



## Lake Orion Community Schools

# Interoffice Memo

*from the office of the Assistant Superintendent of Human Resources*

**From:** Adam Weldon  
Assistant Superintendent of Human Resources

**To:** Heidi Mercer  
Superintendent

**Date:** July 29, 2026

**Re:** Certified Staff – Recommendations for Hire

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The following candidates have been recommended for hire:

| Name            | Building               | Position | Reason       | Start Date             |
|-----------------|------------------------|----------|--------------|------------------------|
| Rose Babicz     | Paint Creek            | Teacher  | Transfer     | 2026-27<br>School Year |
| Jonathon Babila | Lake Orion High School | Teacher  | New Position | 2026-27<br>School Year |
| Lillian Rebb    | Stadium Drive          | Teacher  | Transfer     | 2026-27<br>School Year |
| Lauren Rose     | Lake Orion High School | Teacher  | Retirement   | 2026-27<br>School Year |

The candidate resumes are attached for your review. These recommendations are supported.

Attachment(s): Resume

# Rose Babicz

## Certifications

Michigan Elementary Standard Certificate  
3-6 Teacher Education  
K-12 Learning Disabilities Endorsement  
Adult and Child First Aid & CPR

## Education

*Michigan State University*, East Lansing, Michigan  
College of Education – Special Education, Learning Disabilities  
*Michigan State University*, East Lansing, Michigan

- Teaching Major: Special Education – Learning Disabilities BA1 – Grade 3 – 6 Elementary Education

## Teaching Experience

### **4th Grade Teacher - Wacousta Elementary School - August 2025 – Present**

- Planned and delivered engaging, standards-aligned instruction across all core content areas, including reading, writing (Amplify CKLA), mathematics (MRAW Hill Reveal), science, and social studies, to meet the diverse academic needs of fourth-grade learners.
- Analyzed formative and summative assessment data to differentiate instruction, provide targeted interventions, and monitor student progress toward academic goals.
- Fostered a positive, inclusive classroom community by implementing social-emotional learning practices, restorative conversations, and proactive classroom management strategies that promoted student responsibility and engagement.
- Built strong partnerships with families through consistent communication, parent-teacher conferences, progress updates, newsletters, and timely responses to questions and concerns.
- Designed and facilitated small-group instruction based on student needs, providing targeted support in literacy and mathematics to accelerate learning and strengthen foundational skills.
- Participated in grade-level team planning, professional development opportunities, and collaborative problem-solving to support curriculum implementation and continuous school improvement.

### **Field Placement August 2024 – May 2025 *Wacousta Elementary School, Grand Ledge, Michigan***

- Completion of a yearlong internship in a third-grade general education classroom and elementary school resource room where I adapted instruction to identify and meet the needs and abilities of various types of learners.
- Collaborated with multidisciplinary teams in evaluation meetings to develop and implement Individualized Education Programs and Review of Existing Evaluation Data (REED) reports, ensuring

compliance with special education regulations and student success.

- Planned and implemented small group rotations and whole group lessons in reading and math to support academic growth.
- Led daily morning meetings targeted to foster the development of social-emotional learning, aid self awareness, and positive peer interactions.
- Implemented classroom management strategies to establish a supportive, inclusive, and productive learning environment, cultivating a calm and safe atmosphere for all learners.
- Maintained effective, regular communication with parents and guardians through weekly emails to strengthen home to school communication, scheduled conferences to provide updates on student progress and address concerns.

### **Professional Development**

*Increasing Inclusive Learning Expedition: UDL Training, ERESA Sept. 2024*

*Orton Gillingham Certified*

### **Technology Skills**

- Microsoft Word, Excel, and PowerPoint for Mac and PC
- Document Camera
- SMART board & Interactive Whiteboard
- Use of AI supports such as SMART SCHOOL

# JONATHON BABILA

## High School Science Teacher

### CONTACT

jonathonbabila@gmail.com   
248-860-4978   
Royal Oak, MI 

### SKILLS

Classroom Management  
Lesson Planning & Curriculum  
Development  
Laboratory Safety & Science  
Instruction  
Faculty Collaboration  
Parent Communication  
Assessment & Student Evaluation  
Educational Technology Integration

