



UNIVERSAL LEARNING ACADEMY

REGULAR Meeting Minutes

Date: Wednesday, March 25, 2026
Scheduled Time: 6:30 PM
Location: Universal Learning Academy
 28015 Joy Road, Westland, MI 48185

A. CALL TO ORDER

Call to Order by: Rim Tamim
Call to Order Time: 6:35 PM

Attendee Name	Title	Status	Arrived
Rim Tamim	President	Present	
Marwa Moubadder	Vice President	Present	
Mohamad Haidar	Treasurer & Secretary	Present	
Alan Yassine	Director	Absent	
TBD	Director	Absent	

ALSO PRESENT:

Amy Zacharias, Rami Hamadeh, Dr. Ali Bazzi, Haidar Nemer

Recognition/Acknowledgment by Board Member Rim Tamim that a quorum is present.

B. APPROVAL OF AGENDA

THE AGENDA IS APPROVED AS WRITTEN.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Marwa Moubadder, Vice President
SECONDER:	Mohamad Haidar, Treasurer and Secretary
AYES:	Tamim, Moubadder, Haidar
ABSENT:	Yassine

C. ORGANIZATIONAL ITEMS

1. APPROVAL OF MEETING MINUTES OF JANUARY 28, 2026

RESOLVED THAT, the Board of Directors of Universal Learning Academy has reviewed, discussed and approved the Regular Meeting minutes of January 28, 2026.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Marwa Moubadder, Vice President
SECONDER:	Mohamad Haidar, Treasurer and Secretary
AYES:	Tamim, Moubadder, Haidar
ABSENT:	Yassine

* Individuals wishing to address the board of directors under Item D above are requested to sign in with the board secretary prior to the start of the meeting. Individual comments are limited to no more than two (2) minutes each and total time allowances not exceed 30 minutes. The board will not verbally respond to public comments but may follow up in the most appropriate and time-effective manner.
 * Complaints or concerns requiring a Public Hearing shall first be addressed in writing and delivered to the board president at least five (5) days prior to the board meeting or such complaints or concerns shall not be heard by the board.
 *This meeting is a meeting of the board of directors in public for the purpose of conducting the academy's business and is not to be considered a public community meeting. There is a time for public comment during the meeting as indicated on the agenda. [Open Meetings Act, Public 267].

2. APPROVAL OF REVENUES AND EXPENDITURES

RESOLVED, that the Board has reviewed and accepted the Revenues and Expenditures Report as of January 31, 2026 and February 28, 2026 and attached hereto as Exhibit “A and B”.

RESULT: ADOPTED [UNANIMOUS]
MOVER: Marwa Moubadder, Vice President
SECONDER: Mohamad Haidar, Treasurer and Secretary
AYES: Tamim, Moubadder, Haidar
ABSENT: Yassine

3. APPROVAL OF FINANCIAL AUDITOR ENGAGEMENT LETTER

RESOLVED, that the Audit Engagement Letter prepared by Wilkerson and Associates as attached in Exhibit “A and B” is hereby approved.

RESULT: ADOPTED [UNANIMOUS]
MOVER: Marwa Moubadder, Vice President
SECONDER: Mohamad Haidar, Treasurer and Secretary
AYES: Tamim, Moubadder, Haidar
ABSENT: Yassine

D. PUBLIC COMMENT

PUBLIC PRESENT:

Amy Zacharias, Rami Hamadeh, Dr. Ali Bazzi, Haidar Nemer

PUBLIC COMMENTS:

None.

E. OLD BUSINESS

1. PRESENTATION OF CERTIFICATION OF HALAL MEATS

RESOLVED THAT, The Superintendent of the Academy presented the Board of Directors of Universal Learning Academy with the Certifications of Halal meats.

RESULT: ADOPTED [UNANIMOUS]
MOVER: Marwa Moubadder, Vice President
SECONDER: Mohamad Haidar, Treasurer and Secretary
AYES: Tamim, Moubadder, Haidar
ABSENT: Yassine

F. NEW BUSINESS

1. APPROVAL OF THE PARENT/STUDENT HANDBOOK AND PARENT COMPACT

RESOLVED, that the Parent/Student Handbook and the Parent Compact as set forth in Exhibit “A” and "B" and presented to the Academy Board are hereby adopted and be implemented as the Handbook of the Academy.

RESULT: ADOPTED [UNANIMOUS]
MOVER: Marwa Moubadder, Vice President
SECONDER: Mohamad Haidar, Treasurer and Secretary
AYES: Tamim, Moubadder, Haidar
ABSENT: Yassine

2. PRESENTATION AND APPROVAL OF COURSE PACKET

RESOLVED, that the Course Packets as set forth in Exhibit “A and B” and presented to the Academy Board is hereby adopted as the Course Packet of the Academy.

