UNIVERSAL ACADEMY

ANNUAL ORGANIZATIONAL
Meeting Minutes

Date: Tuesday, July 21, 2026
Scheduled Time: 5:30 PM
Location: Central Office
6919 Waverly Street, Dearborn Heights, MI 48127

A. CALL TO ORDER

Call to Order by: **Abeer Fahs**
Call to Order Time: **5:34 PM**

Attendee Name	Title	Status	Arrived
Abeer Fahs	President	Present	
Leila Chammout	Director	Present	
Nuha Fakih	Secretary	Present	
Ali Alfoaady	Treasurer	Absent	
TBD	Vice President	-	

Also Present:

Dorsett, Haidar Nemer, Rami Hamadeh, Dr. Ali Bazzi

Recognition/Acknowledgment by Board Member **Abeer Fahs** that a quorum is present.

B. APPROVAL OF AGENDA

THE AGENDA IS APPROVED AS WRITTEN.

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

C. ORGANIZATIONAL ITEMS

1. APPROVAL OF ELECTION OF OFFICERS

RESOLVED THAT, that the following individuals are hereby elected officers of the Academy to hold the offices set forth opposite their respective names below until their successors have been duly elected and shall have qualified, or as otherwise provided in the Academy's By-Laws:

***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}.**

Board Member Name	Office
Abeer Fahs	President
Leila Chammout	Vice President and Treasurer
Nuha Fakih	Secretary
Ali Alfoaady	Director

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

2. APPROVAL OF MEETINGS MINUTES OF JUNE 23, 2026

RESOLVED THAT, the Board of Directors of Universal Academy has reviewed, discussed and approved the meeting minutes of June 23, 2026.

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

3. APPROVAL OF FOURTH QUARTER FINANCIAL STATEMENTS FOR JUNE 30, 2026

RESOLVED THAT, the Board of Directors of Universal Academy has reviewed, discussed and approved the presented fourth quarter financial statements as of June 30, 2026.

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

D. PUBLIC COMMENT

PUBLIC PRESENT:
Rami Hamadeh, Haidar Nemer, Dorsett, Dr. Ali Bazzi

PUBLIC COMMENTS/OPEN FORUM:
None.

E. OLD BUSINESS

None.

F. NEW BUSINESS

1. APPROVAL OF SCHEDULE OF SUPERINTENDENT EVALUATION

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby establishes **April 27, 2027** as the date for the Board evaluation of the Academy's Management Company (Hamadeh Educational Services) and the evaluation shall be conducted in an open public meeting of the Board.

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

2. APPROVAL OF ANNUAL APPOINTMENTS RETAINING LEGAL COUNSEL, AUDITOR, AND INSURANCE FOR THE ACADEMY

RESOLVED, that the appointments, representations, and/or selection of **Shifman & Carlson, P.C.** as the legal counsel is hereby approved for and on behalf of the Academy; and

RESOLVED, that the appointments, representations, and/or selection of **Wilkerson** as the external financial auditor is hereby approved for and on behalf of the Academy; and

RESOLVED, that the appointments, representations, and/or selection of **General Agency** as the insurance agency is hereby approved for and on behalf of the Academy to provide building & liability insurance, workers compensation, Educators Legal Liability, Directors & Aires Commission coverage to Bond the Treasurer and others in accordance with Bay Mills Community College's requirements.

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

3. APPROVAL OF ANNUAL APPOINTMENTS OF HOMELESS LIAISON AND FOSTER CARE REPRESENTATIVES FOR THE ACADEMY

BE IT RESOLVED, that the appointments, representations, and/or selections for the below listed options are hereby approved for and on behalf of the Academy; and

RESOLVED, that the **Academy's Social Worker** is hereby appointed as the Academy's Homeless Representative.

RESOLVED, that the **Academy's Social Worker, Tanya Bazzi,** is hereby appointed as the Academy's Foster care Representative.

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

4. APPROVAL OF ANNUAL APPOINTMENT COORDINATOR OF TITLE VI, TITLE IX, SEXUAL HARASSMENT AND SECTION 504 REPRESENTATIVE

NOW, THEREFORE, BE IT RESOLVED, that the **Superintendent, Dr. Ali Bazzi** is hereby appointed Title VI Coordinator to be responsible for the Academy's compliance with 42 U.S.C. §2000d et. seq. ("Title VI"); and

RESOLVED, the Academy Board hereby approves and appoints the **Superintendent, Dr. Ali Bazzi** as the designated Title IX Coordinator to be responsible for coordinating the Academy's compliance with 20 U.S.C. §1681, et. seq. ("Title IX"); and

BE IT FURTHER RESOLVED, that the **Superintendent, Dr. Ali Bazzi** is hereby appointed as the Academy's Sexual Harassment Representative and the **Mrs. Amal Jawad** is hereby appointed as the Academy's backup Female Sexual Harassment Representative if and when needed.

