

**HARTLAND CONSOLIDATED SCHOOLS
SPECIAL MEETING – BOARD OF EDUCATION
August 5, 2019**

AGENDA

- I. Call to order, 7:30 a.m., Boardroom, Educational Support Service Center
 - A. Pledge of Allegiance
 - B. Approval of agenda/items for discussion
 - C. Approval of minutes – July 15, 2019 organizational meeting
 - D. Superintendent’s Report
 - Introduction, Nicole Conley, LEGACY/HVA Principal
 - E. Call to the public

This portion of the agenda is for citizens to address any questions or comments to the Board. Attendees must register their intention to participate upon arrival at the meeting.

The Board will listen and take comments and questions under advisement but will not respond at this time. The presiding officer will refer questions to the superintendent for investigation and respond at a later date.

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. Each speaker may be limited to three (3) minutes. No participant may speak more than once.

- F. Board reports & requests
- II. Action Items
 - A. New hires
- III. Discussion Items
 - A. Wheelchair lift replacement at Round Elementary
- IV. Information Items
 - A. Future meetings: August 15, 2019, regular meeting, 7:30 a.m. Hartland Educational Support Service Center
 - B. Information Items
- V. Adjournment

This meeting is a meeting of the Board of Education in public for the purpose of conducting the business of Hartland Consolidated Schools and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in Agenda Item I.E.

DETAILED AGENDA

I. CALL TO ORDER

I.A. PLEDGE OF ALLEGIANCE

I.B. APPROVAL OF AGENDA/ITEMS FOR DISCUSSION

(Recommended action): That the agenda for the August 5, 2019 special meeting be approved.

Motion by _____, supported by _____. _____

I.C. APPROVAL OF MINUTES – JULY 15, 2019 ORGANIZATIONAL MEETING- SEE ATTACHED

(Recommended action): That the minutes of the July 15, 2019 organizational meeting be approved.

Motion by _____, supported by _____. _____

I.D. SUPERINTENDENT’S REPORT

I.E. CALL TO THE PUBLIC

I.F. BOARD REPORTS & REQUESTS

II.A. NEW HIRES (SEE ATTACHED)

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Jennifer Gulbis for the 2019/2020 school year, at the Step 2, MA salary tract (\$46,592), pending verification of credentials and public Acts 99, 83 & 189 requirements, if applicable. Motion by _____, supported by _____. _____

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Haley Leedle for the 2019/2020 school year, at the Step 1, BA salary tract (\$40,217), pending verification of credentials and public Acts 99, 83 & 189 requirements, if applicable. Motion by _____, supported by _____. _____

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, offers a 2-year contract effective July 1, 2019 to Angelina Kreger as Principal of Village Elementary School. Motion by _____, supported by _____. _____

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, offers a 2-year contract effective July 1, 2019 to Thomas Ureche as Assistant Principal of Hartland High School. Motion by _____, supported by _____. _____

III.A WHEELCHAIR LIFT REPLACEMENT AT ROUND ELEMENTARY

For discussion.

IV.A. FUTURE MEETINGS

IV.B. INFORMATION ITEMS

V. ADJOURNMENT

Hartland Consolidated Schools
Special Meeting-Board of Education
July 15, 2019

Members present: T. Dumond, C. Costa, C. Aberasturi, M. Hemeyer, C. Kenrick, K. Coleman,
B. Gatewood (arrived late)

Members absent: None

Admin. Present: C. Hughes, S. Bacon, D. Minsker, S. VanEpps, S. Pearson, K. Gregory, S. Way,
J. Reck, M. Marino

Guests: B. Laibly, K. Quinn, S. Schlosser, T. Mossett, E. Ottmar, J. Simpson, B. Shepherd

President Dumond called the meeting to order at 7:30 a.m. in the Board Room of the Hartland Educational Support Service Center. The Pledge of Allegiance was recited.

7/15/19 AGENDA APPROVED

Motion by Aberasturi, supported by Coleman that the agenda for the July 15, 2019 organizational meeting be approved and that public participation be allowed on all items. Motion carried 6-0 (Gatewood absent).

6/24/19 MINUTES APPROVED

Motion by Hemeyer supported by Costa that the minutes of the June 24, 2019 special meeting be approved. Motion carried 6-0 (Gatewood absent).

