



Memorandum

To: Michael Kapolka, Superintendent

From: Marcus Kaemming, Assistant Superintendent

Subject: Recommendation to hire Jessica Rickli as a Science teacher at Beach Middle School

Date: August 18, 2025

This position became available due to the resignation of Michael Coulombe.

Eleven applicants applied for the position. Five candidates were selected for a panel interview with Adam Schilt, Corynne Eder, Kevin Tykoski, Nick Schumann, Amy Wagoner, Jessica DeLand, and Caleb Coon. Three candidates were brought back for a teaching sample with Michelle Hilla, Adam Schilt, Corynne Eder, Tiffany Manning, Nick Schumann, Kathryn McCalla, and Jessica DeLand. The final round interview was with you, me, and Adam Schilt.

We are pleased to be able to recommend Jessica Rickli for the position. Jessica has her Bachelor of Science in Biological Sciences with a Minor in Coaching Fundamentals. She has a Masters of Arts in Dietetics with Outstanding Distinction. She has also completed her Teaching Certificate program through the Teachers of America certification process with certifications in Math and Science.

Multiple references for Jessica spoke very positively about her. Her references said she has been a volunteer assistant coach with me for the last three seasons of cross country. She creates meaningful relationships with kids. She is committed and reliable, smart and driven. She has volunteered a ton of her time and gone above and beyond on many occasions showing her commitment to the health of kids and our community. Jessica has done a phenomenal job at the high school long-term subbing. Kids love her.

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

Thank you for your consideration of this request.