

**BRONSON COMMUNITY SCHOOLS  
SUPERINTENDENT OF SCHOOLS  
CONTRACT AMENDMENT**

Pursuant to Section 1229(1) of the Revised School Code and in accordance with the action found in the June 23, 2025, meeting minutes of the **Board of Education** ("Board") of the **Bronson Community Schools** ("District"), the Board employs Kate Wall ("Superintendent") according to the amended terms and conditions of this Contract as specifically described below:

**5. Compensation.** The Superintendent's base salary for the 2025-2026 Contract year shall be One Hundred Twenty-Six Thousand, Seventy-Two dollars (\$126,072.00).

E. Merit Pay language has been removed from the Superintendent Contract

**13. Holidays.** Consistent with the District's calendar, the Superintendent is entitled to the following paid holidays for which no service to the District is required: New Year's Day (January 1), Good Friday (if school is not in session), Memorial Day, Independence Day (July 4), Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, and Christmas Day, and New Year's Eve. If the holiday falls on a Saturday, observe Friday; if the holiday falls on a Sunday, observe Monday.

**15. Illness/Disability.** If the Superintendent is absent from duty due to illness or to attend to personal affairs, she shall be allowed full pay for eleven (11) sick days per Contract year and six (6) personal days, to be credited on July 1. All currently banked days will be considered sick leave days. The unused portion of such allowance shall accumulate from year to year to a maximum of one hundred twenty (120) days. If such credit results in an accumulation, which exceeds one hundred twenty (120) days, the Board will pay the Superintendent for all days over one hundred twenty (120) at the rate of \$100.00 per day. Payment shall be made prior to July 31. The Superintendent is entitled to her accumulated paid time off days from her previous position held in the District. Accumulated sick days may be utilized prior to the implementation of long term disability benefits. In the event there is not adequate sick leave to meet the terms of the long-term disability plan, the Board shall grant required days to the Superintendent. The Board agrees to pay the difference between benefits and full salary for up to 200 days. Fifty percent (50%) of accrued sick leave days will be paid at daily rate up to a maximum of 80 days upon retirement. The Superintendent shall maintain a record of the leave days used and report the use of leave days to the payroll clerk for proper processing.

**16. Bereavement.** The Superintendent shall be entitled to a maximum of five (5) days per year for a death in the immediate family, which is defined as parent, spouse, sibling, child, grandchild, father-in-law, mother-in-law, and grandparent and a maximum of three (3) days per year, to attend the funeral of a brother-in-law, sister-in-law, grandparents-in-law, aunt, uncle, niece, or nephew.

If a second family member, identified by ESTA, passes away during the same year, additional days may be used from accrued sick days. Staff may also use accumulated sick days to attend

additional funerals, provided it does not cause undue hardship to the district. Such days would be granted up to a maximum of 5 days per year, approved as 1 day per occurrence. Verification may be required, upon request.

**19. Performance Evaluation.** The Superintendent's performance shall be evaluated by the Board, at least annually by January 1 of each Contract year. The Superintendent shall be evaluated in accordance with the Revised School Code, Act 451 of 1976, as amended. The Superintendent may appeal the evaluation process and rating received to the Board of Education. The appeal must be submitted in writing to the Board President within 30 calendar days after the Superintendent is informed of the rating. Within 15 days after the appeal is submitted, the Board of Education shall provide the Superintendent with written notice that a hearing shall be scheduled, in closed or open session at the election of the Superintendent, to consider the appeal and for the Superintendent to present witnesses, information and evidence. The hearing shall be scheduled for a date mutually acceptable to the Board and Superintendent within 45 days after the appeal is submitted, unless extended by mutual agreement. The Superintendent may be represented by counsel at the hearing at their own expense. If the hearing does not resolve the matter, the Superintendent may request binding arbitration by filing a demand for arbitration with the American Arbitration Association within 30 calendar days after the hearing, or within 45 days after the appeal if no hearing is held. The arbitration is subject to the Michigan Uniform Arbitration Act, MCL 691.1681, et seq., as amended. The arbitrator shall be selected through the procedures of the American Arbitration Association, Employment Arbitration Rules. The arbitrator shall have authority to issue any appropriate remedy, and the decision of the arbitrator shall be enforceable by any court of competent jurisdiction. The Superintendent and Board agree to use the tool provided by Superintendent evaluation tool provided by the Michigan Association of School Boards (MASB).