SUPERTINTENDENT'S REPORT

Mr. Hughes stated that we are busy filling vacant positions.

CALL TO THE PUBLIC

There was no response to call to the public.

PAYMENT OF INVOICES

Motion by Kenrick, supported by Hemeyer that the Board of Education, upon the recommendation of the Assistant Superintendent for Business & Operations, approves the financial report as of June 30, 2019, and the payment of invoices totaling \$1,594,517.28 and payroll obligations totaling \$2,995,253.92. Motion carried 7-0.

ADMINISTRATIVE CONTRACTS

Motion by Costa, supported by Kenrick that the Board of Education, upon the recommendation of the Superintendent, offers a 2-year contract effective July 1, 2019 to Stephanie Way as principal of Creekside Elementary School as presented. Motion carried 7-0. Mr. Hughes introduced Mrs. Way.

Motion by Coleman, supported by Gatewood that the Board of Education, upon the recommendation of the Superintendent, offers a 1-year contract effective July 1, 2019 to Nicole Conley as principal of Legacy/HVA as presented. Motion carried 7-0. Mr. Hughes told the Board that Nicole could not be at this meeting because she had a previously scheduled vacation.

NEW HIRES

Motion by Kenrick, supported by Hemeyer that the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Emily Ottmar for the 2019/20 school year at the Step 6, MA salary tract, pending verification of credentials and Public Acts 99, 83 & 189 requirements, if applicable. Motion carried 7-0. Sue Pearson introduced Ms. Ottmar.

Motion by Hemeyer, supported by Gatewood that the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Jessica Simpson for the 2019/20 school year at the Step 5, MA salary tract, pending verification of credentials and Public Acts 99, 83 & 189 requirements, if applicable. Motion carried 7-0. Principal Gregory introduced Ms. Simpson.

Motion by Kenrick, supported by Costa that the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Bailey Shepherd for the 2019/20 school year at the Step 1, BA salary tract, pending verification of credentials and Public Acts 99, 83 & 189 requirements, if applicable. Motion carried 7-0. Principal Gregory introduced Ms. Shepherd.

2019-20 PARENT/STUDENT HANDBOOKS

Motion by Coleman, supported by Kenrick that the Board of Education, upon the recommendation of the Superintendent and the Assistant Superintendent of Personnel & Student Services, approves the Secondary, Intermediate, and Elementary Parent/Student Handbooks for the 2019/2020 school year as presented. Motion carried 7-0.

STATE AID NOTE

Motion by Aberasturi, supported by Kenrick that the Board of Education, upon the recommendation of the Assistant Superintendent for Business & Operations, approves the State Aid Operating Loan Resolution as presented. Motion carried 7-0.

SCHOOL LOAN REVOLVING FUND ANNUAL LOAN APPLICATION

Motion by Hemeyer, supported by Gatewood that the Board of Education, upon the recommendation of the Assistant Superintendent for Business & Operations, approves the School Loan Revolving Fund Annual Loan Application as presented. Motion carried 7-0.

MEMBERSHIP IN MHSAA

Motion by Coleman, supported by Kenrick that the Board of Education, upon the recommendation of the Superintendent, approves the district's membership in the Michigan High School Athletic Association for the 2019/2020 school year. Motion carried 7-0.

INTERNAL BOARD POLICY FOR APPROVAL (#0150, MEETING DATES)

Motion by Hemeyer, supported by Kenrick that the Board of Education, in accordance with Board Policy 0150 – Organization, approves the proposed meeting dates for 2019/2020 as presented. Motion carried 7-0.

NOTES & LOANS

Motion by Kenrick, supported by Hemeyer that any two officers of the Board of Education may sign notes or loans approved by the Board of Education at an official meeting. Motion carried 7-0.

POSTING NOTICES

Motion by Coleman, supported by Hemeyer that the Superintendent, or his designee, will designate an appropriate, available person in each location to post notices of public meetings. Motion carried 7-0.

FUTURE MEETINGS

President Dumond noted that the next meeting is scheduled for August 15, 2019, special, at 7:30 a.m. in the Boardroom of the Educational Support Service Center.

Chuck told the Board that we may possibly need to call a special meeting before the next scheduled meeting to approve more new hires.

ADJOURNMENT

The meeting was adjourned at 7:47 a.m.

