



Memorandum

To: Michael Kapolka, Superintendent
From: Marcus Kaemming, Assistant Superintendent
Subject: Recommendation to hire Gregory DeGrand as the Director of Safety & Security
Date: January 12, 2026

This position became available due to the resignation of Doug Whitsel.

Sixty-four applicants applied for the position. Twenty-eight candidates were selected for a virtual screener interview with Ryan Spencer, Ross Potgiesser, and me. Six candidates were selected for a panel interview with you, me, Rob Arbini, John Seto, Reiley Curran, and Christina Hollis. Three candidates were brought back for campus walk through and student round with you, me, Amanda Clor, Adam Schilt, Kevin Kaziak, and four students. Those three candidates were then brought forward for a final round with you, me, Ryan Spencer, and Ross Potgiesser.

We are pleased to be able to recommend Greg DeGrand for the position. Greg brings more than twenty years of experience in public safety and leadership, having served in a variety of roles with the Canton Township Police Department, including Police Captain, Lieutenant, Sergeant, and Officer. Throughout his career, he has led teams, navigated complex situations, and built strong working relationships with a focus on prevention, response, and continuous improvement.

What stood out to us throughout the process was not only Greg's experience, but the way he approaches the work focusing on relationships, communication, and collaboration. Greg also has experience working directly in school settings, having served as both a coach and a substitute teacher with the Saline Area Schools. During reference checks, it was said that he is an excellent communicator who will embrace the job within a school. He is very good at making relational connections with staff.

I recommend that Greg DeGrand be placed on Step 3 of the Director II pay scale.

Thank you for your consideration of this request.