**Authorization.** This Contract is executed on behalf of the District pursuant to the authority contained in the Board resolution adopted on June 23, 2025, the same being incorporated herein by reference.

Dated: June 23, 2025

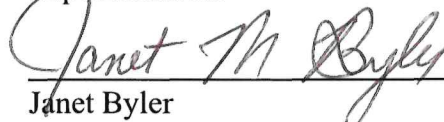
By:



Kate Wall  
Superintendent

Dated: June 23, 2025

By:



Janet Byler  
President, Board of Education

Dated: June 23, 2025

By:



Brenda Kelley  
Secretary, Board of Education

**BRONSON COMMUNITY SCHOOLS  
SUPERINTENDENT OF SCHOOLS  
EMPLOYMENT CONTRACT**

Pursuant to Section 1229(1) of the Revised School Code and in accordance with the action found in the October 16, 2023, meeting minutes of the **Board of Education** ("Board") of the **Bronson Community Schools** ("District"), the Board employs Kate Wall ("Superintendent") according to the terms and conditions of this Contract as specifically described below.

1. **Term.** The Superintendent is employed for a period of 2.71 years from October 16, 2023, through June 30, 2026, subject to extension, non-renewal, and termination as provided in this Contract.

2. **Contract "Rollover"/Extension.** If the Superintendent is rated "Effective" or "Highly Effective" on her annual evaluation, this Contract shall be extended annually for an additional one (1) year period unless the Superintendent shall have received written notice to the contrary from the Board not later than February 15 (beginning with February 15, 2024). Not later than January 15 annually the Superintendent shall, as a condition to the above provision, issue a written reminder to the Board of the February 15 notification deadline. The Board's decision to permit or to prevent extension of the Superintendent's contract shall be made at the sole discretion of the Board.

3. **Qualifications.** The Superintendent represents that she possesses and will maintain all certificates, credentials, and qualifications required by law, including Sections 1246 and 1536 of the Revised School Code, Michigan Department of Education regulations, and those required by the Board to serve in the position assigned.

A. As a condition of continued employment, the Superintendent will meet all continuing education requirements for the position assigned, as may be required by law or by the Michigan State Board of Education, and/or the Michigan Superintendent of Public Instruction

B. If the Superintendent fails to maintain all required 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 under its terms.

4. **Duties.** The 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. The Superintendent acknowledges the ultimate authority of the Board as to her duties and agrees to faithfully perform those duties and to diligently implement

the Board's policies and education programs.

- B. The Superintendent will devote her talents, skills, efforts, and abilities toward competently and proficiently fulfilling all duties and responsibilities of the position assigned, including compliance with the directives of the Board to carry out its policies and educational programs.
- C. The Superintendent agrees to comply with and fulfill all responsibilities and tasks for which she is responsible as required by state and federal law, as well as by the Board through its policies, regulations, and directives. The Superintendent pledges to use her best efforts to maintain and improve the quality of District operations and to constantly promote efficiency in all areas of her responsibility.

5. **Compensation.** The Superintendent's base salary for the 2023-2024 Contract year shall be One Hundred Twenty Thousand Dollars (\$120,000.00) pro-rated to Eighty-Four Thousand Nine Hundred and Ninety-Six dollars (\$84,996) in the first year in consideration of her performance of the duties and responsibilities of the position assigned in conformance with the Board's requirements and expectations.

- A. The Superintendent's annual salary shall be in twenty-six (26) substantially equal bi-weekly installments during the applicable twelve (12) month period of July 1 — June 30.
- B. The Board retains the right to additionally increase the Superintendent's annual salary during the term of this Contract, but in no event shall the salary be less than that for the previous Contract year.
- C. Any adjustment in salary made during the term of this Contract shall be in the form of a written amendment and, when executed by the Superintendent and the Board, shall become a part of this Contract.
- D. Consistent with current Section 1250 of the Revised School Code, the Superintendent's job performance and job accomplishment will be significant factors in determining the Superintendent's compensation and any adjustments to her compensation. See MCL 380.1250.
- E. The Board shall provide a one-time stipend to the Superintendent on June 30 annually that is equivalent to 2% of the Superintendent's salary if the Superintendent is rated by the Board "Highly Effective" overall for that school year, or 1% if the Superintendent is rated "Effective" overall by the Board for that school year in her annual performance evaluation.
- F. **Tax-Deferred Annuity.** In remuneration for services rendered, the Board agrees to contribute to a Tax Sheltered Annuity, 403(b), an amount equal to 5% of the Administrator's base salary. The contribution will be made monthly at

the rate of 1/12<sup>th</sup> of the annual total. The contribution shall be made to a vendor selected by the Administrator from the Board approved list of vendors.