Respectfully submitted,

A handwritten signature in black ink that reads "Michelle Hemeyer". The signature is written in a cursive style with a long, sweeping tail on the final letter.

Michelle Hemeyer
Secretary

A handwritten signature in black ink that reads "Renee Braden". The signature is written in a cursive style with a long, sweeping tail on the final letter.

Renee Braden
Recording Secretary

New Hire
August 5, 2019

**HARTLAND CONSOLIDATED SCHOOLS
HARTLAND, MICHIGAN**

RESUME'

NAME: Jennifer Gulbis

ADDRESS: 7244 Ledgewood Drive
Fenton, MI 48430

EDUCATION: B.A., Western Michigan University – 1991
M.A., - University of Michigan, Flint - 2008

MAJOR: Elementary Education and Language Arts

MINOR: Social Studies

CERTIFICATION: Elementary Professional Teaching Certificate with endorsements in
Language Arts (BX) and Social Studies (RX).

EXPERIENCE: Jennifer has been teaching 6th grade social studies and 7th grade ELA
at Holly Academy in Holly since 2008. Prior to that Jennifer was the
math and science instructional coach at the Academy from 2013-2016

SALARY STEP: MA, Step 2

ASSIGNMENT: 6th Grade at Farms Intermediate School

Recommended Action:

That the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Jennifer Gulbis for the 2019-2020 school year, at the Step 2, MA salary tract, (\$46,592), pending verification of credentials and Public Acts 99, 83 & 189 requirements, if applicable.

New Hire
August 5, 2019

**HARTLAND CONSOLIDATED SCHOOLS
HARTLAND, MICHIGAN**

RESUME'

NAME: Haley Leedle

ADDRESS: 7694 Thunder Bay Drive
Pinckney, MI 48169

EDUCATION: B.S., Central Michigan University – 2019

MAJOR: English and History

MINOR:

CERTIFICATION: Secondary Standard Teaching Certificate with endorsements in English (BA) and History (CC).

EXPERIENCE: Haley did her student teaching at South Lyon East High School in South Lyon from January through May of 2019. Prior to that Haley did pre-student teaching from October – December of 2018 at St. Johns Middle School in St. Johns, MI.

SALARY STEP: BA, Step 1

ASSIGNMENT: English and History at Hartland High School

Recommended Action:

That the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Haley Leedle for the 2019-2020 school year, at the Step 1, BA salary tract, (\$40,217), pending verification of credentials and Public Acts 99, 83 & 189 requirements, if applicable.

ADMINISTRATOR'S CONTRACT OF EMPLOYMENT

THIS AGREEMENT, made and entered into at Hartland, Michigan this 1st day of July, 2019 by and between the Hartland Consolidated School District, (hereinafter called the "School District"), and **Angelina Kreger** (hereinafter called the "Elementary Principal").

Whereas, the Board at a meeting held on the 5th day of August, 2019, approved the employment of the Administrator as Elementary Principal in accordance with the terms and conditions of this contract per the attached resolution; and

Whereas, the Administrator desires to be employed by the Board in accordance with the terms and conditions of this contract;

Now, therefore, in consideration of the mutual promises contained in this contract, it is agreed between the parties, as follows:

1. The School District hereby employs the Elementary Principal, and the employee agrees to work for the School District as an administrator (230 days), or as may be assigned, for two (2) years commencing on August 15, 2019 and ending on June 30, 2021.
2. The Elementary Principal is subject to assignment and transfer to any other position at the discretion of the Superintendent of Schools or the Board of Education of the School District. The employee agrees that he/she shall not be deemed to be granted continuing tenure in the position specified in this contract or in any capacity other than as a classroom teacher (if the probationary period for tenure as a teacher is fulfilled) by virtue of this Agreement or any employment assignment within the School District, nor shall failure of the School District to continue or re-employ such employee in any capacity other than as a classroom teacher, be deemed a breach of this Agreement or discharge or demotion within the provisions of Act 4, Michigan Public Acts of 1937, Extra Session, as amended.
3. The Elementary Principal agrees to serve the District and perform faithfully those duties which are directed by the Board of Education of the School District, or its designee, and to obey and fulfill the rules and regulations as established by state law or by the Superintendent and Board of Education of the School District from time to time and to carry out its educational programs and policies during the entire term of this Agreement.
4. The Elementary Principal agrees to abide by all policies adopted by the School District.
5. The Elementary Principal agrees not to hold any other non-educational position while employed with the Hartland Consolidated School District.
6. For all services rendered by the employee hereunder, the School District shall pay to the Elementary School Principal an annual salary in the amount of not less than **\$93,507** payable in bi-weekly installments. Consistent with the provisions of Section 1250 of the Revised School Code, the Elementary School Principal's job performance and accomplishments will be significant factors in determining compensation adjustments. The Elementary School Principal will, at a minimum, receive a salary adjustment equal to the annual teachers' contract increase or decrease percentage, if applicable.
7. Fringe benefits. The Board shall pay the full premium cost of the following:
 - A. Group term Life Insurance with Accidental Death and Disability, and Long-Term Disability Insurance as offered by the district.

