multi-state teaching certification and a strong background in career and technical education within the scope of Cosmetology.

CORE COMPETENCIES

Cosmetology Instruction (CTE)

Curriculum Development & Lesson Planning

Virtual & Blended Learning Environments

Student Mentorship & Career Readiness

Program Development & Leadership

Industry Partnerships & Community Outreach

Classroom Technology (Google Classroom, PowerPoint, Smart Systems)

Salon Operations & Inventory Management

EDUCATION & CREDENTIALS

Master of Education, Educational Leadership

Saginaw Valley State University, 2013

Bachelor of Science, Technical & Vocational Education

Ferris State University, 2010

Associate of Applied Science, Cosmetology Management

Macomb Community College, 1995–1996

Cosmetology Instructor Training (500 hours)

Warren Woods Tower, 1998

Cosmetology Program (1,500 hours)

Warren Woods Tower, 1994

Faith Bible Institute Diploma (Theology Studies) 2024

Certifications & Licensure:

CTE Cosmetology Teaching Certification (MI, PA, TN, CA, CO)

PROFESSIONAL EXPERIENCE

Online Cosmetology Teacher

Greenways Academy | Jan 2023 – Present

Deliver virtual cosmetology curriculum to high school students across multiple states

Facilitate engaging online instruction and career exploration 23-24 24-25 25-26

Monitor student progress and provide individualized support

Substitute Teacher & Lunch Aide

Immanuel Lutheran School | Sept 2019 – Present

Independent Hair Designer (Part-Time)

Salon Brea | June 2019 – Present

Advanced Cosmetology Instructor

Elevate Salon Institute of Utica | Mar 2023 – May 2024

Taught advanced cosmetology techniques and theory

Prepared students for industry readiness

Cosmetology Instructor (Full-Time)

Warren Woods Tower Cosmetology – Junior Division | Aug 2011 – Jan 2014 11-12 12-13 13-14

Developed and delivered comprehensive cosmetology curriculum

Created lesson plans aligned with state standards

Built strong student engagement through theory and hands-on instruction

Substitute Cosmetology Instructor

Warren Woods Tower Cosmetology | 2008 – 2011

Director of Education & Hair Designer

Creations Salon | 2007 – 2010

Led staff training and education programs

Managed curriculum aligned with Redken-based education systems

Provided client services and mentoring for stylists

Additional Industry Experience (1996–2019)

Hair Designer, Color Specialist, and Salon Manager across multiple salons

Administrative and Instructor roles at cosmetology schools

Artistic Director training and salon launch support

Freelance work in commercial shoots and independent films

PROFESSIONAL DEVELOPMENT & INDUSTRY ENGAGEMENT

Extensive training with leading brands: Redken, Paul Mitchell, Wella, Matrix, Vidal Sassoon, Sebastian, Aquage, and more

Attendance at regional, national, and international beauty shows

Former facilitator: Look Good Feel Better Program (American Cancer Society)

Participant in advanced workshops, symposiums, and hands-on training events

LEADERSHIP & AFFILIATIONS

Member, Michigan Cosmetology Instructors Association

Advisory Board Member, Macomb Community College (Cosmetology Management)

Former Advisory Committee Member & Chair, Warren Woods Tower Cosmetology

Advisory Board Member, Wigs 4 Kids (Non-Profit)

Kiwanis Club of Mount Clemens – Member (20+ years)

Past involvement: Business Networking International (BNI)

KEY ACHIEVEMENTS

Graduated Summa Cum Laude (Ferris State University)

Graduated Magna Cum Laude (SVSU)

American Cancer Society Relay for Life – 1st Place Fundraising

Tiffany Awards Entrant

Co-Founder, Salon Hope (community outreach initiative)

PROGRAM LEADERSHIP & SKILLS

Developed full cosmetology curriculum (daily, weekly, yearly pacing)

Expert in Milady curriculum (Junior/Senior & advanced levels)

Designed digital portfolios and virtual classrooms

Prepared students for state board licensing exams

Managed inventory, ordering, and vendor relationships

Organized field trips, guest speakers, and industry events

Built community partnerships and student placement pipelines

Led advisory board compliance with Michigan state requirements

TECHNOLOGY SKILLS

Google Classroom, Docs, Slides, Canva, Canvas

Microsoft Word, Excel, PowerPoint

Smart Management Systems

PowerSchool

Online learning platforms

ADDITIONAL INFORMATION

Strong public speaking and presentation skills

Experienced in mentoring new educators

Active in ongoing professional development (SCECH hours)

Evaluations available upon request

STATE OF MICHIGAN

State Board of Education — Department of Education

STANDARD TEACHING CERTIFICATE

awarded to

MARY ANN SARCHECK

In accordance with Michigan Compiled Laws and Administrative Rules, the holder of this certificate is authorized to teach in any Michigan school all subjects and grades indicated.

CTE - COSMETOLOGY (12.0400)

Michael F. Rice, Ph.D.
Superintendent of Public Instruction

Issue Date: 01/13/2025
Expiration Date: 06/30/2030
License Number: [redacted]

Certification requirements are subject to change. The certificate holder is responsible for being knowledgeable about current and revised regulations. It is the responsibility of the certificate holder to maintain a valid appropriate certification by meeting the requirements for certificate renewal as prescribed by statute and/or the State Board of Education.

MICHIGAN CODE OF EDUCATIONAL ETHICS

The following ethical standards address the professional educator's commitment and responsibility to (and for):

Code of Ethics	https://www.michigan.gov/-/media/Project/Websites/mde/educator_services/prof_practices/code_of_ethics.pdf
The Profession	Trust in the educational system depends upon a level of professional conduct and responsibility that may be higher than required by law. This entails holding one and others to the same ethical standards.
Professional Competence	Commitment to the highest levels of professional and ethical practice, including demonstration of the knowledge, skills and dispositions required for professional competence.
To Students	A primary obligation to treat students with dignity and respect, including promoting the health, safety and well-being of students by establishing and maintaining appropriate verbal, physical, emotional and social boundaries.
The School Community	Promotion of positive relationships and effective interactions with all members of the school community, while maintaining professional boundaries.
Ethical Use of Technology	Consideration of the impact of consuming, creating, distributing and communicating information through all technologies. Vigilance to ensure that appropriate boundaries of time, place and role are maintained when using electronic communication.

ADVISORY TO EDUCATOR

In accordance with Public Act 96 of the Public Acts of 1995, it is a criminal misdemeanor to : use a suspended, surrendered, revoked, nullified, fraudulently obtained, altered or forged educator certificate, or a certificate of another person.

TO BE EMPLOYED AS AN EDUCATOR IN MICHIGAN THE EDUCATOR OATH MUST BE SIGNED, NOTARIZED, AND SUBMITTED TO YOUR EMPLOYER. THIS IS AN OFFICIAL CERTIFICATE ONCE SIGNED AND NOTARIZED.

EDUCATOR OATH - STATE OF MICHIGAN

I do solemnly swear (or affirm) that I will support the Constitution of the United States of America and the Constitution of the State of Michigan, and that I will faithfully discharge the duties of the office of educator according to the best of my ability.

Mary A Sarcheck
Educator Signature

This certificate was subscribed and sworn to before me, along with picture identification, on 1/17/2025

Jennifer S. Parison
Notary Print Name

Jennifer S. Parison
Notary Signature

Commission Expires: 09/09/2026 Notary Seal

EMPLOYERS MUST VERIFY EDUCATOR CERTIFICATIONS AT: https://mdoe.state.mi.us/MOECS/PublicCredentialSearch.aspx
For information on the renewal or advancement requirements of this educator certificate please go to www.michigan.gov/teachercert

LaShawn Baskin

Instructional Leadership | School Improvement
[redacted]

PROFESSIONAL SUMMARY

Educational leader with 25+ years of K–12 experience serving as an Instructional/Data Coach, Assessment Coordinator, Interim Principal, Educational Consultant, and classroom teacher. Demonstrated success leading instructional improvement, developing educator capacity, implementing MTSS, facilitating PLCs, and using data-driven decision making to improve student achievement, attendance, behavior, and school culture.

PROFESSIONAL EXPERIENCE

Eastpointe Community Schools

Instructional/Data Coach | MTSS Facilitator | Assessment Coordinator | 2019–Present

- Led instructional coaching cycles for 12 teachers annually, contributing to 5–10% gains in student proficiency.
- Led building MTSS meetings to analyze academic, attendance, and behavior data and monitor intervention effectiveness.
- Designed and delivered 10–13 professional learning sessions annually on MTSS, evidence-based instruction, and data-driven decision making.
- Partnered with district and building leadership to strengthen Tier 1 instruction and sustain MTSS systems.
- Collaborated across four elementary schools to support consistent MTSS implementation and instructional improvement.
- Spearheaded the district Mentor/Mentee Program supporting 15 new teachers annually.