6. **Business Expenses.** Consistent with Board Policy, the Board will reimburse the Superintendent for all reasonable and necessary business-related expenses resulting from the performance of her duties as Superintendent, including travel, meals, and lodging in accordance with the District's per diem expense and reimbursement procedures. The Superintendent shall present an itemized account of these expenses in the manner determined by the Board. Mileage shall be reimbursed at the IRS rate. The Superintendent shall not misrepresent business-related expenses in any respect, and shall seek pre-approval from the Board President of expenses over \$1,000.00.

7. **Professional Meetings and Conferences.** The Board shall permit a reasonable amount of time for the Superintendent to attend such professional programs and pay for the necessary registration fees, travel, and subsistence expenses, as pre-approved by the Board, and in accordance with Board policy.

8. **Graduate Credit.** The Board believes it is desirable for the Superintendent to continue her education, in that it directly benefits the school district. Therefore, the Superintendent will be reimbursed for tuition and fees for an accredited academic program, up to \$8,000 per contracted year (July 1st - June 30th).

A. The Superintendent will submit a transcript and bill for reimbursement directly to the Business Manager.

B. Upon resignation from the school district, the Superintendent will refund to the district the Board reimbursed tuition and fee expenses from the first five (5) years as follows:

(1) 100% repayment if resigning between October 16, 2023 and June 30, 2024 (maximum of \$8,000)

(2) 80% repayment if resigning between July 1, 2024 and June 30, 2025 (maximum of \$12,800)

(3) 60% repayment if resigning between July 1, 2025 and June 30, 2026 (maximum of \$14,400)

(4) 40% repayment if resigning between July 1, 2026 and June 30, 2027 (maximum of \$12,800)

(5) 20% repayment if resigning between July 1, 2027 and June 30, 2028 (maximum of \$8,000)

(6) Any Board reimbursed tuition and fees after school year June 30, 2028 are not subject to repayment.

C. Unless:

- (1) The Superintendent files for retirement, with the Office of Retirement Services, then the required repayment will be waived.
- (2) The Superintendent resigns due to health reasons, then the required repayment will be waived.

D. If the Superintendent is terminated by the Board within the terms set forth in this agreement, this will be a negotiable topic as part of the separation agreement.

9. **Professional Dues.** The Board will pay the Superintendent's Association dues in State (MASA & MASFPS) and National (AASA & ASCD) professional organizations, not to exceed four membership dues in any one year.

10. **Professional Coaching.** While serving as Superintendent, Superintendent may receive leadership coaching. The expenses of this professional coaching shall be paid by the Board and the selection of the professional coaching service provider is subject to Board approval.

11. **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 the Superintendent and her eligible dependents for the following insurance programs, subject to possible modification as stated in § 12 below.

A. The Board shall fully pay the premiums of the Superintendent's insurance program, except for health insurance and prescription drug coverage (which is the current plan for administrators and support staff through the current Board-approved carrier).

- (1) The fully-paid insurance program coverages include dental, vision, life, and accidental death and dismemberment.
- (2) The Board's contribution toward the premium for health insurance and prescription drug coverage shall not be more than the statutory limit necessary to comply with the Publicly Funded Health Insurance Contribution Act, MCL 15.561 et seq. Any premium amount exceeding the statutory limitation shall be payroll-deducted from the Superintendent's compensation.

B. The Superintendent may elect to instead receive a monthly cash in lieu of insurance benefits payment in the amount of Five Hundred Dollars (\$500.00). As a pre-condition to this benefit, Superintendent must first present documentation that she already receives health insurance meeting the

affordability and coverage requirements of the Affordable Care Act. This benefit is not permitted if the Superintendent's spouse is a full-time District employee.

(1) The election of this option is initiated by completing Form B-41 and submitting it to the Business Office during the open enrollment period. Once this election is made, the Superintendent may not change this status until the following election period.

(2) Payments will be made twice per Contract year during the first payroll in December and second payroll in June.