RESOLVED FURTHER, that Hamadeh Educational Services, Inc. (“HES”) is authorized to use the Course Packet in implementing the Academy’s curriculum.

RESULT: ADOPTED [UNANIMOUS]
MOVER: Marwa Moubadder, Vice President
SECONDER: Mohamad Haidar, Treasurer and Secretary
AYES: Tamim, Moubadder, Haidar
ABSENT: Yassine

3. APPROVAL OF PUBLIC ACT 48 PLAN MID-YEAR GOAL REPORTING

The Board of Directors of Universal Learning Academy has been presented with the Public Act 48 Plan Mid-Year Goal Reporting as attached in Exhibit "A".

RESULT: ADOPTED [UNANIMOUS]
MOVER: Marwa Moubadder, Vice President
SECONDER: Mohamad Haidar, Treasurer and Secretary
AYES: Tamim, Moubadder, Haidar
ABSENT: Yassine

4. PRESENTATION AND APPROVAL OF THE PRE-K, SAFETY, TRANSPORTATION AND ATHLETIC HANDBOOKS

RESOLVED, that the that the Pre-K, Safety, Transportation and Athletic Handbooks as set forth in Exhibits “A, B, C and D” and presented to the Academy Board are hereby adopted and ratified

RESULT: ADOPTED [UNANIMOUS]
MOVER: Marwa Moubadder, Vice President
SECONDER: Mohamad Haidar, Treasurer and Secretary
AYES: Tamim, Moubadder, Haidar
ABSENT: Yassine

5. REVIEW AND APPROVAL OF RFP BIDDING, BID COMMITTEE AND SELECTION OF VENDORS FOR LAWN CARE AND SNOW REMOVAL SERVICES

NOW, THEREFORE, BE IT RESOLVED THAT, the Board of Directors has discussed, reviewed, and approves the attached RFP for the Lawn Care and Snow Removal Service as presented in Exhibit “A”; and

NOW, THEREFORE, BE IT RESOLVED THAT, the Board of Directors has discussed, reviewed, and hereby approves the following vendors and finalize the contracts for the Snow Removal Service as presented:

Vendor Name	Service Type	Contract Length
Four Seasons	Snow and Lawn	1 year

RESOLVED FURTHER THAT, any and all actions taken prior to the date of these Resolutions by HES retroactively and are consistent with these resolutions are hereby approved and ratified

BE IT FURTHER RESOLVED THAT, The Board President, Vice President, Treasurer, Secretary, Superintendent, or any other member of the Board is hereby directed and authorized to prepare, negotiate, modify or otherwise amend, execute and deliver any and all agreements, instruments and documents that are proper, necessary, convenient or desirable to carry out the intent of this Resolution and are not materially adverse to the Academy.

RESULT: ADOPTED [UNANIMOUS]
MOVER: Marwa Moubadder, Vice President
SECONDER: Mohamad Haidar, Treasurer and Secretary
AYES: Tamim, Moubadder, Haidar
ABSENT: Yassine

6. APPROVAL OF VENDORS

RESOLVED THAT, the Board has reviewed, and approves the Expenses and Costs as attached in Exhibit “A and B” as follows:

Vendor	Services	Yes
Wayne RESA- Computer Consortium	Computer Services	Yes
Granicus	Software Company	Yes

RESOLVED THAT, the presented expenses and costs as attached in Exhibit “A and B” are hereby approved retroactively on behalf of the Academy.

NOW, THEREFORE, BE IT RESOLVED THAT, any and all actions taken prior to the date of these Resolutions by Board President, the Superintendent or any Authorized Representative consistent with these Resolutions are hereby approved and ratified.

RESOLVED FURTHER, the Board President, Vice President, Treasurer, Secretary, any other member of the Board of Directors, the Superintendent or Designee, or any of them acting alone

(the “Authorized Officer”) is hereby authorized, empowered and directed, for and on behalf of the Academy, to execute and deliver any and all agreements, documents and instruments which relate these resolutions, and are proper, necessary, convenient or desirable to carry out the intent of these Resolutions and are not materially adverse to the Academy.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Marwa Moubadder, Vice President
SECONDER:	Mohamad Haidar, Treasurer and Secretary
AYES:	Tamim, Moubadder, Haidar
ABSENT:	Yassine

G. AUTHORIZER'S PRESENTATION/DISCUSSION

- E-mail about leadership, Board Approve dinner April 27, 2026

H. ADJOURNMENT

Motioned By: **Marwa Moubadder**

Supported By: **Mohamad Haidar**

BE IT RESOLVED THAT the meeting be adjourned.

Meeting Adjourned at {6:46 PM}.