Continued

- B. Up to full family medical insurance, as defined by the district's insurance carrier, including dental and vision insurance. Beginning July 1, 2013, health insurance premium benefits will be amended to comply with PA152 of 2011.
 - C. The School District reserves the right to change the identity of the insurance carrier, policyholder, or third party administrator for any of the above coverages, provided that comparable coverage, as determined by the District, is maintained during the term of this Contract. The District further reserves the right to self-fund any insurance benefit. The School District shall not be required to remit premiums for any insurance coverages for the employee and his or her eligible dependents if enrollment or coverage is denied by the insurance underwriter, policyholder, or third party administrator. The terms of any contract or policy issued by any insurance company or third party administrator shall be controlling on all matters concerning benefits, eligibility, coverage, termination of coverage, and other related matters. The Elementary School Principal is responsible for assuring completion of all forms and documents needed to receive the above-described insurance coverage. The School District, by remitting the premium payments required to provide the above-described insurance coverages, shall be relieved from all liability with respect to insurance benefits.
8. The Elementary School Principal represents that he/she holds all credentials required by law and by the District to serve in the position assigned. If at any time the Elementary School Principal fails to hold the required credentials, or fails to satisfy the applicable certification or continuing education requirements required by the Revised School Code or the Department of Education, this contract shall automatically terminate.
9. This contract may be extended or not renewed either by option of the Board or by operation of law, as follows:
- A. The Board may take action prior to March 30 of each year of this contract to extend this contract for an additional year.
 - B. The Board may non-renew this contract in accordance with Section 1229 of the Revised School Code. This contract shall be extended by operation of law for an additional year unless it has been non-renewed in accordance with Section 1229 of the Revised School Code
10. In addition to this Agreement terminating upon timely notice given to the employee pursuant to paragraph 9 above, this Agreement may be terminated at any time for acts of moral turpitude, misconduct, or if the employee violates any of the terms or covenants of this Agreement. During the term of this contract the Elementary School Principal shall be subject to discharge for causes that are not arbitrary or capricious.
- This contract may be terminated during its term pursuant to a reduction in administrative personnel, as determined by the Board. The Elementary School Principal shall be given at least ninety (90) days-notice of termination prior to the effective date of layoff. In the event of layoff, the Board shall have no further obligation under this Contract.
11. Personal Business and Sick Days. The Elementary School Principal shall be granted 4 personal business days and 10 sick days for each contract year.

Continued

12. Integration Clause. This Contract contains the entire agreement and understanding of the parties with respect to the employment of the Elementary School Principal. No prior or concurrent representations, promises, contracts, or understandings, written or oral, not contained herein, shall be of any force or effect. All prior contracts or other agreements (written or oral) pertaining to the terms of this Contract are canceled and superceded by the terms of the Contract. No amendment to or modification of this Contract shall be valid or binding unless it is in writing, approved by official action of the Board of Education, and signed by authorized signatories of the School District. No valid waiver of any provision of this Contract, at any time, shall be deemed a waiver of any other provision of this Contract.

In witness whereof, the parties have duly executed this Elementary School Principal's Employment Contract as of the day and year written in the opening paragraph.