### OTHER WORK EXPERIENCE

**Bartender & Assistant Manager**  
Irish Tavern - Lake Orion, MI  
Jan 2025 - Current

**Bartender**  
Tustin Brewery - Tustin, CA  
June 2020 - Dec 2024

**Graduate Researcher**  
Focus: Modeling Air Pollution  
University of California, Irvine  
Jan 2018 - March 2020

**Undergrad Researcher**  
Focus: Health Impact of Wildfires  
Cal Poly, San Luis Obispo  
Jan 2016 - June 2017

**Organic Chemistry Technician  
Assistant**  
Cal Poly, San Luis Obispo  
Mar 2015 - June 2017

### EDUCATION & CERTIFICATIONS

Michigan Interim Teaching Certificate DI,  
MTTC - 94 Integrated Science (Secondary) - Passed  
University of Michigan  
Anticipated Completion July 2026 / Ann Arbor, MI / 4.0

Master of Science, Chemistry  
University of California, Irvine  
Irvine, CA / 3.84

Bachelor of Science, Chemistry  
California Polytechnic State University, San Luis Obispo  
San Luis Obispo, CA / 3.34

### TEACHING EXPERIENCE

#### Substitute Teacher

EduStaff, Jan 2026 - Current

- Delivered pre-planned lessons, maintained classroom management, monitored student behavior, and ensured a safe, productive learning environment while the regular teacher was absent.

#### General Chemistry Lab Instructor

University of California, Irvine

- Planned and facilitated general chemistry laboratory sessions for four student sections, promoting scientific inquiry, critical thinking, and safe laboratory practices.

#### Teaching Assistant

University of California, Irvine

- Designed and implemented comprehensive lesson plans for 250+ students, delivered supplemental lectures, provided one-on-one assistance during office hours, and graded assignments across ten different sections.

#### Instructional Student Assistant

California Polytechnic State University, San Luis Obispo

- Assisted the professor during labs, instructed students on laboratory techniques including titration and spectroscopy, and graded lab reports, activities, and quizzes for four general chemistry sections.

# Lillian Rebb

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Dedicated educator inspired by the growth students make as they develop confidence and new skills. Strives to create environments that make students excited to come to school each day by creating a safe, welcoming, and supportive classroom environment. Develops active learning opportunities to allow students to engage with curriculum through engaging methods.

## EDUCATION

Oakland University | Rochester, MI

May 2026

*Bachelor of Science in Elementary Education*

GPA: 3.6

President's List: 2025 - 2026

## CERTIFICATIONS

- PK-3 Lower Elementary Education (ZO)
- 3-6 Upper Elementary Education (ZP)
- LETRS Training in progress - Level 1 - Cohort 13

## TEACHING EXPERIENCE

Stadium Drive Elementary | Lake Orion, MI

August 2025 - April 2026

*First Grade Field Placement - Student Teaching*

- Create and deliver engaging lessons to meet the needs of students
- Collaborate with mentor teacher and grade-level team to plan lessons, small groups, field trips, classroom parties, and more
- Attend professional development days, MTSS meetings, leadership meetings, and staff meetings
- Build meaningful relationships with students that support a welcoming classroom environment
- Make modifications and accommodations to lessons to meet students' needs

Scotch Elementary | West Bloomfield, MI

September 2025 - December 2025

*Embedded Literacy Placement*

- Administered different assessments to analyze areas of strength and weakness
- Planned individualized lessons to support growth in areas of need

Havel Elementary | Sterling Heights, MI

January 2025 - April 2025

*Fourth Grade Field Placement*

- Supported students during mathematics instruction
- Observed classroom management strategies during whole-group instruction

# Lillian Rebb

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Roose Elementary | Warren, MI

January 2025 - April 2025

*Embedded Literacy Placement*

- Administered literacy assessments
- Used assessment data to create and teach lessons for tier two instruction

Burr Elementary | Sterling Heights, MI

September 2024 - December 2024

*First Grade Field Placement*

- Created and taught small group lessons in mathematics and phonics
- Administered phonics, reading, and writing assessments