Eastpointe Community Schools

Interim Principal | 2023–2024

- Led daily operations of a 225-student elementary school.
- Improved attendance by 20%, reduced behavior incidents by 18%, and increased achievement by 11% through strategic instructional leadership.
- Established PLCs and MTSS problem-solving meetings to strengthen intervention effectiveness.
- Supervised, coached, and evaluated instructional staff.
- Led MTSS implementation using academic, attendance, and behavior data.

Allied Educators, LLC

Founder / Educational Consultant | 2012–2019

- Founded and directed an educational consulting practice providing instructional coaching and leadership development.
- Designed professional learning aligned to school improvement goals.
- Partnered with school leaders to improve instructional practice and student outcomes.

Crescent Academy
Instructional Coach | 2018

- Led coaching cycles focused on curriculum, instruction, and student engagement.
- Facilitated professional learning and data-driven instructional improvement.

River Rouge Schools
Instructional Coach | 2014–2017

- Led instructional coaching initiatives across 20+ classrooms.
- Facilitated professional learning and partnered with administrators to improve instruction.

Detroit Public Schools
K–8 Teacher | 1998–2014

- Delivered standards-based instruction across multiple grade levels.
- Used assessment data to differentiate instruction and monitor growth.

EDUCATION & CREDENTIALS

Master of the Art of Teaching – Marygrove College
Bachelor of Science, Elementary Education – Wayne State University
Michigan School Administrator Certificate (K–12)
Michigan Professional Teaching Certificate

PROFESSIONAL LEARNING

MTSS • PBIS • CPI • MSU Leadership Academy • Danielson Framework • SIOP • MDE Assessment Security • Literacy Coaching

Michigan Online Educator Certification System

Michigan Department of Education

Certificate Information

Name LASHAWN BASKIN
Certificate # [redacted]
Certificate Type Professional Teaching Certificate Renewal
National Board Certified No

Certificate Endorsements

Subject/Grade Level	Institution	IsNullified?	Nullified Date
ELEMENTARY K-5 ALL SUBJECTS (K-8 ALL SUBJECTS IN SELF-CONTAINED CLASSROOM) (ZG) K-8		No	

Certificate History

App #	Certificate Type	Status	IssueDate	Expiration Date	Institution
463614	Professional Teaching Certificate Renewal	Valid	06/11/2024	06/30/2029	
271126	Professional Teaching Certificate Renewal	Expired	03/14/2019	06/30/2024	
122296	Professional Teaching Certificate Renewal	Expired	05/31/2014	06/30/2019	
N/A	Professional Teaching Certificate Renewal	Expired	06/24/2009	06/30/2014	
N/A	Professional Teaching Certificate	Expired	09/21/2004	06/30/2009	

Back

Copyright 2026 State of Michigan

Curtis Braswell Jr.

[redacted]

Professional Profile

Dedicated and focused professional in pursuit of a position allowing enhancement of knowledge.

- Results Driven.
- Strong Work Ethics.
- Solution-Oriented.

Experience

Prevail Academy — Mount Clemens, MI
Dean of Middle School — July 15, 2025- Present

- Develop, support, and maintain a safe, engaging culture focused on learning.
- Coach teachers towards teacher development and instructional mastery.
- Manage and hold teachers accountable to district policies and Classroom Framework.
- Administer annual evaluations.
- Lead PLC meetings using data and state standards.
- Behavior management and manage parent relationships.
- Manager of Safety and Security compliance of the building.
- Participate in recruitment, training, and on-boarding.
- Create and Edit Schedules.
- Administrator in IEP meetings and Behavior Support meetings.
- Oversee and Monitor Operations of the Building.
- Observe classrooms and provide feedback.
- Facilitate weekly one-on-one meetings with direct reports.

Detroit Premier Academy — Detroit, MI
Teacher — September 2018- 2025

- Teach across the curriculum.
- Data-Driven instruction and curriculum planning.
- Excellent classroom culture and management skills.
- Small group and whole class differentiated instruction.
- Awarded "Excellent in Teaching Finalist 2024-2025."
- Awarded "BUF of Michigan Outstanding Teacher of the Year for 2024."
- Lead Teacher for Upper Elementary.
- Mentor new teachers for best instructional practices and classroom management.

Paraprofessional — March 2010- 2018

- Individual and small group interventions.
- Document case notes and students' progress.

- Curriculum planning with team members.
- Awarded "Outstanding Teacher Award" for Math/Reading Growth.

Education

Grand Canyon University — Phoenix, AZ
Master of Education in Educational Administration
State of Michigan School Administrator Certification (Elementary and Secondary PK-12 Endorsement)

Michigan Teachers of Tomorrow
Elementary Education: Standard Certification (K-8 all subjects in self-contained)

Wayne State University — Detroit, MI
Bachelor of Science in Criminal Justice

Southeastern — Detroit, MI
High School Diploma: High School Valedictorian

Memberships

National Advisory Board Member for Teachers of Tomorrow — June 2025- Present

Kappa Delta Pi Alpha Epsilon Gamma Chapter Member — September 2025- Present

Michigan Online Educator Certification System

Michigan Department of Education

Certificate Information

Name	CURTIS BRASWELL
Certificate #	[redacted]
Certificate Type	Standard Teaching Certificate
National Board Certified	No

Certificate Endorsements

Subject/Grade Level	Institution	IsNullified?	Nullified Date
ELEMENTARY K-5 ALL SUBJECTS (K-8 ALL SUBJECTS IN SELF-CONTAINED CLASSROOM) (ZG) K-8	Michigan Teachers of Tomorrow	No	

Certificate History

App #	Certificate Type	Status	IssueDate	Expiration Date	Institution
472090	Standard Teaching Certificate	Valid	09/24/2024	06/30/2029	Michigan Teachers of Tomorrow

Back

Copyright 2026 State of Michigan

Paulette M. Vultaggio

Objective

To obtain a position as a certified teacher where I will establish a positive learning community through creative, hands-on lessons that are meaningful and relevant to all students.

Certification

- **Professional Certificate**, State of Michigan
  Elementary K–8 All Subjects, Self-Contained Classroom

Education

Michigan State University

- **M.A. in Education** (May 2012) – Language Arts
- **Teacher Certification Internship** (2008–2009) – Teaching & Curriculum
- **B.A. in Elementary Education** (May 2008) – Major: Social Studies

---

Teaching Experience

Chippewa Valley Schools – Macomb, MI
Elementary Teacher (Grades K, 2/3, 4) | *Aug 2011 – Present (currently on family leave)*

- Designed and taught differentiated lessons in a self-contained classroom
- Communicated regularly with families and developed individualized student support plans
- Used NWEA MAP, DRA, MLPP, and DIBELS assessments to monitor growth and inform instruction
- Integrated technology (SMARTBoard, Lexia) and led RTI interventions
- Participated in school-wide data review, curriculum alignment, and hands-on, inquiry-based learning design

Canadian International School-Singapore

Elementary Teacher (Grade 3) | January 2014-August 2016

- Taught and worked within the International Baccalaureate (IB) Primary Years Programme
- Integrated inquiry-based and transdisciplinary learning into daily instruction.
- Fostered my global perspective and enriched my approach to foster critical thinking and independent learning in students from diverse backgrounds.

Troy School District – Troy, MI
K–5 Reading Support Teacher | *Jan 2010 – June 2010*

- Delivered targeted reading interventions for at-risk students
- Collaborated with classroom teachers and administered DRA and Fountas & Pinnell assessments
- Led an after-school homework club and coordinated Reading Month events

Webster Elementary School (MSU Internship) – Pontiac, MI
2nd Grade Intern Teacher | *Sept 2008 – May 2009*

- Completed full-time, year-long internship with six weeks of lead teaching
- Created inquiry-based, integrated units across all core subjects
- Participated in weekly PD focused on urban education practices

---

Additional Experience & Training

- Lead Instructor, University of Liggett Summer Camp
- Private Tutor (Grades K–5)
- Science Curriculum Council, Chippewa Valley Schools
- **Certifications/Training:** SMARTboard, DRA, MLPP, DIBELS, CIP (Crisis Intervention Prevention), CITW (Classroom Instruction That Works), CPR

Dear Hiring Committee,

I am excited to introduce myself and express my interest in joining your school community. As an educator with over 14 years of teaching experience, I have had the privilege of working with students across Kindergarten through Fourth Grade in a variety of educational settings. My teaching journey has included positions within public schools as well as international teaching experience in Singapore, where I taught using the International Baccalaureate Primary Years Programme.

My passion for education stems from a genuine love of helping children learn, grow, and discover their potential. I believe that every child deserves a supportive and engaging learning environment where they feel valued, challenged, and encouraged to take risks as learners. Throughout my career, I have worked to create classrooms that foster curiosity, collaboration, and a strong sense of community.

I strive to build meaningful relationships with students and families while differentiating instruction to meet the diverse needs of learners. Whether supporting struggling students, challenging advanced learners, or helping children develop confidence and independence, I am committed to ensuring that every student experiences success.