Angelina Kreger

Chuck Hughes, Superintendent

Date

Date

Elem
step 1

Pre Screen
9: AM
7-18-79. CZ

ANGELINA MARIE KREGER

30100 Westbrook Parkway Southfield, MI 48076
#313-675-0229
meadowam@gmail.com

CREDENTIALS: **MICHIGAN PROFESSIONAL CERTIFICATE**
History (CC) Highly Qualified 6-12; Social Studies (RX) Highly-Qualified 6-12; English (BA) Highly-Qualified 6-12; School Administrator Certification (ES)

EDUCATION: **MARYGROVE COLLEGE** 2012- 2015 Detroit, MI
Master in Educational Leadership

WAYNE STATE UNIVERSITY 2005-2011 Detroit, MI
Master of History

UNIVERSITY OF DETROIT-MERCY 2001-2005 Detroit, MI
Secondary Education Major: History Minor: Social Studies/ELA

TEACHING EXPERIENCE: **DEAN OF STUDENTS** 2018- Present St. Clair Shores, MI
Lakeview Public Schools

Serve as an assistant to the principal at both Jefferson Middle School and Princeton Elementary. Responsibilities include managing student discipline, working to implement PBIS supports within each school, developing and facilitating professional learning, and creating positive relationships with community members. Additionally responsible for the monitoring, staffing, and oversight of the Lakeview district School Aged Child Care Program.

OUTREACH COORDINATOR 2017-2018 Seattle, WA
Gates Ventures
Responsibilities include designing implementation plans alongside state, district, and classroom educators to execute the Big History Project. Developing and leading professional learning communities throughout the country and within a virtual platform. Serving as an instructional liaison between the Big History Project and other educational technology companies as we work to hone teacher instructional practices.

INSTRUCTIONAL COACH 2015 – 2018 Novi, MI
Novi Community School District
Responsibilities include providing job embedded professional development to teachers, providing teachers an opportunity to have reflective coaching conversations to increase teacher efficacy. Providing educator and administrative support during the administration of district initiatives.

OAKLAND COMMUNITY COLLEGE 2014- 2018 Auburn Hills, MI
World History Adjunct Faculty
Responsibilities include designing curriculum and assessments for a world history survey course that spans from the emergence of world religions to the present. Understanding and adapting assessments that meet the requirements of the school in terms of common course outcomes and department-wide learning goals. Engaging students through critical-thinking and inquiry-based learning.

ANGELINA MARIE KREGER

SOCIAL STUDIES EDUCATOR

2009-2015

Novi, MI

Novi High School

Responsibilities include working in a professional learning community with other social studies educators. Creating PLC-wide common assessments, purchase and implementation of a new textbook, developing three new courses at the high school, and serving as a summer school English teacher. Participating in Literacy Lab, serving on the standards-based grading district-wide implementation committee, the Oakland Schools Universal Design for Learning committee, hosting members of FYFT, and working with the Big History Project team as part of the BGC3 Foundation to design and develop 21st century lesson plans for an international online curriculum. Special training in project-based learning, restorative practices, standards-based grading, formative and summative assessment creation through Oakland Schools, and Universal Design for Learning, as well.

U.S. HISTORY TEACHER

2008-2009

Novi, MI

Novi Middle School

Responsibilities include working on a professional team with three other content area teachers. Creating department-wide common assessments. Participating in Literacy Lab and assisting with after school activities, including chaperoning the Washington, D.C. field trip.

SOCIAL STUDIES EDUCATOR

2006-2008

Detroit, MI

Charlotte Forten Academy

Responsibilities include designing and implementing individualized lesson plans for at-risk and adjudicated youth focusing on all social studies subject areas. Also, chairing the School Improvement Team and serving as the ACT and MME test coordinator.

STUDENT TEACHING EXPERIENCE

2005

Farmington Hills, MI

Mercy High School

Responsibilities include planning and implementing world history lessons. Exhibiting classroom management skills while creating a positive learning environment for all. Also, assisting in extracurricular activities such as Quiz Bowl and the Sophomore dance committee.