Walt Whitman Elementary | Pontiac, MI

September 2024 - December 2024

*Embedded Literacy Placement*

- Created and taught individualized literacy lessons for English Language Learners
- Collaborated with colleagues to align lessons and standards to meet district requirements

Woodland Elementary | Troy, MI

September 2024 - December 2024

*Embedded Mathematics Placement*

- Analyzed student work and thinking to create and teach small group lessons
- Observed whole group mathematics instruction

R. Grant Graham Elementary | Auburn Hills, MI

January 2024 - April 2024

*Second Grade Field Placement*

- Observed classroom management techniques during whole-group instruction
- Supported students in small groups

## RELATED EXPERIENCE

EduStaff | Sterling Heights, MI

September 2025 - Present

*Certified substitute teacher*

Aqua Tots Swim School | Auburn Hills, MI

November 2019 - January 2026

*Swim Instructor & Aquatics Manager*

# Lauren Rose

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## OBJECTIVE

A Mathematics Teaching position in a school seeking an active teacher with new ideas, who is enthusiastic about teaching the material to students.

## Experience

**Osborn Park High School**, Manassas, VA (2023- Present)

### Mathematics Teacher

Worked with the Algebra 1, Algebra 2 and Pre-Calculus groups on creating lessons and activities for students to become actively engaged within the classroom.

Analyzed data to use for remediation and spiraling back to reteach topics for student mastery.

Created a safe learning environment for students to be themselves and work with others.

**Osborn Park High School**, Manassas, VA (2023- Present)

### Track and Field Coach

Responsible for creating meaningful workout plans for 100 athletes to improve technique

Worked with Sprints, Long/Triple/High Jumpers, and Hurdlers on learning and growing within the sport

Helped the head coach with meet management, scheduling meets for the season and any other help they needed throughout the season.

**Osborn High School**, Manassas, VA (2013- 2023)

### Mathematics Teacher

Created in-depth lesson plans, reaching all types of students

Used 21<sup>st</sup> Century skills and different methods to keep students active in their learning, including collaborating with others, working through problems around the room, and having friendly competitions in class

**Osborn High School**, Manassas, VA (2013- 2023)

### Head Track and Field Coach

Improved athletes' speed and agility in the 100 and 200 meter sprints

Responsible for ensuring all 70 members of the team were working hard and reaching their goals.

Successfully coached multiple athletes to qualification in the Virginia State Track Invitational and New Balance National Meet

**Osborn High School**, Manassas, VA (2021- 2022)

### Assistant Athletic Director

Responsible for game management at the home athletic events.

In charge of painting and mowing the fields and practice fields on the school property.

Helped the Athletic Director with other duties that needed to be completed

Organized the Club Day at the school.

**Eastern View High School, Culpeper, VA (2011 – 2013)**

**Mathematics Teacher**

Created in-depth lesson plans, reaching all types of students, which included students being active and out of their seats in the classroom

**Eastern View High School, Culpeper, VA (2011- 2013)**

**Head Track and Field Coach**

Improved athletes' speed and agility in the 100 and 200 meter sprints

Responsible for ensuring all 70 members of the team were working hard and reaching their goals.

Successfully coached nine athletes to qualification in the Virginia State Track Invitational

**CERTIFICATIONS**

CPR

Standard First Aid

USATF Level 1 Track and Field Coach

**QUALIFICATIONS**

Exceptional computer skills: Microsoft Word, Microsoft Excel, Microsoft PowerPoint, Schoology, SmartBoard, Windows Movie Maker

Excellent leadership skills

Outstanding communication skills

Strong ability to work as a team or independently

**EDUCATION**

Ferris State University, Big Rapids, MI (*Fall 2005- Spring 2010*)

Bachelor of Science, Mathematics Education

Minor: Physical Education

Dean's List: Spring 2010, Fall 2010

GPA: 3.40

Extra- Curricular Activities:

Track and Field

Michigan State University, East Lansing, MI (*Summer 2016- Summer 2018*)

Masters of Science, Sports Coaching and Leadership

GPA: 3.40

**HONORS/AWARDS**

Ferris State University Track and Field Team, GLIAC All-academic, 2007

**REFERENCES**

Available upon request