One of the greatest joys of teaching is witnessing the growth that occurs throughout the school year—academically, socially, and emotionally. I am passionate about creating learning experiences that inspire students to become lifelong learners and responsible members of their communities.

I look forward to the opportunity to bring my experience, enthusiasm, and dedication to your school. Thank you for your time and consideration.

Sincerely,

Paulette Vultaggio Master of Arts in Education Michigan Certified Teacher

View Certificates, Permits, Career Authorizations & Approvals

First Name PAULETTE **Last Name** VULTAGGIO **PIC** 423396
SSN [redacted]

Certificates | Permits | Career Authorizations | Approvals

All Issued Certificates

○ Most Recent ◉ All

	Certificate #	Certificate Type	Status	Issue Date	Expiration Date
◉	[redacted]	Professional Teaching Certificate Renewal	Valid	09/19/2025	06/30/2030
○	[redacted]	Standard Teaching Certificate	Expired	07/08/2009	06/30/2015

CLINTONDALE COMMUNITY SCHOOLS
CONTRACT OF EMPLOYMENT
SYDNEY PYLAR

This Contract of Employment ("Agreement") is entered into by the Board of Education ("Board") of **Clintondale Community Schools** ("District") and **Sydney Pylar** ("Employee"), as follows:

1. **Term of Employment.** Board employs Employee as paraprofessional for an initial term of one (1) year commencing on September 1, 2026 and ending on June 30, 2027. During the initial term, Employee will work forty-five (45) weeks per year. Employee's hours will generally be from 8:00 a.m. to 1:30 p.m. unless otherwise agreed upon or adjusted by Board to meet the needs of students.

2. **Duties.** Employee shall perform the duties of paraprofessional (see attached Job Duties and Responsibility of paraprofessional). Employee agrees to competently and professionally perform her job functions and duties, as established by Board, to comply with the requirements of the Michigan Revised School Code and other applicable laws and regulations; to implement and fulfill the policies established by Board; to follow the directives, rules, and regulations developed by Board's administrative staff; and to otherwise carry out the Board's educational programs, services, and policies during the term of this Agreement. Employee shall not perform work or services for another employer, unless approved by Board.

3. **Compensation.** For the initial term of this Agreement, Employee will be paid at an hourly rate of Twenty-One Dollars and 85/100 ($21.85) per hour.

4. **Fringe Benefits.** The Employee shall be granted personal/sick leave of one (1.0) day per Contract month. For the 2026-27 school year, the employee will be granted ten (10) days. The Employee may carry over five (5) personal/sick leave days the successor Contract year. On an annual (Contract year) basis, the Employee may exchange up to five (5) unused personal leave days at a rate of One Hundred Dollars and 00/100 ($100.00) per day. The Employee may accrue no more than five (5) days of personal/sick leave. Board shall pay the contribution to the Michigan Public School Employee Retirement System that it is obligated to pay by law. For purposes of this Agreement, the District's ESTA benefit year is July 1 to June 30. When sick leave is used for an ESTA purpose, ESTA applies to the use of that leave.

Upon separation or unpaid leave of absence of Employee during the Term, the Employee's salary may be adjusted to reflect payment, on a per diem basis, for the number of days on which services were actually and physically rendered during the Term. Any amounts due Employee upon separation or commencement of unpaid leave shall be remitted by Board to the Employee as soon as such amounts can diligently be determined.

Upon proper eligibility (Part-time employees, as defined by the Affordable Care Act (ACA), shall not be eligible for such insurance programs), application and acceptance for enrollment by the appropriate insurance underwriter, policyholder, or third-party Employee, the Board shall make premium payments on behalf of the Employee and her eligible dependents for

the following insurance programs or comparable programs, subject to possible modification as stated, Health, Dental, Optical, Life Insurance, Short and Long Term Disability.

If the Employee elects to opt-out of Health Insurance, she shall instead receive Two Hundred Fifty Dollars ($250.00) per month in lieu of Health Insurance. The Employee will continue to receive life insurance and long-term disability insurance. To be eligible for this payment, the Employee must provide documentation of alternative health insurance coverage.

5. **Terms and Conditions of Employment.** Employee is employed on an at-will basis with the understanding that Employee's employment and this Agreement may be terminated at either party's discretion with ten (10) calendar days' advance notice.

6. **Layoff.** This Contract may be terminated during its term pursuant to a reduction in personnel, as determined by the Board. The Employee shall be given at least thirty (30) days' notice of termination before the effective date of layoff. In the event of layoff, the Board has no further obligation under this Contract.

7. **Evaluation.** The Employee shall be evaluated annually by the Superintendent or designee prior to June 30th of each school year. The determination of the evaluation instrument shall be the sole discretion of the District. An unsatisfactory evaluation shall be immediate cause for termination of the contract.

8. **Assignment.** This Agreement is personal to each of the parties and neither party may assign or delegate any of its rights or obligations under this Agreement without first obtaining the written consent of the other.

9. **Waiver of Breach.** Any waiver by Employee or Board of a breach of any provision of this Agreement by the other party shall not operate or be construed as a waiver of any subsequent breach by the other party.

10. **Governing Law.** This Agreement will be governed, construed and enforced in accordance with the laws of the State of Michigan.

11. **Severability.** The invalidity of all or a part of any paragraph or section of this Agreement shall not invalidate the remainder of this Agreement or the remainder of any paragraph or section not invalidated, unless the elimination of such section or paragraph shall substantially defeat the intent and purposes of the parties under this Agreement.

12. **Entire Agreement.** This Agreement contains all of the understandings between the parties and no promises or representations not contained herein have been made by either party or induced either party to enter into this Agreement.

13. **Amendment.** This Agreement may only be amended in writing through a written document formally approved by Board and executed by an authorized representative of Board.

14. **Force Majeure.** The term "Force Majeure," as used in this Agreement, means causes or events beyond the reasonable control of, and without the fault or negligence of the

party claiming Force Majeure which by exercise of due diligence and foresight could not have reasonably been avoided, including any emergency, without limitation, acts of God, sudden actions of the elements such as floods, earthquakes, hurricanes, or tornadoes; high winds of sufficient strength or duration to materially damage District property or significantly impair District's operation for a period of time; lightning; fire; ice storms; sabotage; vandalism; terrorism; war; fire; riots; explosion; blockades; insurrection; employment strike against a third-party; slow down or labor disruptions (even if such difficulties could be resolved by conceding to the demands of a labor group); state or federal order of closure due to contagious disease; actions or inactions by any governmental authority taken after the date hereof (including the adoption or change in any rule or regulation or environmental constraints lawfully imposed by such governmental authority); and inability, despite due diligence, to obtain or maintain any licenses, permits, or approvals required by any governmental authority.

15. **Applicability of Force Majeure.** Neither party shall be responsible or liable for any delay or failure in its performance under this Agreement, nor shall any delay, failure, or other occurrence or event become an event of default, to the extent such delay, failure, occurrence or event is substantially caused by conditions or events of Force Majeure, provided that:

(a) the non-performing party gives the other party prompt written notice describing the particulars of the occurrence of the Force Majeure;

(b) the suspension of performance is of no greater scope and of no longer duration than is required by the Force Majeure;

(c) the non-performing party proceeds with reasonable diligence to remedy its inability to perform and provides weekly progress reports to the other party describing actions taken to end the Force Majeure; and

(d) when the non-performing party is able to resume performance of its obligations under this Agreement that party shall give the other party written notice to that effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the day and year noted.

Date: 8/24/26

Sydney Pylar, Employee

BOARD OF EDUCATION OF CLINTONDALE COMMUNITY SCHOOLS

Date: 8/24/26

By: Jared Maynard
Its: President

Date: 8/24/26

Ava McDowell
Its: Secretary

Clinton Township, MI Clintondale

Accountability | Achievement | Equity | Hard Work | Community

August 11, 2026

Clintondale Community Schools Board of Education,

The Athletic Director and Superintendent recommend that the Board of Education approve the hiring of the high school JV football head coach and high school assistant JV football coach. Each of the new coach hires was conducted through an interview process with the athletic director as well as strong recommendation with the head coach.

- *Marlan Collier - High School JV Football Head Coach. Marlan is a Clintondale grad. He will assist our Varsity Head Coach, Donte' Owens, with any day-to-day duties within the football program. Marlan is also one of our middle school track coaches. With Marlan's, experience, he will start at Step 7 of the BA salary schedule and be paid through Edustaff.*
- *William (Tai) Apisa III – High School JV Football Assistant Coach. Tai brings a wealth a knowledge and experience to the football program. Tai also coaches in our baseball program. He is a dedicated coach who is always willing to help our student athletes throughout the school year. Tai will start at Step 7 of the BA salary schedule and be paid through Edustaff.*

The athletic department, middle school, and high school coaches are committed to developing our athletes and are excited for fall sports to begin.