RESOLVED FURTHER, the Academy Board hereby appoints the **Special ED Coordinator** as the Section 504 Coordinator to be responsible for the Academy's compliance with Section 504 of the Rehabilitation Act of 1973 ("Section 504").

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

5. APPROVAL OF DESIGNATED EMPLOYEES OF HES, MANAGEMENT COMPANY ACCESS TO CRIMINAL HISTORY RECORD INTERNET SUBSCRIPTION SERVICE (CHRISS)

NOW, THEREFORE BE IT RESOLVED:

1. Employees of Hamadeh Educational Services ("HES"), a Management Company, working at the Academy, with proper training and protocols, may access, view, and process Criminal History Record Internet ("CHRI") results on behalf of the Academy to the extent permitted by law; and
2. Employees of HES, a Management Company, not at the Academy, having a need to access CHRI as part of the hiring/placement process, with proper training and protocols, may access, view, and process Criminal History Record Internet Subscription Services ("CHRISS") results on behalf of the Academy to the extent permitted by law; and
3. Individuals requested by the Academy to be fingerprinted by the Academy must sign a waiver that the CHRI results can also be shared with HES; and
4. Employees of HES, a Management Company, who will access, view and process CHRI, shall register for the National Criminal Justice Association ("NCJA") Audit, Security, and Access to CHRISS trainings and complete the mandatory training before accessing, viewing and processing CHRISS.
5. After successfully completing the mandatory NCJA Audit, Security and Access to CHRISS training, the Academy board of the Public School Academy desires to designate the following HES employees to access, view and process CHRISS results on behalf of the Academy:

1. **Dr. Ali Bazzi, Superintendent**
2. **Rami Hamadeh, Chief Technology Officer**
3. **Amal Jawad, Chief Business Executive**
4. **Fatima Lama Muhaydli, Compliance Specialist**
5. **Haidar Nemer, Chief Executive Officer**

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

6. APPROVAL OF DESIGNATED ACADEMY LOCAL AGENCY SECURITY OFFICER (LASO) ACCESS TO CRIMINAL HISTORY INTERNET SUBSCRIPTION SERVICES (CHRISS)

NOW, THEREFORE BE IT RESOLVED:

1. Academy LASO working at the Academy, with proper training and protocols, may access, view, and process CHRI results on behalf of the Academy to the extent permitted by law; and
2. Academy LASO staff not at the Academy, having a need to access CHRI as part of the hiring/placement process, with proper training and protocols, may access, view, and process CHRI results on behalf of the Academy to the extent permitted by law; and
3. Individuals requested by the Academy to be fingerprinted by the Academy must sign a waiver that the CHRI results can also be shared with the Academy LASO; and
4. Academy LASO, who will access, view and process CHRI, shall register for the NCJA Audit, Security, and Access to CHRISS trainings and complete the mandatory training before accessing, viewing and processing (CHRISS).
5. After successfully completing the mandatory NCJA Audit, Security and Access to CHRISS training, the Academy Board of the Public School Academy desires to designate **Mrs. Uzma Anjum, UA Principal** as the Academy designated LASO to access, view and process CHRISS results on behalf of the Academy.

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

7. APPROVAL OF ANNUAL FOIA APPOINTMENT AND OMA REPRESENTATIVE FOR THE ACADEMY

NOW, THEREFORE BE IT RESOLVED, that the **Superintendent, Dr. Ali Bazzi** is hereby appointed as the Academy's FOIA Representative.

RESOLVED, that the **Superintendent, Dr. Ali Bazzi** is hereby appointed as the Academy's OMA Representative.

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

8. APPROVAL OF ANNUAL APPOINTMENT OF BANK TRANSACTIONS AND SIGNATORIES FOR THE ACADEMY

BE IT RESOLVED, that the Academy Board elects, approves and believes the designated signatories to sign all checks, drafts, and orders for the payment of money in the Academy's best interests;

Bank Signatory 1: **Haidar Nemer**

Bank Signatory 2: **Dr. Ali Bazzi**

Bank Signatory 3: **Uzma Anjum**

Bank Signatory 4: **Amal Jawad**

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

9. APPROVAL OF ANNUAL APPOINTMENT OF CREDIT CARD HOLDERS

BE IT RESOLVED, that the Academy believed it is in the Academy's best interest to appoint the following individuals are authorized Credit Card Holders to make necessary purchases for the Academy consistent with the Academy's purchasing policy in the Academy's best interests:

- **Superintendent**
- **Assistant Superintendent**
- **Chief Technology Officer**
- **Principal**
- **Chief Business Executive**
- **Chief Executive Officer**
- **Coordinator of Food Services**

- **Early Childhood Specialist**
- **Director of Operation**
- **Director of Athletics**
- **Procurement Specialist**
- **Compliance Specialist**
- **Building Manager**

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

10. APPROVAL OF ANNUAL APPOINTMENT OF MEDIA SOURCE AND CONTACT FOR THE ACADEMY

BE IT RESOLVED, that the appointments, representations, and/or selections for the below listed options are hereby approved for and on behalf of the Academy; and:

NOW, THEREFORE BE IT RESOLVED, that **Shifman & Carlson** is hereby appointed as the Academy's MEDIA Representative in matters related to the Academy's ESP.