SPECIAL TRAINING:	Universal Design for Learning – IRN Presenter	2017
	National Council for Social Studies Presenter	2016
	Oakland Schools Aspiring Principal's Leadership Cohort	2014-2015
	<i>Novi Community School District Representative</i>	
	Coaching 101 Training	2016
	Cognitive Coaching	2016-2017
	Explicit Instruction Trainer of Trainers	2016- Present
	Michigan Council for Social Studies Presenter	2016 - 2018
	Courageous Conversations about Race Training	2015-2016
	Enbrighten Training	2015-2016
	Oakland County Exceptional Practices Conference Presenter	2015
	Oakland Schools World History Curriculum Developer	2015
	Oakland School UDL Foundations Presenter	2015
	NCS D Restorative Practices Training	2014
	Big History Project Teacher Leader	2013- Present
	Oakland County UDL Committee Member	2013- Present
	NHS World History Curriculum Area Teacher	2013- 2016
	NHS Class of 2016 Sponsor	2012- 2016
	SIOP Training/Teacher	2012-2016
	NHS Quiz Bowl Coach	2009- 2017

ADMINISTRATOR'S CONTRACT OF EMPLOYMENT

THIS AGREEMENT, made and entered into at Hartland, Michigan this 1st day of July, 2019 by and between the Hartland Consolidated School District, (hereinafter called the "School District"), and **Thomas Ureche** (hereinafter called the "Assistant Principal").

Whereas, the Board at a meeting held on the 5th day of August, 2019, approved the employment of the Administrator as Assistant Principal in accordance with the terms and conditions of this contract per the attached resolution; and

Whereas, the Administrator desires to be employed by the Board in accordance with the terms and conditions of this contract;

Now, therefore, in consideration of the mutual promises contained in this contract, it is agreed between the parties, as follows:

1. The School District hereby employs the, Assistant Principal and the employee agrees to work for the School District as an administrator (230 days), or as may be assigned, for two (2) years commencing on August 15, 2019 and ending on June 30, 2021.
2. The Assistant Principal is subject to assignment and transfer to any other position at the discretion of the Superintendent of Schools or the Board of Education of the School District. The employee agrees that he/she shall not be deemed to be granted continuing tenure in the position specified in this contract or in any capacity other than as a classroom teacher (if the probationary period for tenure as a teacher is fulfilled) by virtue of this Agreement or any employment assignment within the School District, nor shall failure of the School District to continue or re-employ such employee in any capacity other than as a classroom teacher, be deemed a breach of this Agreement or discharge or demotion within the provisions of Act 4, Michigan Public Acts of 1937, Extra Session, as amended.
3. The Assistant Principal agrees to serve the District and perform faithfully those duties which are directed by the Board of Education of the School District, or its designee, and to obey and fulfill the rules and regulations as established by state law or by the Superintendent and Board of Education of the School District from time to time and to carry out its educational programs and policies during the entire term of this Agreement.
4. The Assistant Principal agrees to abide by all policies adopted by the School District.
5. The Assistant Principal agrees not to hold any other non-educational position while employed with the Hartland Consolidated School District.
6. For all services rendered by the employee hereunder, the School District shall pay to the Assistant Principal an annual salary in the amount of not less than \$91,322 payable in bi-weekly installments. Consistent with the provisions of Section 1250 of the Revised School Code, the Assistant Principal's job performance and accomplishments will be significant factors in determining compensation adjustments. The Assistant Principal will, at a minimum, receive a salary adjustment equal to the annual teachers' contract increase or decrease percentage, if applicable.
7. Fringe benefits. The Board shall pay the full premium cost of the following:
 - A. Group term Life Insurance with Accidental Death and Disability, and Long-Term Disability Insurance as offered by the district.

Continued

- B. Up to full family medical insurance, as defined by the district's insurance carrier, including dental and vision insurance. Beginning July 1, 2013, health insurance premium benefits will be amended to comply with PA152 of 2011.
 - C. The School District reserves the right to change the identity of the insurance carrier, policyholder, or third party administrator for any of the above coverages, provided that comparable coverage, as determined by the District, is maintained during the term of this Contract. The District further reserves the right to self-fund any insurance benefit. The School District shall not be required to remit premiums for any insurance coverages for the employee and his or her eligible dependents if enrollment or coverage is denied by the insurance underwriter, policyholder, or third party administrator. The terms of any contract or policy issued by any insurance company or third party administrator shall be controlling on all matters concerning benefits, eligibility, coverage, termination of coverage, and other related matters. The Assistant Principal is responsible for assuring completion of all forms and documents needed to receive the above-described insurance coverage. The School District, by remitting the premium payments required to provide the above-described insurance coverages, shall be relieved from all liability with respect to insurance benefits.
8. The Assistant Principal represents that he/she holds all credentials required by law and by the District to serve in the position assigned. If at any time the Assistant Principal fails to hold the required credentials, or fails to satisfy the applicable certification or continuing education requirements required by the Revised School Code or the Department of Education, this contract shall automatically terminate.
9. This contract may be extended or not renewed either by option of the Board or by operation of law, as follows:
- A. The Board may take action prior to March 30 of each year of this contract to extend this contract for an additional year.
 - B. The Board may non-renew this contract in accordance with Section 1229 of the Revised School Code. This contract shall be extended by operation of law for an additional year unless it has been non-renewed in accordance with Section 1229 of the Revised School Code
10. In addition to this Agreement terminating upon timely notice given to the employee pursuant to paragraph 9 above, this Agreement may be terminated at any time for acts of moral turpitude, misconduct, or if the employee violates any of the terms or covenants of this Agreement. During the term of this contract the Assistant Principal shall be subject to discharge for causes that are not arbitrary or capricious.