Go Dragons!
-Bob Walmsley
Athletic Director
Printing & Publications
Clintondale Community Schools
Past President, The C Club, Inc.
(586) 791-6300 X 2621 or 2806 office

C O M P E T E
IN THE GAME. IN THE CLASS. WITH CLASS.
PASSION - INTEGRITY - TRUST - COMMITMENT – HUMILITY

William Tailepeau'a Apisa III ("Tai")

[redacted]

Professional Summary

Dedicated and energetic football coach with experience developing quarterbacks and defensive backs at the varsity and collegiate levels. Proven ability to build relationships with student-athletes, implement opponent breakdown systems, and contribute to offensive and defensive game planning. Experienced in coverage structure, quarterback development, scouting, and creating a competitive team culture centered on accountability, discipline, and player growth.

Coaching Experience

Clintondale High School

Defensive Coordinator / Assistant Head Coach / QB & DB Coach
2024–Present

- Coordinated defensive coverages and weekly defensive game-planning adjustments
- Helped lead defense to 22 interceptions, leading the MAC conference
- Developed quarterbacks and defensive backs through film study and position-specific drills
- Implemented weekly opponent scouting breakdowns and tendencies reports
- Assisted offensive staff with quarterback development and offensive strategy
- Contributed to practice planning, player accountability, and team culture development

Clintondale High School

Quarterbacks Coach
2022–2023

- Worked directly with quarterbacks on reads, mechanics, and coverage recognition
- Assisted offensive coordinator with game preparation and opponent analysis

- Taught football fundamentals, leadership, and discipline to student-athletes
- Organized and managed practices, drills, and film sessions
- Emphasized teamwork, sportsmanship, and character development

Quarterbacks Coach
Saint Louis School – Honolulu, HI
2019–2020

- Coached and developed the varsity quarterbacks within one of the nation's premier high school football programs.
- Implemented daily quarterback fundamentals, footwork, mechanics, decision-making, and film study.
- Assisted in offensive game planning, opponent scouting, and weekly practice planning.
- Worked closely with the offensive staff to prepare quarterbacks for high-level competition.
- Helped maintain the championship standards and culture of a nationally recognized program while mentoring student-athletes on and off the field.

University of Houston

Graduate Assistant / Student Assistant Coach
2018–2019

- Assisted coaching staff with opponent scouting and secondary breakdown analysis
- Helped develop weekly game plans and quarterback preparation materials
- Supported offensive staff during practices, meetings, and film study
- Contributed to player development and offensive preparation systems
- Assisted during a period in which QB Greg Ward Jr. set school records in passing touchdowns and total offensive yards

---

Playing Experience

Football Student-Athlete

2010–2018

- University of Houston
- Blinn College
- Saint Louis School
- Mater Dei High School
- John T. Hoggard High School

Developed a strong understanding of offensive and defensive football systems while learning from multiple high-level coaching staffs and competitive programs.

Education

Liberty University

Bachelor of Science *(Expected Graduation: December 2026)*

University of Houston

Sports Communications & Broadcasting
2018

Core Competencies

- Defensive Coverage Structures
- Quarterback Development
- Offensive & Defensive Game Planning
- Opponent Scouting & Film Breakdown
- Leadership & Team Building
- Player Development
- Communication & Relationship Building
- Practice Organization
- Strength & Conditioning
- HUDL / XOS / M1 Team Software
- Microsoft Office Applications
- Conflict Resolution & Team Culture
- Performs Effectively Under Pressure

References





MARLAN COLLIER

About Me

A leader who motivates, inspires and delivers innovative ideas, solutions and impactful results. Strong facilitator adept at working cross-departmentally with co-management and top-level leadership.
Excellent trainer and mentor.

Expertise / Skills

- **Youth Mentorship**
- **Football Coach**
- **Track & Field Coach**
- **Maintenance**
- **Landscaping**
- **Carpentry**
- **Auto Mechanic**

Contact Me

[redacted]

Education

Eastern Michigan University 1996-1998
Major: Sports Management

Clintondale High School 1996

Coaching Experience

Owner Operator at Clinton Township Tarheels Youth Sports and Mentorship Organization.

Offensive Coordinator (PAL) Police Athletic League 10 Years.

Offensive Coordinator/Assistant Head Coach Mt.Clemens High School.

Offensive Coordinator/Assistant Head Coach Lake Shore High School

Offensive Coordinator/Assistant Head Coach Detroit Leadership Academy High School

Clintondale Middle Track & Field Coach 2026

Clintondale High School Alumni

4x - District Champion Track & Field
4x - Regional Champion Track & Field
4x State Qualifier Track & Field
State Champion Track & Field
All State Football

CLINTONDALE Community School District
WE ARE ALL DRAGONS!

Andrew Lewis <lewisa@clintondaleschools.net>

Fwd: Regarding open vs closed session for superintendent contract

1 message

Jared Maynard <maynardj@clintondaleschools.net> Mon, Aug 17, 2026 at 11:30 AM
To: Andrew Lewis <lewisa@clintondaleschools.net>, Lee Walmsley <walmslel@clintondaleschools.net>, Kevin Knoblock <knoblockk@clintondaleschools.net>

---------- Forwarded message ---------
From: **Mark Whelton** [redacted]
Date: Mon, Aug 17, 2026 at 11:28AM
Subject: Regarding open vs closed session for superintendent contract
To: Jared Maynard <maynardj@clintondaleschools.net>

Dear Mr. Maynard,
I would like to exercise my option to hold the discussion regarding the superintendent contract, as discussed, in open session on August 18th, 2026.

Thank you for the opportunity to begin my career in a fully transparent manner.

Sincerely,
Mark Whelton

[redacted]

CLINTONDALE COMMUNITY SCHOOLS
Contract of Employment - Superintendent

Pursuant to Section 1229(1) of the Michigan Revised School Code and in accordance with the action found in the August 18 2026 meeting minutes of the Board of Education (the "Board") of the Clintondale Community Schools (the "District"), the Board employs Mark Whelton to serve as the District's Superintendent of Schools ("Superintendent") for a three (3) year period commencing on August 19, 2026, and ending on June 30, 2029, according to the terms and conditions of this Contract of Employment ("Contract") as specifically described below.

1. Renewal of Contract. Not later than March 30, 2029, the Board shall review this Contract with the Superintendent and determine whether this Contract will be extended. The Superintendent is eligible for an extension after two consecutive "Effective" performance evaluation ratings.

2. Duties. Superintendent shall faithfully and diligently perform the duties of Superintendent as required by law and as prescribed by the Board, as well as those duties that may be further established, modified, or amended from time to time by the Board.

A. Superintendent acknowledges the ultimate authority of the Board as to his duties and agrees to faithfully perform those duties and to diligently implement the Board's policies, regulations, rules, directives, and education programs.

B. Superintendent is subject to assignment and transfer to another administrator position in the District at the Board's discretion, so long as the Superintendent is certified and qualified for the position. Such transfer shall not reduce the Superintendent's pay and benefits as prescribed in this Contract.

C. The District recognizes the benefit of its Superintendent developing additional skills, knowledge, and a greater reputation within the educational community, therefore, superintendent may perform professional services outside his administrator duties and/or perform work for another employer or entity without the preapproval of the Board, so long as the work does not negatively impact the District.

3. Qualifications. Superintendent represents that he possesses and will maintain all certificates, credentials, and qualifications required by law, including Michigan Revised School Code Sections 1246 and 1536, applicable administrative regulations, and those required by the Board to serve in the position assigned, including, but not limited to Board Policy.

A. As a condition of continued employment, Superintendent also agrees to meet all certification and continuing education requirements for the position assigned, as may be required by law, including applicable administrative regulations.

B. If at any time Superintendent fails to maintain all certificates, credentials, continuing education requirements, or qualifications for the assigned administrative position, this Contract shall automatically terminate, and the Board shall have no further obligation.

C. Superintendent shall supply copies of all current certificates, credentials, and continuing education credits to the Board prior to the first day of employment. Superintendent shall supply copies of future certificates, credentials, and continuing education credits to the Board within thirty (30) days of completion.

4. Performance. Superintendent agrees to devote his talents, skills, efforts, and abilities toward competently and proficiently performing all duties and responsibilities of the position assigned, including compliance with the directives of the Board to carry out its policies and educational programs.

A. Superintendent agrees to comply with and fulfill all responsibilities and tasks for which he is responsible as required by state and federal law and regulation, as well as those assigned by the Board through its policies, regulations, and directives.

B. Superintendent pledges to use his best efforts to maintain and improve the quality of District operations and to constantly promote efficiency in all areas of his responsibility.

C. Superintendent agrees that he will diligently and competently discharge his duties on behalf of the District to enhance its operations and will use his best efforts to maintain and improve the quality of the District's programs and services.

5. Performance Evaluation. Superintendent's job performance shall be evaluated by the Board in writing and at least annually. The evaluation tool shall be agreed upon mutually between Superintendent and the Board by September 15th of each year or a mutually agreed upon date. The evaluation shall comply with Michigan Revised School Code Section 1249 and 1249b (or its successor provisions). See MCL 380.1249 and MCL 380.1249b.

