



Memorandum

To: Michael Kapolka, Superintendent
From: Marcus Kaemming, Assistant Superintendent
Subject: Recommendation to hire Bryan Allen as an English Teacher at Beach Middle School
Date: January 12, 2026

This position became available due to the resignation of Susanna Miller.

Four applicants applied for the position. Two candidates were selected for a panel interview with Amy Doma, Gina Watson, Kathryn McCall, Cristian Garcia, Nick Schumann, Kaitlyn Gasparovich, and Adam Schilt. Two candidates were selected for a teaching sample with Amy Wagoner, Jessica DeLand, Ryann Skrypec, Kathryn McCalla, Beth Bell, Kaitlyn Gasparovich, and Adam Schilt. Two candidates were brought back for a final round interview with you, me, and Adam Schilt.

We are pleased to be able to recommend Bryan Allen for the position. Bryan has been a long term substitute teacher for us, covering the vacancy created by Susanna Miller since the beginning of this school year. He has his Bachelor of Music from Michigan State University and a Master of Management from the University of Michigan, and is certified to teach English and Mathematics.

References stated that Bryan is an outstanding educator, hard-working, and is very impressive when working with students.

I recommend that Bryan Allen be placed on Step 2 of the BA pay scale.

Thank you for your consideration of this request.