C. The Board will fund a Term life insurance policy with a face value of Two Hundred Thousand Dollars (\$199,000).

D. The Board will fund a Group Basic Term Life Insurance of Fifteen Thousand Dollars (\$15,000.00), including an additional Fifteen Thousand Dollars (\$15,000,000).

E. The Board will fund a Group Accidental Life and Dismemberment Benefit.

F. The Board will fund group long-term disability insurance providing a monthly benefit of 66-2/3<sup>rd</sup> of salary up to a maximum of Five Thousand Dollars (\$5,000) per month. Benefits will not accrue beyond the longer of: the duration of Benefits as listed in the policy; or Normal Retirement Age as defined by the 1983 amendment to the United States Social Security Act and is determined by your year of birth. The Superintendent may also select a Voluntary Short Term Disability plan at her expense through the same vendor.

12. **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 §11, if comparable coverage (as determined by the Board) is maintained during the term of this Contract.

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

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. The 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.

13. **Holidays.** Consistent with the District's calendar, the Superintendent is entitled to the following paid holidays for which no service to the District is required: New Year's Day (January 1), Good Friday (if school is not in session), Memorial Day, Independence Day (July 4), Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, and Christmas Day. If the holiday falls on a Saturday, observe Friday; if the holiday falls on a Sunday, observe Monday.

14. **Vacation.** The Superintendent is employed on the basis of 260/262 days of work per Contract year (July 1 - June 30).

- A. The Superintendent will receive thirty-five (35) vacation days per contract year credited on July 1 annually. The Superintendent is entitled to her accumulated vacation days from her previous position held in the District. If the Superintendent's employment is separated from the District before the end of the Contract year, the vacation days will be pro-rated. Unused pro-rated vacation days will be paid at daily rate per allocated number of days accrued upon separation of this contract unless the Superintendent is terminated by the Board within the terms set forth in this agreement.
- B. The Superintendent shall schedule use of vacation days and paid time off days in a manner to minimize interference with the School District's business and orderly operation. The Superintendent shall maintain a record of the leave days used and report the use of vacation days to the payroll clerk for proper processing. All vacation scheduling is subject to the approval of the Board President.
- C. Vacation days must be used within the Contract year for which they are made available. The Superintendent shall not receive any additional compensation in lieu of unused vacation days, without the express agreement of the Board.

15. **Paid Time Off (PTO).** If the Superintendent is absent from duty due to illness or to attend to personal affairs, she shall be allowed full pay for a total of fifteen (15) days per Contract year, to be credited on July 1. The unused portion of such allowance shall accumulate from year to year to a maximum of one hundred twenty (120) days. If such credit results in an accumulation, which exceeds one hundred twenty (120) days, the Board will pay the Superintendent for all days over one hundred twenty (120) at the rate of \$100.00 per day. Payment shall be made prior to October 30. The Superintendent is entitled to her accumulated paid time off days from her previous position held in the District. Accumulated PTO days may be utilized prior to the implementation of long term disability benefits. In the event there is not adequate sick leave to meet the terms of the long-term disability plan, the Board shall grant required days to the Superintendent. The Board agrees to pay the difference between benefits and

full salary for up to 200 days. Fifty percent (50%) of accrued PTO days will be paid at daily rate up to a maximum of 80 days upon retirement. The Superintendent shall maintain a record of the leave days used and report the use of leave days to the payroll clerk for proper processing.

16. **Bereavement Leave.** The Board shall grant up to five (5) days of paid leave per contract year for the death of family member(s) defined to include spouse, child, parent, sibling, grandparent, mother-in-law, and father-in-law; as well as for the same relatives for the Superintendent's spouse, or dependent of the immediate household. Such leave days may not be carried over from year to year.

17. **Other Fringe Benefits.** The fringe benefits in the Master Agreement between the Board and the Bronson Education Association shall accrue to the Superintendent if those benefits were in effect at the time of the signing of this Contract. The implementation into the Superintendent's Contract of any changed benefits in a new Master Agreement between the Bronson Education Association and the Board shall be expressly approved by the Board and the Superintendent. To the extent that other fringe benefits referenced in this paragraph conflict with the express terms of the Superintendent's Contract, the Superintendent's Contract shall control.

18. **Medical Examination.** The Superintendent shall submit to such medical examinations (including drug or alcohol tests), 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 the Superintendent's ability to perform the essential job functions required by her assignment, with or without reasonable job accommodation(s).