A. Appeal Process. Within fifteen (15) calendar days after Board action on the Superintendent's evaluation rating, the Superintendent may appeal an evaluation rating of "Needing Support." The written appeal must be delivered to the Board President and must identify the specific reason(s) for the appeal as well as the remedy sought. No later than fifteen (15) calendar days after the Board President's receipt of the appeal, a meeting shall be scheduled for the Board to review the Superintendent's appeal. As permitted by the Open Meetings Act, the appeal review may be conducted in closed session at the Superintendent's request. The Board's decision is final and not subject to arbitration, unless the evaluation contributes in any way to discipline or discharge.

6. Compensation. Superintendent shall be paid at an annual (12-month) salary rate of not less than One Hundred Fifty Seven Thousand Dollars and 00/100 ($157,000.00) for the 2026-2027 school year, One Hundred Sixty-One Thousand Seven Hundred Ten Dollars and 20/100 ($161,710.00) for the 2027-2028 school year, One Hundred Sixty-Four Thousand Nine Hundred Forty Four Dollars and 00/100 ($164,944.00) for the 2028-2029 school year, in consideration of his performance of the duties and responsibilities of the position assigned in conformance with the requirements and expectations of the Board and as scheduled by the Board.

Superintendent's Salary Schedule

Year	Base Salary
August 19, 2026 – June 30, 2027	$157,000.00
July 1, 2027 – June 30, 2028	$161,710.00
July 1, 2028 – June 30, 2029	$164,944.00

A. The annual salary shall be paid in twenty-four (24) equal bi-monthly installments, beginning with the commencement of the fiscal/contract year (July 1 through June 30). This salary shall be prorated should Superintendent work less than a full fiscal/contract year, except in the first year.

B. Superintendent's contractual salary constitutes the total compensation to be paid to Superintendent for his services, regardless of the hours of service required to perform the job, and no overtime or additional compensation will be paid for such services except as otherwise specifically provided in this Contract.

C. If Superintendent receives wages under this Contract before commencing his actual job duties, and then, without good cause (as determined in the Board's sole discretion), leaves the District's employment, Superintendent agrees to reimburse the District for all wages received for which no work was performed.

D. The Board retains the right to adjust Superintendent's annual salary during the term of the Contract. Any such salary adjustment shall not reduce the annual salary below the minimum annual salary prescribed above unless otherwise mutually agreed by the Administrator. Any adjustment in salary made during the term of this Contract shall be in the form of a written amendment and, when executed by Superintendent and the Board, shall become a part of this Contract. Unless expressly stated in writing, any such salary adjustment amendment shall not be considered a new Contract or an extension of the Contract's termination date.

E. For services related to the position, the Board shall contribute the following amount as a non-elective contribution to a 403b annuity designated by the Superintendent from a list of eligible programs available through the District's 403b plan:

- Two Thousand Five Hundred Dollars and 00/100 ($2,500.00) each year of the contract payable on June 30.
- The Board shall remit this contribution no later than June 30 as part of Superintendent's compensation for the contract year ending on that date.
- Should Superintendent leave for any reason during the contract, this contribution will not be paid out if it is due in the contract year.

F. The Board makes no representation as to the advisability or impact of these allotments for the purposes of retirement benefits. Superintendent has been provided with an opportunity to consult with legal counsel, financial advisors, retirement advisors, and others as Superintendent has deemed appropriate and has not relied on any representations by the Board.

7. Reimbursed Expenses. Consistent with Board policy, the District shall reimburse Superintendent for all reasonable expenses resulting from the performance of his duties as Superintendent, including travel, meals, and lodging in accordance with the District's per diem expense and reimbursement procedures.

8. Cell Phone. The Board agrees to supply the Superintendent with a cell phone to include internet service which will be used for District business.

9. Professional Development. Subject to approval by the Board President and consistent with Board policy, Superintendent may attend appropriate professional meetings or conferences at the local, state, and national levels and shall be reimbursed for his related registration fees, tuition, travel, lodging, reasonable meal expenses not prepaid by the Board and in accordance with Board policy. A report of the meetings shall be communicated to the Board within five (5) days of return from the meeting or conference.

10. Professional Dues. The District shall pay Superintendent's association dues for in District Administrator (DALI) and the Michigan Association of School Administrators (MASA). The District will pay the costs of other memberships for Superintendent with the Board President's approval.

11. Transportation. The District shall reimburse Superintendent for use of his motor vehicle while conducting District business. Such business is limited to travel outside of Macomb, Wayne, and Oakland Counties and shall be at the then applicable District mileage reimbursement rate.

12. Insurance Programs. Upon proper application and acceptance for enrollment by the appropriate insurance underwriter, policyholder, or third-party administrator, the Board shall make premium payments on behalf of Superintendent and his eligible dependents for the following insurance programs or comparable programs, subject to possible modification as stated below: Health, Dental, Optical, Life Insurance, and Long-Term Disability.

A. If Superintendent elects to opt-out of health insurance, he shall instead receive Two Hundred Fifty Dollars and 00/100 ($250.00) per month in lieu of health insurance. Superintendent will continue to receive life insurance and long-term disability insurance. To be eligible for this payment, Superintendent must provide documentation of alternative health insurance coverage which meets the minimum requirements of the Patient Protection and Affordable Care Act

B. Superintendent agrees that the Board has the right to allocate to Superintendent responsibility for a portion of the benefit plan costs for the insurance coverage specified above, as may be determined by the Board, in its sole discretion. This contribution, however, shall not be less than the amount determined by the Board to be necessary to comply with the hard caps under the Publicly Funded Health Insurance Contribution Act, MCL 15.561 et seq. The Board will notify Superintendent of the amount for which he is responsible in excess of the Board-paid benefit plan cost contributions. Superintendent agrees that the amount of benefit plan cost contributions designated by the Board as Superintendent's responsibility shall be payroll-deducted from Superintendent's compensation. As applicable and as permitted by law, this payment shall be processed through the Section 125 Plan on a pre-tax basis.

13. Insurance Contracts. The Board reserves the right to change the identity of the insurance carrier, policyholder, or third-party administrator for any of the coverage for the plans and programs identified in this Contract, provided that comparable coverage (as determined by the Board) is maintained during the term of this Contract. Additionally, the Board reserves the right to self-fund any of the benefits listed in this Contract.

A. The Board shall not be required to remit premiums for any insurance coverage for Superintendent and his eligible dependents if enrollment or coverage is denied by the insurance underwriter, policyholder, or third-party administrator.

B. The terms of any contract or policy issued by any insurance company or third-party administrator shall be controlling as to all matters concerning benefits, eligibility, coverage, termination of coverage, and other related matters.

C. Superintendent is responsible for ensuring the completion of all forms and documents needed to receive the above-described insurance coverage.

D. The Board, by remitting the premium payments required to provide the above-described insurance coverage(s), shall be relieved from all liability with respect to insurance benefits.

14. Errors and Omissions Insurance. The Board agrees to pay the premium amount for errors and omissions insurance coverage for Superintendent.

A. The terms of the errors and omissions insurance policy shall control Superintendent's defense and indemnity. The Board's sole obligation shall be limited to the payment of premium amounts for the above errors and omissions coverage.

B. If such insurance coverage cannot be purchased at a reasonable premium rate, the Board has the right to discontinue said coverage and will notify Superintendent. In that event, the Board agrees on a case-by-case basis to consider providing legal defense or indemnification to Superintendent as authorized under MCL 691.1408 and MCL 380.11a(3)(d).

15. Paid Time Off. Superintendent is employed on the basis of fifty-two (52) weeks of work per contract year (July 1 - June 30), as scheduled by the Board. Superintendent shall be granted paid time off of thirty (30) days per contract year, in addition to the holidays recognized by the District and identified below. Paid time off may be used for vacation, personal time, or sick leave at the discretion of the Superintendent. The first seventy-two (72) hours of sick leave that qualify for the Earned Sick Time Act ("ESTA") may be used for ESTA purposes as long as ESTA remains in effect.

A. Superintendent shall schedule use of paid time off days in a manner to minimize interference with the District's business and orderly operation. Superintendent shall not take more than ten (10) consecutive working days as paid time off at any one time while school is in session without prior Board approval. All other paid time off is subject to scheduling approval by the Board President.

B. Paid time off days must be used within the Contract year for which they are made available and shall not accumulate beyond the Contract year. Superintendent may carry over up to five (5) unused paid time off days into the next contract year.

C. On an annual (contract year) basis, Superintendent may exchange five (5) unused paid time off days at Superintendent's full rate.

D. Upon separation from employment with the District, Superintendent is not entitled to any payout of unused paid time off.

16. Bereavement Leave. In the event of a death of Superintendent's immediate family or household member, Superintendent will be granted leave, not to exceed five (5) working days. "Immediate family member" is defined as spouse, child, parent, siblings, grandparents, grandchild, father-in-law, mother-in-law, sister-in-law, son-in-law, and daughter-in-law. Extenuating circumstances that would necessitate more than the days noted above may be approved at the discretion of the Board President.

