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To: Michael Kapolka, Superintendent

From: Marcus Kaemming, Assistant Superintendent

Subject: Recommendation to hire Ryan Michaud as a Psychologist at Beach Middle School and South Meadows Elementary

Date: June 22, 2026

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This position became available due to the retirement of Kristen Krarup Joyce.

Four applicants applied for the position. Three candidates were brought forward for a panel interview with Diana Salazar, Adam Schilt, Caleb Bentley, Ellen Hicks, and Lisa Nickel. Two candidates presented teaching samples to Ellen Hicks, Ellen Kent, Diana Salazar, Kaitlyn Gasparovich, Adam Schilt, Katie Spisich, Lisa Nickel, and Meg Emlaw. Those two candidates were brought to the final round with you, me, Adam Schilt, Katie Spisich, and Lisa Nickel.

We are pleased to be able to recommend Ryan for the position. Ryan has his Bachelor of Arts in Psychology from SUNY Purchase College, and a Master of Arts in Psychology from Adelphi University.

Multiple references for Ryan spoke very positively about him. His references stated that Ryan establishes strong relationships with staff, students and families. Ryan is a mediator and is always able to see both perspectives and always brings it back to the students. Another reference stated Ryan is the best I have ever worked with. He comes in as a peer, not above anyone else, always a team player.

I recommend that Ryan Michaud be placed on Step 13 of the MA pay scale.

Thank you for your consideration of this request.