This contract may be terminated during its term pursuant to a reduction in administrative personnel, as determined by the Board. The Assistant Principal shall be given at least ninety (90) days-notice of termination prior to the effective date of layoff. In the event of layoff, the Board shall have no further obligation under this Contract.

11. Personal Business and Sick Days. The Assistant Principal shall be granted 4 personal business days and 10 sick days for each contract year.

Continued

12. Integration Clause. This Contract contains the entire agreement and understanding of the parties with respect to the employment of the Assistant Principal. No prior or concurrent representations, promises, contracts, or understandings, written or oral, not contained herein, shall be of any force or effect. All prior contracts or other agreements (written or oral) pertaining to the terms of this Contract are canceled and superceded by the terms of the Contract. No amendment to or modification of this Contract shall be valid or binding unless it is in writing, approved by official action of the Board of Education, and signed by authorized signatories of the School District. No valid waiver of any provision of this Contract, at any time, shall be deemed a waiver of any other provision of this Contract.

In witness whereof, the parties have duly executed this Assistant Principal's Employment Contract as of the day and year written in the opening paragraph.

Thomas Ureche

Chuck Hughes, Superintendent

Date

Date

Thomas C. Ureche Jr.

16194 Silvercrest Dr.

Fenton, MI 48430

(810)577-1780

Tureche12@gmail.com

Thomas C. Ureche Jr.

EDUCATION

- MASTERS OF EDUCATION (Educational Leadership Emphasis), Saginaw Valley State University, 2006, Administrator Certification
- BACHELOR OF SCIENCE IN EDUCATION (Secondary Emphasis), Central Michigan University, 2003
- Major: Physical Education
Minor: Health Education
- Continuing education credits from Central Michigan University, Chapman University, and Loyola Marymount University

EXPERIENCE

7-12 Principal: Morrice Jr/Sr High School 2018-Present

- Worked with staff to develop classroom management plans
- Worked with staff to improve teaching methods and techniques
- Worked with staff to update the School Improvement Plan
- Collaborated with other district administrators to improve K-12 education policies
- Helped school counselor develop a master schedule
- Facilitated student discipline when needed
- Implemented the "Positivity Project" to help meet PBIS tier 1 needs
- Conducted teacher walk throughs and formal evaluations using district evaluation tool
- Conducted support staff evaluations using district rubric
- Served as the 7-12 truancy representative for the district
- Collaborated with school counselor to coordinate state testing schedule
- Supervised sporting events, school dances, and parent/teacher conferences
- Facilitated dual enrollment and early college information night
- Organized state reports for the building and district
- Built relationships with the community and school board to help improve student success
- Communicated frequently with students and parents about a variety of issues
- Organized staff meetings and professional develop days
- Interviewed and hired new staff as needed
- Completed state reports in a timely manner
- Attended relevant professional development
- Represented the district at league wide meetings
- Collaborated with the regional education service district on a variety of issues
- Attended and presented at monthly board meetings

9-12 Physical Education/Health: EAJ High School, 2009-2018

- Taught physical education to the Michigan Merit Curriculum
- Worked collaboratively with the physical education department
- Assessed all areas taught using the corresponding assessments
- Implemented a positive, successful classroom management plan
- Recorded student behavior and progress on report cards

