



**BOARD OF EDUCATION
STAFFING RECOMMENDATIONS**

Administrator Making Recommendation: Heather Ebnet

Department: Principal **Date:** 9-25-25

Name of Candidate Recommended: Tammara Harms

X ☐ *Resume Included (Yes/No)* ☐ *Social Media Screen (Yes/No)*

X ☐ *References Checked (Yes/No)* X ☐ *Valid/Appropriate Licensure (Yes/No)*

Position

- a. Position being filled: Special Education Teacher
- b. How did the vacancy occur? ☐ X New Position ☐ Retirement. ☐ Resignation
- c. Who is being replaced? Adding a section
- d. Has the position or vacancy been changed or modified? ☐ Yes ☒ X No How?

Salary

Experience: Teaching Experience with Blind Students, Paraprofessional, and Substitute Teaching

Education: Expired Elementary 1-6 License with Emphasis in Special Education

Proposed Salary: \$48,000 until OFP is approved \$60,000 after
OR

Proposed Hourly:

Extent of Employment (FTE): 1.0
OR

Number of Hours per Week:

Source of Funding:

General Fund: ☐ Special Education: X ☐ Other: ☐ (Identify)

Selection Process

Interview Team: Cindy Pederson and Heather Ebnet

Number of candidates interviewed 1 out of 1 applications

- a. Internal
- b. External X

Key issue(s) or qualities for decision:

Has vast experience and a special education emphasis