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To: Michael Kapolka, Superintendent

From: Marcus Kaemming, Assistant Superintendent

Subject: Recommendation to hire Elise Blaauw as an Art Teacher at South Meadows Elementary

Date: June 8, 2026

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This position became available due to the transfer of Michaela Hanrath to Beach Middle School.

Fourteen applicants applied for the position. Twelve candidates were selected for a screening interview with Katie Spisich. Five candidates were brought forward for a panel interview with Katie Spisich, Tomi Dres, Micaela Hanrath, Micaela Williams, and Claire Popovich. Five candidates presented teaching samples to Katie Spisich, Tomi Dres, Micaela Hanrath, Micaela Williams, Claire Popovich, and Michelle Hilla. One candidate was selected for the final round with you, me, and Katie Spisich..

We are pleased to be able to recommend Elise for the position. Elise has her Bachelor of Science in Technical Design from the Fashion Institute of Technology.

Multiple references for Elise spoke very positively about her. Her references stated that Elise is an exceptional problem solver and communicator. She values youth voice and student centered programming.

I recommend that Elise Blaauw be placed on Step 2 of the BA pay scale.

Thank you for your consideration of this request.