RESOLVED, that the **Superintendent, Dr. Ali Bazzi** is hereby appointed as the Academy's MEDIA Representative in matters to all other media representing the Academy

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

11. APPROVAL OF SCHOOL IMPROVEMENT PLAN (SIP)

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

RESOLVED THAT, the Board of Directors of Universal Academy has reviewed, discussed and approved the School Improvement Plan ("SIP") as set forth in Exhibit "A" to implement for the 2026-27 school year.

12. APPROVAL OF VENDORS/EXPENSES

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

VENDOR:	**SERVICES:**
Soliant	Social Worker Services, SLT and OT
Stephen Higgerson	Consultant

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

13. APPROVAL OF BID COMMITTEE, RFP BIDDING AND SELECTION OF VENDR(S) FOR MEAT, POULTRY AND BAKERY PRODUCTS

RESOLVED THAT,

1. The Academy board has reviewed the bid summary and recommendations and vendor selections for the Meat/Poultry and Bakery products for the food service program (Food Services) necessary for the Academy's operation from the review committee for the as attached hereto as Exhibit ''A, B, C, D, E, F and G''

The Academy Board approves and believes it would be in the best interest of the Academy at this time to select and finalize the contract with the following vendors:

VENDOR	**SERVICES**
Al Kareem Bakery	Breakfast Pies
Tarboush bakery	Breakfast Pies
Kings Bakery	Breakfast Pies
Mr. baker	Breakfast Pies
Papaya bakery	Breakfast Pies
Al Saad Meats	Meat and Poultry
Saad Wholesale	Meat and Poultry
Papaya Meats	Meat and Poultry
Hashem's Meat Market	Meat and Poultry
El Sayed Meat Market	Meat and Poultry
Pizza Kitchen	Pizza Vendor
Domino's	Pizza Vendor
Golden Edge	Pizza Vendor

2. The Academy Board President, Superintendent or authorized representative is hereby authorized, empowered, and directed to prepare, negotiate, modify or otherwise amend, execute and deliver any and all agreements, instruments and documents which relate to 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.

3. Any and all actions taken prior to the date of these resolutions by the Board President, Superintendent or any authorized representative consistent with these resolutions are hereby approved and ratified.

4. Nothing in the foregoing resolutions shall imply that the ultimate responsibility for approving the bid rests with anyone other than the Academy Board.

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

14. APPROVAL OF RFP AND REVIEW BID COMMITTEE FOR CUSTODIAL SERVICES

NOW, THEREFORE, BE IT RESOLVED THAT, the Academy Board retroactively approves the RFP for the custodial services as attached and made part of Exhibit “A”.

BE IT FURTHER RESOLVED THAT, the Academy Board retroactively approves the Review Committee per the committee listing attached as Exhibit “B”

BE IT FURTHER RESOLVED THAT, that the Board would like to delegate responsibility to the task of opening, reviewing and evaluating bids the attached RFP for the custodial services to Hamadeh Educational Services (“HES’) by the Review Bid Committee.

BE IT FURTHER RESOLVED THAT, the Review Committee will receive, open, evaluate the bids and make recommendations at a Regular board meeting scheduled to be held on **September 15, 2026**.

RESOLVED FURTHER THAT, any and all actions taken prior to the date of these Resolutions by HES and the Review Committee are hereby retroactively approved and ratified.

BE IT FURTHER RESOLVED THAT, The Board President, Vice President, Treasurer, Secretary, the Superintendent, the Chief Business Executive and/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.

BE IT FINALLY RESOLVED THAT, nothing in the foregoing Resolutions shall imply that the ultimate responsibility for approving the Bid rests with anyone other than the Board.

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Leila Chammout, Director
SECONDER:	Nuha Fakih, Secretary
AYES:	Chammout, Fahs, Fakih
ABSENT:	Alfoaady

15. AUTHORIZER'S PRESENTATION/DISCUSSION

– None

16. ADJOURNMENT

Motioned by **Leila Chammout**
Supported by **Nuha Fakih**

BE IT RESOLVED THAT the meeting be adjourned.

Meeting Adjourned at {5:54 PM}.