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To: Michael Kapolka, Superintendent

From: Marcus Kaemming, Assistant Superintendent

Subject: Recommendation to hire Natasha Tortora as a Resource Room teacher at South Meadows Elementary

Date: June 8, 2026

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This position became available due to the retirement of Tara Thorburn.

Eighteen applicants applied for the position. Seventeen candidates were selected for a screening interview with Katie Spisich and Lisa Nickel. Nine candidates were brought forward for a panel interview with Katie Spisich, Lisa Nickel, Stephanie Busch, Diana Salazar, Andrea Bavineau, Jaimie Jackson, Nicole Bareis, and Michelle Schertzing. Two candidates presented teaching samples to Katie Spisich, Lisa Nickel, Stephanie Busch, Diana Salazar, Casey Wescott, Michelle Hilla, Ally Leverett, Michelle Schertzing, and Sarah Radomski. One candidate was selected for the final round with you, me, Katie Spisich, and Lisa Nickel.

We are pleased to be able to recommend Natasha for the position. Natasha has her Bachelor of Science in Education with a major in special education from Ohio University.

Multiple references for Natasha spoke very positively about her. Her references all shared similar stories. They described her as collaborative, a huge loss to the building, organized, relational. Everyone expressed a huge loss it is going to be for their school and their district.

I recommend that Natasha Tortora be placed on Step 9 of the BA pay scale.

Thank you for your consideration of this request.