17. Holidays. Consistent with the District's calendar, Superintendent is entitled to the following holidays for which no service to the District is required: Labor Day, Thanksgiving and the day after Thanksgiving, Christmas Eve Day and Christmas (or the two (2) days surrounding December 24 and 25 if they fall on a non-work day), New Year's Eve Day, New Year's Day (or the two (2) days surrounding December 31 and January 1 if they fall on a non-work day), Martin Luther King, Jr. Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day.

18. Disability Leave. In the event of Superintendent's mental or physical incapacity to perform his duties, he shall be granted an initial leave of sixty (60) workdays for purpose of recovery. Superintendent shall first exhaust any accumulated personal leave and accrued paid time off time, with the balance of the sixty (60) work-day period to be unpaid. Health plan premium payments shall be made on behalf of the Superintendent during this interval to the extent required by law. Upon using leave under this provision, Superintendent shall furnish medical certification to the Board (or its designee) as to the necessity for the leave.

A. To the extent allowed by law, if the Board (or its designee) has reason to doubt the validity of the medical certification supplied by Superintendent, a second opinion may be requested, at Board expense.

B. Superintendent may request a ninety (90) workday unpaid leave extension in the event of his physical or mental inability to return to work at the expiration of the initial leave interval, as described above, provided there is a verified prognosis that Superintendent will be able to resume his duties at the end of the extended leave interval. Medical certification shall be supplied by Superintendent as a condition to any leave extension. Any leave extension for this purpose shall be at the Board's discretion.

C. If Superintendent is unable to or does not resume work at the conclusion of a leave taken under this paragraph (or any leave extension), his employment and this Contract may be

terminated at the Board's option. However, no such termination shall occur when restoration after leave is required by the Family and Medical Leave Act.

D. Before any resumption of duty after an unpaid leave of absence for a serious health condition, Superintendent shall provide to the Board a fitness-for-duty certification from Superintendent's health care provider. A second opinion may be required by the Board, at its expense, unless the securing of the second opinion is precluded by the Family and Medical Leave Act.

19. Medical Examination. Superintendent shall submit to such medical examinations (including drug or alcohol tests, as well as psychological or psychiatric evaluation), supply such information, and execute such documents as may be required by any underwriter, policyholder, or third-party administrator providing insurance programs specified under this Contract, or as may be directed by the Board to determine Superintendent's ability to safely perform the essential job functions required by his assignment, with or without reasonable job accommodation(s).

A. Upon the Board's request, Superintendent shall authorize the release of medical information necessary to determine if Superintendent is able to safely perform the essential job functions required by his assignment, with or without reasonable job accommodation(s).

B. Any medical or psychological examination or disclosure of such information required of Superintendent by the Board shall be job-related and consistent with business necessity.

C. Any medical or psychological examination under this section shall be at Board expense and shall be conducted by appropriate medical personnel of the Board's choice.

D. Any information obtained from medical examinations or inquiries shall be confidential. Superintendent may receive the results of Board-ordered tests and examinations upon written request.

20. No Tenure in Position. In accordance with the Michigan Teachers' Tenure Act, Superintendent agrees that he shall not be deemed to have been granted tenure in the administrative position initially assigned or to which he may be assigned or transferred or in any capacity other than that of a classroom teacher, should the probationary period required for tenure as a teacher be fulfilled by virtue of this Contract or any employment assignment requiring certification with the District.

21. Nonrenewal. The Board's decision to discontinue or non-renew Superintendent's employment for any subsequent period in any capacity (other than as a classroom teacher as may be required by the Michigan Teachers' Tenure Act), shall not be deemed a breach of this Contract or a discharge or demotion pursuant to the Michigan Teachers' Tenure Act.

22. Termination by Board. The Board is entitled to terminate Superintendent's employment at any time during the term of this Contract if that Superintendent has engaged in any act of moral turpitude, misconduct, intentional dishonesty, fraud, insubordination, incompetency, inefficient rating, or if Superintendent materially breaches the terms and conditions of this Contract. For the first two (2) years of this Superintendent Contract, the termination standard shall be not arbitrary or capricious. If the

Superintendent acquires an "Effective" performance evaluation rating for the first two (2) years, then the termination standard will be just cause in the final year of the employment Contract.

A. The foregoing standards for termination of this Contract during its term do not apply to nonrenewal of this Contract at the expiration of its term, which decision is discretionary with the Board and shall be governed by Michigan Revised School Code Section 1229, MCL 380.1229.

B. If the Board undertakes to dismiss Superintendent during the term of this Contract, Superintendent shall be entitled to written notice of charges and an opportunity for a hearing before the Board.

C. If the Board terminates employment for not arbitrary or capricious reasons during the first two (2) years of the Contract, this Contract shall automatically terminate, and the Board shall have no further contractual obligation to Superintendent. If Superintendent acquires an "Effective" performance evaluation rating for the first two (2) years of the Contract then the termination standard will be just cause during the final year of this Contract, this Contract shall automatically terminate, and the Board shall have no further contractual obligation to Superintendent.

23. Termination by Superintendent. This Contract may be terminated by Superintendent upon written notice to the Board at least ninety (90) days before the termination date specified in the written notice. Superintendent's failure to provide this notice shall result in the forfeiture of any payout for unused Paid Time Off unless otherwise agreed to by the Board in its sole discretion. Upon Termination by the Superintendent, the Superintendent agrees to pay the District Ten Thousand Dollars and 00/100 ($10,000.00).

24. Arbitration. If the Superintendent receives two (2) consecutive "Needing Support" evaluations from the Board or, if a dispute relating to Superintendent's termination arises during the term of this Contract, the parties agree to submit such dispute to binding arbitration. Selection of the arbitrator and the arbitration proceedings shall be conducted under the National Rules for the Resolution of Employment Disputes of, and administered by, the American Arbitration Association, and shall comply with the Michigan Uniform Arbitration Act, MCL 691.1681 et seq.

A. The parties intend that this process of dispute resolution shall include all contract and statutory claims advanced by Superintendent arising from his termination during the term of this Contract, including (but not limited to) claims of unlawful discrimination and all claims for damages or other relief. However, this agreement to arbitrate does not restrict Superintendent from filing a claim or charge with any state or federal agency (such as the Equal Employment Opportunity Commission or the Michigan Department of Civil Rights) and does not apply to any claims for unemployment compensation or workers' compensation which may be brought by Superintendent. Instead, this agreement to arbitrate claims applies to those matters which would otherwise be subject to state or federal court proceedings.

B. This agreement to arbitrate means that Superintendent is waiving his right to adjudicate discrimination claims in a judicial forum and is instead opting to arbitrate those claims. In any such arbitration proceeding, Superintendent has the right to representation by counsel of his

choice, the right to appointment of a neutral arbitrator, the right to reasonable discovery, and the right to a fair hearing. However, Superintendent, through this agreement to arbitrate such claims, does not waive any statutory rights or remedies in the context of such arbitration proceedings.

C. The arbitrator's fee and the costs imposed by the American Arbitration Association shall be appointed in accordance with the rules of the American Arbitration Association, and shared equally by the Board and Superintendent, subject to Superintendent's right to seek to tax such fees as costs against the Board.

D. Any claim for arbitration under this provision must be filed with the American Arbitration Association, in writing, and served on the Board within one hundred eighty (180) days of the effective date of Superintendent's termination during the term of this Contract. The arbitrator's decision and award shall be final and binding on the parties. Judgment thereon may be entered in the Macomb County Circuit Court pursuant to MCL 600.1681.

25. Limitations. Superintendent agrees that any claim or suit for breach of this Contract or otherwise arising out of his employment with the Board must be filed no more than six (6) months after the date of the employment action that is the subject of the claim or suit. Superintendent understands that the statute of limitations for claims arising out of an employment action may be longer than six (6) months, but agrees to be bound by this contractual six (6) month limitations period and waives any statute of limitations to the contrary. Should a court of competent jurisdiction determine that this provision allows an unreasonably short period of time to commence a lawsuit, it is the parties' intent that the court will enforce this provision to the extent possible and declare the lawsuit barred unless it was brought within the minimum reasonable time within which the suit should have been commenced.

26. Entire Agreement. This Contract contains the entire agreement and understanding between the parties about Superintendent's employment. Prior or concurrent representations, promises, contracts, or understandings (written or oral) not contained in this Contract have no effect.

A. Any prior agreement (written or oral) pertaining to the terms of this Contract is cancelled and superseded by this Contract provided, however, that this Contract is voidable under the Michigan Revised School Code's provisions pertaining to criminal history and records checks.

B. No change or modification of this Contract shall be valid or binding unless it is in writing, approved by official action of the Board as reflected in its minutes, and signed by Superintendent, the President, and Secretary of the Board.

