



Memorandum

To: Michael Kapolka, Superintendent
From: Marcus Kaemming, Assistant Superintendent
Subject: Recommendation to hire Samantha McKee as High School Assistant Principal
Date: August 18, 2025

This position became available due to transfer of Andrea Cole.

Sixty applicants applied for the position. Fourteen candidates were selected for a screening interview with Amanda Clor, Vanessa Fisk, Matt Cunningham, Amy Kay, Jason Morris, Andrea Cole, Molly Mattias, Art Finger, Daniela Bickel, and Katie Spisich. Five candidates were brought back for a panel interview with Amanda Clor, Bradley Dunn, Vanessa Fisk, Kathryn Dunn, Tim Mann, Megan Angus, Lisa Nickel, Wyeth Angus, John Zainea, Melanie Ichescos, Art Finger, Gibby Ichescos, Michelle Hilla, Andrea Cole, Emma Yee, Jason Morris, Val Johnson, Rachel Slupe, Amy Kay, and me. Two candidates were selected for a final round interview with you, me and Amanda Clor.

We are pleased to be able to recommend Samantha McKee for the position. Samantha has her Bachelor of Science in Education from Central Michigan University, a Master of Arts in Teaching from National University and a Master of Education from The Citadel.

Multiple references for Samantha spoke very positively about her. Her references said that she cares about people and students see that. She is approachable and responsive when issues or concerns arise. Another reference stated that she is proactive, professional and always keeps the best interest of the students in mind. Whether it's a classroom matter or a broader community issue, Sam responds promptly and thoughtfully, creating an atmosphere where collective dialogue and comprehensive resolutions are utilized. Among Samantha's many leadership strengths, her outstanding interpersonal skills and ability to approach, understand, and solve issues stands out. She consistently demonstrates empathy, clear communication, and the ability to inspire action in others. Her proactive approach to problem-solving and dedication to the school community helps to improve our school environment.

I recommend that Samantha McKee be placed on Step 2 of the High School Assistant Principal pay scale.

Thank you for your consideration of this request.