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**Memorandum**

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To: Michael Kapolka, Superintendent  
From: Marcus Kaemming, Assistant Superintendent  
Subject: Recommendation to hire Noelle Rager as a Social Worker at Beach Middle School  
Date: August 18, 2025

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This position became available due to the resignation of Mara Kelly.

Nine applicants applied for the position. Six candidates were selected for a screening interview with Amanda Clor, Kristin Krarup-Joyce, Mollie McConnell, Lisa Nickel, Andrea Cole, and Daniela Bickel. Two candidates were brought back for a teaching sample with Amanda Clor, Jill McKale, Lisa Nickel, Andrea Cole, and Adam Schilt. The final round interview was with you, me, Amanda Clor, and Adam Schilt.

We are pleased to be able to recommend Noelle Rager for the position. Noelle has her Bachelor of Arts in Social Work from Michigan State University and a Master of Social Work from the University of Michigan.

References for Noelle spoke very positively about her. Stating she has a positive attitude and growth mindset, and receptive to constructive criticism and feedback. She is big on relationships and very comfortable working with different age groups. They also stated Noelle is flexible, dedicated, and eager to learn.

I recommend that Noelle be placed on Step 1 of the MA pay scale.

Thank you for your consideration of this request.