



Memorandum

To: Michael Kapolka, Superintendent

From: Marcus Kaemming, Assistant Superintendent

Subject: Recommendation to hire Raisa Boris as a Third Grade Teacher at South Meadows Elementary

Date: September 08, 2025

This position became available due to increased enrollment.

Twenty-one applicants applied for the position. Twelve candidates were selected for a screening interview with Katie Spisich and Judy Hermosillo. Eight candidates were brought back for a panel interview with Katie Spisich, Judy Hermosillo, Doug Whitsel, Tomi Dres, and Anna Croft. Four candidates were selected for a teaching sample with Katie Spisich, Jenni Linde, Andrea Bavineau, Annie Bates, Jessica DeLand, Kirstin Smart, Sarah Obenauf, and Ally Leverett. Two candidates were brought back for a final round interview with you, me, Katie Spisich, and Michelle Hilla.

We are pleased to be able to recommend Raisa Boris for the position. Raisa has her Bachelor of Science in Elementary Education from the Eastern Michigan University.

Multiple references for Raisa spoke very positively about her. Stating that she maintains high standards, a professional mindset, and demonstrates strong commitment to her students and her own development.

I recommend that Raisa Boris be placed on Step 2 of the BA pay scale.

Thank you for your consideration of this request.