C. No valid waiver of any provision of this Contract, at any time, shall be deemed a waiver of any other provisions of this Contract at such time or at any other time.

27. Severability. Whenever possible, this Contract shall be interpreted in a manner to be effective and valid according to Michigan law. If any provision of this Contract becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable, or void, this Contract shall continue in full force and effect without said provision(s).

28. Jurisdiction and Venue. The proper jurisdiction and venue for an action to enforce this Contract or interpret its terms is the Macomb County Circuit Court, State of Michigan, except as the parties have other agreed to in this Contract.

29. Authorization. This Contract is executed on behalf of the Board pursuant to the authority contained in the Board resolution adopted on August 10, 2026, the same to be incorporated by reference.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed on the date noted.

SUPERINTENDENT

By: Mark A. Whelton

_____

Dated: _____

CLINTONDALE COMMUNITY SCHOOLS
BOARD OF EDUCATION

Its: President Jared Maynard

_____

Its: Secretary Ava Gust-McDowell

_____

Dated: _____

Ebony Carter
[redacted]

July 22, 2026

Dear Members of the Interview Committee:

I am writing to express my interest in the principal position. With 26 years of experience in public education as a teacher, assistant principal, and district administrator, I have dedicated my career to improving student outcomes by building strong school cultures, developing educators, and creating systems that support both academic achievement and student well-being. I am excited about the opportunity to bring my leadership experience, collaborative approach, and passion for school improvement to your district.

My leadership journey has provided me with a unique perspective. During my years as an assistant principal at Dakota High School, I led initiatives focused on instructional leadership, MTSS, restorative practices, school culture, assessment coordination, student discipline, and family engagement. Those experiences taught me that the success of a school is built upon strong relationships, high expectations, and a shared commitment to continuous improvement.

In my current role as Outreach and At-Risk Specialist, I have expanded my impact beyond a single building by supporting district-wide school improvement efforts, professional learning, assessment systems, grant management, and student intervention programs. Working alongside administrators across multiple schools has strengthened my ability to analyze data, identify systemic challenges, and develop collaborative solutions that improve outcomes for students. While I have valued this broader leadership experience, it has reaffirmed that my greatest passion lies in leading a school community where I can work directly with students, staff, and families every day.

My leadership philosophy is centered on developing people. I believe the most successful schools are those where adults are empowered to grow professionally, students feel known and valued, and decisions are grounded in data, collaboration, and a relentless focus on what is best for children. I strive to build cultures of trust, accountability, and continuous learning while creating systems that ensure every student has the opportunity to succeed.

I am particularly drawn to opportunities to serve in districts that value relationship-centered leadership and are committed to strengthening outcomes for all students. Throughout my career, I have intentionally sought opportunities to support schools serving diverse communities because I believe every student deserves access to exceptional leadership, high-quality instruction, and a school culture where they can thrive.

Thank you for your time and consideration. I would welcome the opportunity to discuss how my experiences, leadership philosophy, and commitment to student success align with the vision for your school. I appreciate your consideration and look forward to the opportunity to contribute to your district's continued success.

Sincerely,

Ebony Carter

Ebony Carter

Ebony Carter

[redacted]

PROFESSIONAL PROFILE

Experienced educational leader with 26 years in public education and extensive experience in district and building-level leadership. Proven success leading Multi-Tiered Systems of Support (MTSS), behavior intervention systems, school improvement initiatives, student achievement efforts, data-driven decision making, assessment coordination, grant management, and professional learning. Skilled in coaching administrators, leading building leadership teams, and partnering with educators to improve student outcomes, strengthen school culture, and implement effective academic and behavioral systems

CORE LEADERSHIP COMPETENCIES

Educational Leadership • School Improvement Planning • Professional Development • Behavior Intervention Systems • MTSS • Student Achievement • Data Analysis • Math Intervention & Placement • PBIS • Strategic Planning • Assessment Coordination • Grant Management • Staff Coaching • Restorative Practices • Attendance & At-Risk Supports • Family & Community Engagement

PROFESSIONAL EXPERIENCE

Chippewa Valley School District, Macomb, MI
Outreach and At-Risk Specialist (OARS) | District-Wide | 2022-Present

- Provide district-level leadership supporting student success, attendance, behavior, and academic intervention systems.
- Lead district initiatives focused on social-emotional learning, student well-being, and Multi-Tiered Systems of Support (MTSS).
- Facilitate professional learning for administrators, teachers, and support staff on effective student support practices.
- Manage and monitor At-Risk grant programs, budgets, compliance requirements, program evaluation, and reporting.
- Analyze district data to identify trends and inform strategic planning and school improvement efforts.
- Collaborate with building leaders to strengthen intervention systems and support students requiring additional academic and behavioral services.
- Support district assessment, accountability, and state reporting functions, including WIDA data analysis and placement recommendations.

Dakota High School – *Assistant Principal | 2015-2022*

- Served as an instructional and operational leader at one of Michigan's largest high schools.
- Led MTSS processes, student intervention meetings, and data review cycles to improve academic achievement.
- Supported math intervention efforts through data analysis, course placement review, and progress monitoring.
- Coordinated MME and state assessment administration, logistics, and data analysis.

- Implemented behavior support systems, restorative practices, and intervention plans to improve student outcomes.
- Partnered with teachers and department leaders to analyze student performance data and develop targeted instructional responses.
- Provided coaching, professional learning, and leadership support to staff and school teams.
- Partnered with families and community stakeholders to support student success and positive school culture

EDUCATION & CERTIFICATION

- Master of Education, Educational Leadership (Principalship) – Saginaw Valley State University
- Michigan School Administrator Certification
- Michigan Secondary Teaching Certification – Mathematics (6–12)
- Bachelor of Science, Applied Mathematics – Grambling State University
- Star Commonwealth Trauma Informed Resilient School Trainer

LEADERSHIP & COMMUNITY INVOLVEMENT

Chairperson, *A Beautiful Me, Inc.*, Port Huron, MI | 2021-Present

- Provide leadership and strategic direction to the organization.
- Preside over all Board meetings, ensuring effective participation and structured discussions.
- Ensure organizational policies, procedures, and governance structures are effective and followed.
- Work collaboratively with the Executive Director to draft meeting agendas and ensure committees are heard.
- Oversee the management and growth of the organization to fulfill its mission.
- Support the CEO/Executive Director in planning, fundraising, and operational activities.
- Represent the organization in public events, meetings, and as a spokesperson when necessary.
- Serve as a mentor and workshop volunteer to youth through *A Beautiful Me* program.

Chairperson, *Macomb Celebration of Black Excellence*, Mount Clemens, MI | 2018-2023

- Assisted with creating and distributing community-wide nominations and voting system for honorees.
- Recruited and coordinated volunteers for The MCBE Annual Gala and Town Hall Community Panel discussion.
- Developed spreadsheets to communicate with and track volunteers and their assigned duties.
- Assisted with event planning, including venue setup and decorations.
- Led communication and publicity efforts for the event.
- Facilitated planning meetings and provided administrative support to ensure smooth execution.

Michigan Online Educator Certification System

Michigan Department of Education

View Certificates, Permits, Career Authorizations & Approvals

First Name EBONY **Last Name** CARTER **PIC** 272922
SSN [redacted]

Certificates | Permits | Career Authorizations | Approvals

Pending Certificate Applications

There are no pending certificate applications on file.

All Issued Certificates

○Most Recent ◉All

	Certificate #	Certificate Type	Status	Issue Date	Expiration Date
◉	[redacted]	Standard Teaching Certificate (2nd)	Expired	06/30/2013	06/30/2016
○		School Administrator Certificate Renewal	Valid	06/16/2023	06/30/2028

Back

Copyright 2026 State of Michigan

Jalen Dale Turner
[redacted]

EXPERIENCE

Technology Specialist | Clintondale Community Schools — Clinton Township, MI
Dec 2025 - Current

- **Identity & Data Integration:** Manage Active Directory permissions while auditing data syncs between PowerSchool, Clever, and other Identity Management programs to resolve transfer errors and ensure system integrity.
- **Infrastructure & Disaster Recovery:** Perform server diagnostics and network troubleshooting; discovered and remediated a critical, multi-month Veeam backup failure to secure core district data.
- **Physical Security & Operations:** Administer physical campus tech, including provisioning electronic door access keycards and maintaining IP security camera network deployments.
- **Full-Stack Cloud & Incident Response:** Serve as the tier-3 escalation point for the IT ticketing lifecycle, resolving complex server faults, hardware malfunctions, and critical Google Workspace file-recovery issues.

Academic Mentor | Clintondale Community Schools (iCampus) — Clinton Township, MI
Nov 2023 - Dec 2025

- **Guided** up to 90 students per semester through weekly Zoom check-ins, fostering accountability, motivation, and well-being in a fully remote environment.
- **Cultivated** strong relationships with students, parents, and guardians to ensure consistent communication and alignment on academic progress.
- **Mentored** over 30 students to successful graduation through personalized coaching and progress tracking.
- **Prepared and submitted** weekly state compliance reports, achieving a 100% satisfactory record.
- **Leveraged** Zoom and online platforms to deliver 1:1 mentoring and maintain accurate documentation.