- A. Further, the Board may require the Superintendent to submit to a comprehensive medical examination on an annual basis and shall submit to the Board President a statement from the examining physician about the Superintendent's ability to perform the essential job functions required by her assignment, with or without reasonable job accommodation(s).
- B. Upon the Board's request, the Superintendent shall authorize the release of medical information necessary to determine if the Superintendent is able to perform the essential job functions required by her assignment, with or without reasonable job accommodation(s).
- C. Any medical or psychological examination or disclosure of such information required of the Superintendent by the Board shall be job-related and consistent with business necessity.
- D. 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.

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

19. **Performance Evaluation.** The Superintendent's performance shall be evaluated by the Board, at least annually by January 1 of each Contract year. This evaluation process shall comply with Section 1249b of the Revised School Code (or its successor provision). The Superintendent and Board agree to use the tool provided by Superintendent evaluation tool provided by the Michigan Association of School Boards (MASB).

20. **Assignment.** The Superintendent is subject to assignment and transfer to another administrative position of employment with the District at the Board's discretion. In the event of such assignment/transfer, the Superintendent's salary and other group benefits shall be those as stated in this Contract, or as such other terms that may be mutually agreed by the Superintendent and the Board.

21. **Tenure Exclusion.** The Superintendent is not deemed to have been granted tenure in the administrative position initially assigned or to which she may be assigned or transferred or in any capacity other than that of a classroom teacher pursuant to the Michigan Teachers' Tenure Act.

22. **Resignation and Notice.** The Superintendent shall provide a minimum of ninety (90) days' written notice of resignation to the Board. In the event of the Superintendent's written resignation absent allegations of wrongdoing, the Board will make reasonable efforts to maintain the Superintendent's employment in the District in a comparable position to that which the Superintendent held prior to the 2023-2024 school year.

23. **Termination.** The Board is entitled to suspend or terminate the Superintendent's employment at any time during the term of this Contract for a material breach of this contract or for any reason that is not arbitrary or capricious.

- A. The foregoing standard for termination of this Contract during its term does not apply to nonrenewal of this Contract at the expiration of its term, which decision is discretionary with the Board and is governed by Section 1229 of the Revised School Code, MCL 380.1229.
- B. If the Board undertakes to dismiss the Superintendent during the term of this Contract, she shall be entitled to written notice of charges and an opportunity for a fair hearing before the Board no sooner than ten (10) days after written notice of the charges. This hearing shall be public or private at the Superintendent's option. The Superintendent may have legal counsel attend this hearing, at the Superintendent's expense.

- C. If the Board terminates the Superintendent's employment during the term of this Contract, this Contract shall automatically terminate and the Board shall have no further contractual obligation to the Superintendent.

24. **Arbitration.** If a dispute relating to the 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, as 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 the Superintendent arising from her 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 the 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 the 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 the Superintendent is waiving her right to adjudicate discrimination claims in a judicial forum and is instead opting to arbitrate those claims. In any such arbitration proceeding, the Superintendent has the right to representation by counsel of her choice, the right to appointment of a neutral arbitrator, the right to reasonable discovery, and the right to a fair hearing. However, the Superintendent, through this agreement to arbitrate such claims, does not waive any statutory rights or remedies in the context of such arbitration proceedings.
- C. Regardless of American Arbitration Association rules to the contrary, the arbitrator's fee and the costs imposed by the American Arbitration Association shall be shared equally by the Board and the Superintendent, subject to the 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 ninety (90) days of the effective date of the Superintendent's termination during the term of this Contract. The arbitrator's Decision and Award shall be final and binding and judgment thereon may be entered in the Branch County Circuit Court.

25. **Limitations.** The Superintendent agrees that any claim or suit arising out of her 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. The 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 the six (6) month period of limitation set forth in this Contract and expressly 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 Board and the Superintendent about the 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 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 the Superintendent and 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. **Voidability.** 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. **Authorization.** This Contract is executed on behalf of the District pursuant to the authority contained in the Board resolution adopted on 11/13/23, the same being incorporated herein by reference.

Dated: 11/13, 2023

By: Kate Wall  
Kate Wall  
Superintendent

Dated: 11/13, 2023

By: Janet M Byler  
Janet Byler  
President, Board of Education

Dated: 11/13, 2023

By: Brenda Kelley  
Brenda Kelley  
Secretary, Board of Education