- Built a strong and respectful relationship with students and parents
- Helped design and coordinate implementation of new weight room
- Served on HIV/AIDS and Human Sexuality curriculum review panel
- Organized and ordered equipment for the department
- Filled in as administrator when needed
- Organized and implemented positive behavior support at the high school

9-12 GradPoint Supervisor: EAJ High School, 2014

- Worked with administration to develop communication plans
- Worked collaboratively with GradPoint staff on student progress
- Distributed communication letters to parents weekly
- Collaborated with administration and counselors regarding graduation requirements
- Organized student meetings weekly
- Recorded and monitored progress of each student in the program

9-12 Assistant Principal Internship: Mt. Morris Alternative High School, 2013

- Worked with staff to develop classroom management plans
- Worked with staff to improve teaching methods and techniques
- Implemented new behavior policies at the school
- Recorded student behavior issues on Synergy software
- Met with students and parents when needed
- Built relationships with community leaders to look for ways to improve student success

Thomas C. Ureche Jr.

4-6 Physical Education/Health: Central Elementary, 2005-2009

- Taught physical education to EPEC standards
- Worked collaboratively with staff and GISD to implement PE-NUT grant
- Taught health to Michigan Model standards
- Implemented a positive, successful classroom management plan
- Built a strong and respectful relationship with students and parents
- Served as Union Representative for the building
- Served on leadership team for the building
- Worked closely with administration on a variety of issues
- Filled in as administrator when needed
- Implemented field day for the school
- Organized swimming program for the school
- Implemented a character education program

K-3 Physical Education: Pinhurst/Moore Elementary, 2004-2005

- Taught physical education to the MI EPEC standards
- Worked collaboratively with the entire elementary school

- Implemented a positive, successful classroom management plan
- Built a strong and respectful relationship with students and parents
- Served as Bridges to the Future teacher leader

LEADERSHIP ROLES

Physical Education Department Head: EAJ High School, 2009-2014

- Worked collaboratively with administration and department staff
- Implemented a positive and successful curriculum plan
- Designed district Physical Education opt-out test
- Helped department begin to use common assessments
- Organized elementary swim program

Genesee Intermediate School District Leadership Academy, 2007-2008

- Represented our district in the leadership academy
- Helped design new elective schedule at Central Elementary
- Served over 90 hours as a substitute principal within the district
- Met monthly with other aspiring administrators from around the county
- Worked closely with administrators on variety of issues

Union Representative: Mt. Morris Educational Association, 2006-2008

- Represented staff on contract issues
- Attended monthly union meetings
- Elected to contract negotiation committee
- Held staff meetings when necessary

COACHING EXPERIENCE

Boys Varsity Golf Coach: EAJ High School, 2008-2012

- Held tryouts and selected the team
- Found and scheduled golf matches
- Organized and scheduled practice times
- Scheduled bus pickup and drop off times
- Enforced eligibility requirements
- Organized team fundraisers
- Communicated all issues with the Athletic Director

Boys Junior Varsity Basketball Coach: Swartz Creek High School, 2005-2007

- Organized detailed practice plans
- Held tryouts and selected the team
- Organized team fundraisers
- Organized team community service
- Enforced eligibility requirements
- Prepared players for the varsity level
- Organized team study hall hours

- Assisted varsity coach with scouting and game preparation

Boys Freshman Basketball Coach: Swartz Creek High School, 2003-2005

- Organized detailed practice plans
- Held tryouts and selected the team
- Organized team fundraisers
- Enforced eligibility requirements
- Prepared players for varsity level
- Organized team study hall hours

OTHER EXPERIENCE

MHSAA High School Basketball Official: 2000-Present

- Officiated girls and boys basketball games

PROFESSIONAL DEVELOPMENT

- Michigan Model Training Workshop
- HIV/AIDS Education Training Workshop
- Physical Education Association
- MAPHERD Physical Education State Convention
- CPR/First Aid/AED
- Water Safety Instructor
- Lifeguarding
- CPI Training
- PE-NUT Training

Thomas C. Ureche Jr.

PROFESSIONAL DEVELOPMENT CONTINUED

- EPEC training
- Genesee County Leadership Academy
- K-12 Sexuality Training
- RTI Training
- PBS Training
- MEA Contract Negotiation Conference
- S3 Training
- College Board Testing Training