SKILLS

- **Systems & Infrastructure:** Active Directory, Google Workspace, Windows Server, Hardware/Software Troubleshooting
- **Enterprise Platforms:** PowerSchool, Clever, GoGuardian, Apple School Manager, ManageEngine, FileWave, IP Security Cameras, Electronic Access Control
- **Creative & Development:** Unity 3D (Intermediate), Adobe Creative Suite (Photoshop, Illustrator), Windows OS
- **Professional & Communication:** Technical Mentoring & Coaching, Cross-Functional Collaboration, Client Communication, 83 WPM Typing Speed

EDUCATION

Michigan State University, East Lansing, MI
Bachelor of Arts, Media & Information — Specialization: Game & Interactive Media | Minor: Game Design & Development
Graduated: May 2020 | GPA: 3.47

SOUTHEASTERN MICHIGAN

18441 Utica Road • Roseville, MI 48066 • (586) 541-CARE
www.careofsem.com

Agreement for Student Assistance Services

The purpose of this agreement is to support the school district's efforts in supporting the wellness and behavioral health needs of the students through assessments, education and referral services. This agreement outlines the services and expectations.

This agreement between Clintondale Community Schools and CARE of Southeastern Michigan is effective 7/1/26 - 6/30/27 and ongoing unless terminated by either party with 30 days written notice to the other party. The student enrollment count will be annually calculated before each school year and submitted to CARE no later than August 31st.

The school district hereby identifies as the district liaison responsible for the implementation and maintenance of the student assistance agreement as follows:

Liaison's name: Lee Walmsley

Title: Director of Human Resources

Telephone: 586-791-6300

Email Address: walmslel@clintondaleschools.net

The school district identifies approved personnel authorized to make referrals and receive follow-up information in accordance to CARE of SEM requirements to follow the Health Insurance Portability Accountability Act (HIPAA) and federal confidentiality rules (42CFR part 2). (Please attach a list of approved personnel along with their contact information.)

CARE of Southeastern Michigan identifies the following personnel as primary contacts:

[redacted]

CARE Student Assistance agrees:

1. In order to assist in program implementation and ongoing utilization/promotion:
    a. To offer administration and school personnel orientation sessions (about 15-30 minutes) to acquaint staff with the program and to encourage referrals when appropriate.
    b. To assist with coordinating critical incident stress response and recovery interventions.

c. To provide assistance in developing a marketing/promotional plan to increase awareness to families of CARE of Southeastern Michigan's student assistance services.

d. If requested and appropriate, to assist the school's administration with policy development related to student assistance services. To aid with policy development shall in no way be interpreted as legal advice regarding the school district's internal disciplinary procedures.

e. To provide a master's level clinician by phone during normal business hours for the purposes of consultation.

f. To provide annual statistical reports to the School District.

g. To offer on-site activity/evidenced-based programming for students and their families, at no additional cost to the School District, including (but not limited to) the following: Life Skills, Adolescent Anger Management, Substance Use Prevention Education, Parent Education, Grief/Loss, and other services/activity as requested.

2. In order to address any concern that may impact a student's life:

   a. Offer formally referred students, at no charge to the family, the following:

      i. In person, comprehensive assessments to determine the nature and extent of life problem areas and family's needs at CARE of Southeastern Michigan's office in Roseville, Michigan.

      ii. Referrals to and coordination of an appropriate treatment provider and/or community service(s), if deemed clinically appropriate, following the assessment.

      iii. When requested, a referral to CARE of Southeastern Michigan's outpatient therapy program, if appropriate. Fees are determined by CARE of Southeastern Michigan's sliding fee scale.

      iv. Telephonic consult with school staff or screening for individuals who are reporting to be suicidal or homicidal, and subsequent referral to crisis/urgent care such as a hospital or the Macomb County Urgent Behavioral Care Center when indicated.

         1. *Students who are expressing active suicidal or homicidal ideation **should not** be traditionally referred to CARE for assessment*. Instead, the student should be taken to the hospital for immediate crisis intervention/stabilization services.

      v. Case management and follow up services to students who are referred to treatment to ensure the student and their family has been able to access these services.

      vi. Access to a master's level clinician by phone during normal business hours for consultation.

   b. Provide the school district the following information when students are formally referred for student assistance once consent for the release of information form is signed by the student and the parent/guardian.

i. Confirmation of completed assessment, via telephone, within 1 business day, to school district.

ii. Whether the student/family accepts or refuses recommendations to school district, upon request.

iii. Bi-monthly status update on student treatment attendance, to school district, upon request.

iv. Discharge verification and status, to school district.

3. In order to protect client confidentiality:

   a. CARE of Southeastern Michigan will hold all student records in a confidential manner, as governed by State and Federal laws, specifically, HIPAA and 42 Code of Federal Regulations.

   b. All electronic communications that contain protected health information will be sent encrypted.

   c. CARE will release records only when written authorization is received by parent/legal guardian or an order signed by a judge.

   d. All records will remain property of CARE of Southeastern Michigan. The school district does not have access to the records of students who use CARE of Southeastern Michigan.

   e. School districts that make a formal referral will have access to confirmation of the assessment, acceptance or denial of the recommendations, ongoing attendance/compliance and discharge information with signed consent for the release of information by the student and their parent/guardian.

Clintondale Community Schools

1. To pay an annual amount of **$1.50** for coverage of all students.
   a. The school district chooses to make payments on a **quarterly** or **annual** basis.
2. To promote the program on a quarterly basis, ensuring that all school staff is knowledgeable about the program and the processes involved.
3. To email CARE of Southeastern Michigan the referral and release of information for formally referred students at the time the referral is made. The referral form should be completed in its entirety and should include clear contact information with the phone extension of the referring party. Email documents to referrals@careofsem.com.

Both parties agree:

1. To comply with all applicable federal, state and local laws, rules and regulations, including, but not limited to, those pertaining to record retention, confidentiality and electronic transmission of data.

2. That all records maintained by CARE of Southeastern Michigan are the property of the CARE of Southeastern Michigan.

3. To collaborate and provide progress/updates on student's progress both from a clinical perspective and school perspective on formally referred students. The CARE Student Assistance Center does not provide risk assessments and recommendations regarding the safety of a student in or returning to school, however CARE will collaborate and assist the school in following the school's risk assessment procedures when applicable.

4. CARE of Southeastern Michigan agrees to indemnify, defend and hold harmless the School District, its Board of Education, in their official and individual capacities, administrators, employees, agents, contractors, successors and assignees, from and against any and all costs, expenses, damages, and liabilities, including reasonable attorney's fees, arising out of the: (i) negligent act or omission or willful misconduct of CARE of Southeastern Michigan, its officers, directors, employees, successors, assignees, contractors and agents; (ii) any breach of the terms by CARE of Southeastern Michigan, its officers, directors, employees, successors, assignees, contractors and agents; or (iii) any breach of any representation by CARE of Southeastern Michigan, its officers, directors, employees, successors, assignees, contractors and agents under the contract. This provision shall survive the expiration or earlier termination of the contract.

5. The School District agrees to indemnify, defend and hold harmless CARE of Southeastern Michigan, its officers, agents, and contractors, from and against any and all costs, expenses, damages, and liabilities, including reasonable attorney's fees, arising out of the: (i) negligent act or omission or willful misconduct of school district, its officers, directors, employees, successors, assignees, contractors and agents; (ii) any breach of the terms by the school district, its officers, directors, employees, successors, assignees, contractors and agents; or (iii) any breach of any representation by the school district, its officers, directors, employees, successors, assignees, contractors and agents under the contract. This provision shall survive the expiration or earlier termination of the contract.

[redacted]

7/23/26

Susan Styf, LMSW, CAADC, CCS, CEAP
President & CEO
CARE of Southeastern Michigan

Date

8/24/2026

Name:

Date

Director of Human Resources

Title:

Student Enrollment Count for: Clintondale Community Schools

***General Education:** 1300

***Alternative Education:** 200

Total: 1500

***Fee may be adjusted based on enrollment report on or before August 31 of each year of agreement.**

☐ **Yes, we would like to opt-in to purchase additional counseling sessions for students. (please check box)**

We will choose to make payments on a quarterly or annual basis. (circle an option)

APPROVED PERSONNEL TO MAKE REFERRALS

The school district identifies approved personnel authorized to make referrals and receive follow-up information in accordance with Health Insurance Portability Accountability Act (HIPAA) and federal confidentiality rules (42CFR part 2).

You may attach your own list or complete this form.

Name/Title/Email/Phone

_____

_____

_____

_____

APPROVED PERSONNEL TO APPROVE SHORT TERM COUNSELING SESSIONS ($60/SESSION)

Name/Title/Email/Phone

_____